

**COMMITTEE ON THE WELFARE
OF SCHEDULED CASTES AND
SCHEDULED TRIBES
(1973-75)**

(FIFTH LOK SABHA)

TWENTY-SEVENTH REPORT

MINISTRY OF FINANCE

(DEPARTMENT OF BANKING)

**Reservations for, and employment of, Scheduled
Castes and Scheduled Tribes in the Reserve
Bank of India and its Associate Institutions**

(Presented on 20th August, 1974)



समयमेव जयते

**LOK SABHA SECRETARIAT
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COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND
SCHEDULED TRIBES

(1973—75)

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**Elected to the Committee w.e.f. 9th May, 1974 *vice* Dr. Z. A. Ahmad resigned from the Committee w.e.f. 26th April, 1974.

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 Twenty-Seventh Report on the Ministry of Finance, Department of Banking—Reservations for, and Employment of, Scheduled Castes and Scheduled Tribes in the Reserve Bank of India and its Associate Institutions.

2. The Committee took the evidence of the representatives of the Ministry of Finance, Department of Banking, and of the Reserve Bank of India on the 27th and 28th March, 1974. The Committee wish to express their thanks to the Officers of the Ministry of Finance, Department of Banking, and of the Reserve Bank of India for placing before the Committee material and information the Committee wanted in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on the 25th July, 1974.

4. A summary of conclusions/recommendations contained in the Report is appended (See Appendix—VIII).

NEW DELHI;
August 13, 1974.

Sravana 22, 1896 (S).

D. BASUMATARI,
Chairman,
Committee on the Welfare of
Scheduled Castes and
Scheduled Tribes.

CHAPTER I

INTRODUCTORY

A. Organisation

1.1. The Reserve Bank of India is a statutory autonomous Organisation set up under the Reserve Bank of India Act, 1934 to regulate the issue of Bank notes and the keeping of reserves with a view to securing monetary stability in India and generally to operate the currency and credit system of the country to its advantage. The general superintendence and direction of the Bank's affairs are vested in the Central Board of Directors headed by the Governor of the Reserve Bank of India.

1.2. For purposes of its smooth working, the Reserve Bank of India carries on its functions through several Departments at Bombay which make up the Central Office of the Bank. The Central Office of the Reserve Bank of India comprises:

- (1) The Secretary's Department;
- (2) The Department of Administration and Personnel;
- (3) The Department of Accounts and Expenditure;
- (4) The Premises Department;
- (5) The Inspection Department;
- (6) The Legal Department;
- (7) The Exchange Control Department;
- (8) The Agricultural Credit Department;
- (9) The Department of Banking Operations and Development;
- (10) The Industrial Finance Department;
- (11) The Department of Non-Banking Companies;
- (12) The Economic Department; and
- (13) The Department of Statistics.

1.3. The Departments are managed by Heads of Department variously called Chief Manager/Chief Accountant/Chief Officer/Adviser etc. They are assisted by the necessary number of Staff Officers and other staff.

1.4. The Associate Institutions of the Reserve Bank of India viz. the Industrial Development Bank of India, the Agricultural Refin-

ance Corporation, the Unit Trust of India, the Deposit Insurance Corporation and the Credit Guarantee Corporation are managed by their respective Boards of Directors. The Governor of the Reserve Bank of India is the Chairman of the Board of Directors of the Industrial Development Bank of India, and the Deposit Insurance Corporation. One of the Deputy Governors of the Reserve Bank of India is the Chairman of the Board of Directors of the Agricultural Refinance Corporation and another Deputy Governor is the Chairman of the Credit Guarantee Corporation. The Chairman of the Unit Trust of India is appointed by the Governor of the Reserve Bank of India.

1.5. The Reserve Bank of India has, at present, besides the Central Office at Bombay, major local Offices at Ahmedabad, Bangalore, Bombay, Byculla (Bombay), Calcutta, Hyderabad, Kanpur, Madras, Nagpur, New Delhi and Patna. Each local Office of the Reserve Bank of India is under the charge of a Manager. The Managers are controlled and guided in administrative matters by the Department of Administration and Personnel of the Central Office at Bombay which is under the charge of the Chief Manager. The Chief Manager is assisted by a Joint Chief Manager who shares with him some of his functions and powers and works under his general supervision and control. The Joint Chief Manager is also the Liaison Officer of the Reserve Bank of India in respect of recruitment of Scheduled Castes and Tribes in the services of the Bank.

1.6. Except the Credit Guarantee Corporation, which is a Joint Stock company with the Reserve Bank of India (which holds 60 per cent of the shares) and the Commercial Banks as shareholders, all the other Associate Institutions have been set up under their respective Acts. The Industrial Development Bank of India and the Deposit Insurance Corporation are wholly owned subsidiaries of the Reserve Bank of India. The Reserve Bank of India holds 55.5 per cent of the shares in the Agricultural Refinance Corporation, the rest of the shares being held by the commercial/co-operative/land mortgage banks and the Life Insurance Corporation of India. The Reserve Bank of India holds 50 per cent of Unit Trust of India's initial capital.

1.7. The policies of recruitment, postings, transfers, training etc. of the entire staff of the Reserve Bank of India and of the Associate Institutions are formulated by the Department of Administration and Personnel of the Reserve Bank of India which, as stated before, works under the control of the Chief Manager. One of the Deputy Governors is in charge of this Department. Recruitment or promotions to Class I and Class II posts are looked after by the Chief

Manager on an all-India basis. However, the local Managers are delegated powers to recruit staff in Class III and Class IV posts according to policies and procedures laid down by the Department of Administration and Personnel of the Central Office of the Reserve Bank of India. The staff requirements of the Associate Institutions are met not by direct recruitment by the Institutions but by the Reserve Bank of India. Usually, the staff required by the Associate Institutions is recruited and posted first on its own cadre by the Reserve Bank of India and then placed on duty with the Associate Institutions. The staff thus made available to the Associate Institutions is not considered to be on deputation with the Institutions.

1.8. Since no separate recruitment is made by the Bank's Associate Institutions, for arriving at the total number of vacancies to be reserved in favour of Scheduled Castes and Scheduled Tribes, the Bank takes into account the vacancies in the Associate Institutions also. In the circumstances, the assessment of the representation of Scheduled Castes and Scheduled Tribes can be properly based only on the collective strength of the Reserve Bank of India and its Associate Institutions.

B. Central Board & Local Boards

1.9. The Central Board of the Reserve Bank of India comprises the Governor of the Reserve Bank of India, the Deputy Governors and Directors nominated by the Government of India under Section 8(1) of the Reserve Bank of India Act, 1934. Section 8(1) of the Reserve Bank of India Act, 1934 provides as follows:—

“8. (1) The Central Board shall consist of the following Directors, namely:

- (a) A Governor and not more than four Deputy Governors to be appointed by the Central Government;
- (b) four Directors to be nominated by the Central Government, one from each of the four Local Boards as constituted by section 9;
- (c) ten Directors to be nominated by the Central Government; and
- (d) One Government official to be nominated by the Central Government.”

1.10. Besides the Central Board, there are also four Local Boards of the Reserve Bank of India for the four Zones in which the country

is divided for this purpose. Each Local Board of the Reserve Bank of India consists of five members appointed by the Government of India to represent, as far as possible, territorial and economic interests and the interests of cooperative and indigenous banks. A Local Board of the Reserve Bank of India advises the Central Board on such matters as may be generally or specially referred to it and performs such duties as the Central Board of the Reserve Bank of India may delegate to it.

1.11. The Committee desired to know whether the Ministry of Finance, Department of Banking, had ever considered the feasibility of nominating one of the Directors of the Bank from amongst qualified Scheduled Castes and Scheduled Tribes on the Central Board of Directors of the Reserve Bank of India. The Committee also enquired whether the Ministry of Finance had ever appointed any member of the Scheduled Castes and Scheduled Tribes on any of the four Local Boards of the Reserve Bank of India. The representative of the Ministry of Finance, Department of Banking, in his evidence before the Committee, has stated:

“So far the appointment of a Scheduled Caste or Scheduled Tribe as a Director of the Bank is just by accident. There is no reserved vacancy on the Board of Directors. There are at present some vacancies in the Central and Local Boards of the Reserve Bank of India and Government will examine the feasibility of appointing qualified or suitable Scheduled Caste/Tribe persons on the Boards of Directors.”

1.12. The representative of the Ministry of Finance added that in the Nationalised Banks, Government had appointed the following eleven Directors from amongst the Scheduled Castes and Scheduled Tribes:—

Name of the Bank		Name of the Director	Whether SC or ST
1	2	3	4
(1) The Bank of India		1. Shri Sukru Bhagat	ST
		2. Shri Shankarrao R. Kharat	ST
(2) The United Bank of India		3. Shri Dympham Singh	ST
		4. Shri P. C. Misao	ST
(3) The Dena Bank		5. Prof. M. B. Vanamali	ST
(4) The Syndicate Bank		6. Dr. N. C. Biligiri Ramgiah	SC
		7. Shri Bingsi Machanier Rao	SC
(5) The Allahabad Bank		8. Shri Ram Lal Sonkar	SC

1	2	3	4
*6) The State Bank of India	9. Shri Anil Kumar Taware (Member, Bombay Local Board)		SC
	10. Shri Ram Prasad Tamta (Member Kanpur, Local Board)		SC
	11. Shri Arlison G. Momin (Member, Calcutta Local Board)		ST
	*12. Shri A. Hanumantha Rao (Member, Hyderabad Local Board)		SC
*7) The Bank of Baroda	*13. Shri L. B. Bhingardev		SC

*Additions suggested by the Ministry of Finance, Department of Banking, at the factual verification stage.

1.13. The Committee regret to note that no consideration has so far been given to the question of appointment of qualified Scheduled Caste and Scheduled Tribe persons on the Central or Local Boards of Directors of the Reserve Bank of India. The Committee are surprised at the statement of the representative of the Ministry of Finance that so far the appointment of a Scheduled caste or Scheduled Tribe as a Director of the Bank is just by accident. The Committee would like the Government to formulate a definite policy and lay down proper guidelines for the appointment of Directors of the Bank so that at least one qualified Scheduled Caste or Scheduled Tribe person is appointed a Director on the Central and each of the Local Boards of Directors of the Reserve Bank of India.

C. Role of the Ministry of Finance (Department of Banking)

1.14. The Committee enquired about the role played by the Ministry of Finance (Department of Banking) in the matter of reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the services of the Reserve Bank of India and its Associate Institutions. The representative of the Ministry of Finance has stated during evidence:

"The Reserve Bank of India is a statutory autonomous Organisation; it is not a subordinate organisation of the Government. It was set up by the Reserve Bank of India Act, 1934 to regulate the issue of bank notes, keeping all reserves with a view to maintaining monetary stability.

lity in India and to operate the currency and credit system of the country to the best advantage. The relation between the Reserve Bank of India, which is the Central Bank of the country, and the Government has never been formalised and, indeed, it cannot be quite formalised. It is not the practice of the Government to issue instructions to the Reserve Bank of India. Normally, there is a close and continuous consultation between the Central Government, the Reserve Bank of India and the Ministry of Finance in matters relating to policy. Government policy is brought to the notice of the Reserve Bank of India, from time to time. Various instructions are also issued to the Reserve Bank of India with regard to recruitment of Scheduled Caste and Scheduled Tribe candidates."

The representative of the Ministry of Finance has further stated that the Secretary, Ministry of Finance (Department of Banking), represents the Department of Banking on the Central Board of Directors of the Reserve Bank of India.

1.15. In regard to the autonomy of the Reserve Bank of India, the representative of the Ministry of Finance (Department of Banking) has stated in his evidence before the Committee:—

"The point is that the Reserve Bank of India is expected to act in a reasonable manner; it is actually a leading public undertaking. Since 1934, we have in the Act a provision to issue directives to the Reserve Bank in consultation with the Governor; but, normally, this is never used. Normally, we send our instructions through personal letters. Since I represent Government on the Board of Directors, I have an opportunity to explain to them the different requirements of the Government. The autonomy is with regard to the day-to-day interference from the Government."

1.16. In reply to another question, the representative of the Reserve Bank of India has stated "We generally accept the policy laid down by Government." It has further been explained by the representative of the Ministry of Finance (Department of Banking) that in the Department of Banking, where the administrative machinery is functioning, they receive the Government policy directions. The Ministry of Finance take up with Reserve Bank of India, as well as with other Banks, and they put it across to them that

these are Government policy decisions and suggest to them to fall in line with that. The Reserve Bank of India is different from a Government Department. The Bank considers very carefully all the suggestions given by the Ministry. Most of the suggestions the Bank accepts *in toto* and others with slight modifications. It is not that Government directions *ipso facto* apply to the Reserve Bank of India. It is all done according to the Constitution and the law.

1.17. The Committee understand and appreciate the autonomous character of the Reserve Bank of India in its day-to-day affairs. The Committee note that although there is a provision in the Reserve Bank of India Act, 1934, empowering the Government of India to issue directives to the Reserve Bank of India, need for issue of a formal directive by the Government to the Bank does not normally arise as matters are settled by correspondence. The Committee, however, are unhappy to note the hesitancy on the part of the Reserve Bank of India to implement *in toto* the Government orders relating to reservations and other matters concerning the Scheduled Castes and Scheduled Tribes. The Committee, therefore, stress that Government must take immediate and effective steps to ensure that all the Government orders regarding reservations and other matters concerning the Scheduled Castes and Scheduled Tribes are immediately accepted, and implemented, by the Reserve Bank of India and its Associate Institutions *in toto*. If necessary, the Government should issue a formal directive to the Bank under the provisions of the Reserve Bank of India Act, 1934, to have the needful done

CHAPTER II

RESERVATIONS

A. Reservation Orders

2.1. It has been stated that the policy of the Reserve Bank of India in the matter of reservations in recruitment of Scheduled Castes and Scheduled Tribes has been one of progressive liberalisation. In September, 1953, the Government of India forwarded to the Bank, a copy of a letter from a Member of Parliament regarding the recruitment of Scheduled Caste candidates in the Reserve Bank of India. Although the provisions of article 335 of the Constitution of India do not apply to the Reserve Bank of India, Government drew the attention of the Bank to the fact that in pursuance of the provisions in the Constitution, there was a reservation of 12½ per cent in favour of Scheduled Castes and desired to know whether the Reserve Bank of India had considered the question of making similar arrangements. The matter was examined in the Reserve Bank of India and it was decided that:

- (a) instead of making reservations, the Scheduled Caste candidates should be given general relaxations in the upper age limit by 3 years, for appearing in the written test held by the Reserve Bank of India for the purpose of recruitment,
- (b) all eligible Scheduled Caste candidates (i.e. those satisfying the minimum eligibility standards) should be given a chance to appear for the written test,
- (c) as many as possible from amongst them should be selected for interview, and
- (d) other things being equal, they should be given preference when making appointments.

2.2. The consideration which weighed with the Reserve Bank of India in not accepting the principle of reservation straightway seems to have been that a sufficient number of candidates belonging to the Scheduled Castes may not be available unless the minimum prescribed standards were considerably reduced and that this would weaken

the clerical cadre from which future superior staff of the Bank would mostly be found. These proposals of the Reserve Bank of India were communicated to the Government of India vide D.O. letter Staff No. 192/Rec. 1-54 dated the 14th January, 1954 (See Appendix I). It was proposed to watch the results of the above concessions for some time and review the position. In July, 1954, it was decided that the concessions extended to candidates belonging to Scheduled Castes in the matter of recruitment should be extended in favour of Scheduled Tribe candidates also. In 1955, it was decided to extend the following additional concessions in favour of Schedule Castes and Scheduled Tribes on the analogy of the practice followed by the Government of India in that regard:

- (i) to relax the upper age limit upto 5 years in favour of candidates belonging to the above categories applying for various Class III posts in the Reserve Bank of India.
- (ii) to reduce the application/examination fees (Where such fees are charged) to 1/4th of the normal fees.

2.3. It was, however, observed in 1960, that in spite of the various relaxations and concessions extended to the Scheduled Caste and Scheduled Tribe candidates in the matter of recruitment to various Class III and IV posts (as detailed in the foregoing paragraph), there was no appreciable increase in their representation in the services of the Reserve Bank of India. As this was largely due to failure of the majority amongst them to secure the minimum pass marks in the pre-recruitment test, it was decided to condone a shortfall upto 3 or 4 marks in the prescribed minimum pass marks (35 marks) in the written test so as to enable them to qualify for being called for interview.

2.4. In July, 1965, the Government of India, Ministry of Finance, advised the Reserve Bank of India that the Ministry of Home Affairs were of the view that the concessions then granted by the Reserve Bank of India in favour of Scheduled Castes and Scheduled Tribes would not, by themselves, ensure a fair proportion of vacancies going to the above categories of candidates and that statutory bodies owned by the Government should endeavour to make specific reservation for the above categories in all grades on the lines of the reservations in the Central Government services and desired that the Reserve Bank of India should review the matter once again. The Government's suggestion was examined and, having regard to the nature of work done in the Reserve Bank of India, it was decided to

fall in line with the Government's wishes subject to the following stipulations:—

- (i) The system of reservation for candidates of these categories would be introduced on a trial basis for 2 years i.e. 1966 and 1967. The quantum of reservation would be the same as under the Government.

The position would be reviewed in the last quarter of 1967 to see how far the system of reservation has resulted in recruiting a larger number of candidates of these communities.

- (ii) The reservations would apply to direct recruitment for posts in Class III (clerical staff etc.) and Class IV (subordinate staff). (The bulk of the Bank's direct recruitment was under these two categories).
- (iii) No reservations would be made in respect of direct recruitment of Junior Officers Grade II. The recruitment of candidates under this category was on a limited scale, the object of this limited recruitment being to infuse bright young men of high calibre in the Officers' cadre.
- (iv) The system of reservation would not apply to promotions from one grade to another.
- (v) The reservations would be subject to the availability of suitable candidates and in case of non-availability of such candidates against the reserved vacancies such vacancies would be treated as dereserved and filled by others; the under-recruitment would not be carried forward to the next year.

2.5. The Government of India were informed of the system of reservations which the Reserve Bank of India decided to introduce in favour of Scheduled Caste and Scheduled Tribes candidates.

2.6 The Committee enquired about the action taken by the Ministry of Finance, Department of Banking, on receipt of the Reserve Bank of India D.O. letter Staff No. 192/Rec. 1-54 dated 14th January, 1954 communicating to the Ministry of Finance, the proposals of the Reserve Bank of India for not accepting the principle of reservation in favour of Scheduled Castes in the services of the Reserve Bank of India. The Ministry of Finance in a note furnished to the Committee have stated that the Department of Banking was formed in 1969 and the Department of Economic Affairs was handling this subject till then. The records pertaining to the year 1954 have been destroyed

and as such it is not possible to say in detail what action was taken on the communication received from the Reserve Bank of India in the Department of Economic Affairs. However, it seems that the matter was pursued from time to time and in 1966, the Reserve Bank of India agreed for reservation in direct recruitment.

2.7. The Committee desired to know the result of the review made by the Reserve Bank of India in the last quarter of 1967 to see how for the system of reservation had resulted in recruitment of a larger number of candidates of these communities and the remedial measures taken by the Bank in the matter. The Reserve Bank of India, in a written note furnished to the Committee, has stated as follows:

“When the system of reservation was first introduced by the Reserve Bank of India in 1966 on a trial basis for two years, it was thought that the Bank would review the position in the last quarter of 1967 to see how far the system of reservation had resulted in the appointment of a larger number of candidates belonging to these communities. On the Bank’s communicating the above decision to the Government of India, the Ministry of Finance advised the Reserve Bank of India *vide* their letter D.O. No. F. 3(22)-BC-64 dated the 12th July, 1966, that the Ministry of Home Affairs, who were apprised of the Bank’s decision, had suggested the full implementation of the general instructions in regard to the reservations as applicable in the case of the Central Government Services. The Ministry of Finance, therefore, requested the Reserve Bank of India to consider the desirability of implementing the above suggestion. Accordingly, the Reserve Bank of India considered the matter and a decision was taken in May, 1967 to introduce the reservation system based on the roster points on a permanent basis in supersession of its earlier decision. Since the reservation system based on the roster points was introduced in the Reserve Bank of India in supersession of its earlier decision before the end of ‘trial period’ referred to above, the need to review the position in the last quarter of 1967 did not arise.”

2.8 Asked when the policy decision to provide reservations for Scheduled Castes and Scheduled Tribes in the services of the Reserve Bank of India and its Associate Institutions was taken by the Ministry of Finance and when the instructions regarding thereto were communicated to the Reserve Bank of India, the representative of the

1664 LS—2.

Ministry of Finance, Department of Banking, in his evidence before the Committee, has stated:

"In recommendation No. 69, the Estimates Committee in 1963-64 (52nd Report—Third Lok Sabha) recommended to the Government to ensure that the policy of reservation of posts for the Scheduled Castes and Scheduled Tribes is followed by all Public Sector Undertakings. The Ministry of Home Affairs sent that recommendation to the Department of Economic Affairs (Ministry of Finance), the predecessor of the present Department of Banking, in August, 1966. In 1966, the Reserve Bank of India agreed to fall in line with the policy of reservations for direct recruits."

2.9. Explaining the delay of about 10 months on the part of the Ministry of Finance to communicate the Government of India orders on the subject to the Reserve Bank of India, the representative of the Ministry of Finance, Department of Banking, has stated before the Committee:

"It is not a question of transmitting the letter merely. After this letter was received, the matter was discussed not only with the Reserve Bank of India, but with the LIC and other institutions and after certain discussion with the Board of Directors, a formal letter was sent only after 10 months. So, it is not as if the transmission of the letter took 10 months; ten months were taken in formal discussion and the preparation of the grounds."

2.10. It has been stated that the Reserve Bank of India is, at present, following the reservations for Scheduled Castes and Scheduled Tribes as follows:

"Reservations:

- (i) *Class I*: Reservations are made only in the cadre of Staff Officers Grade II (Direct Recruits), the quantum of reservation being on the basis of the ratio fixed by the Government of India, (*viz* 15 per cent and 7 per cent respectively for Scheduled Castes and Scheduled Tribes). No reservations are made in the cadres of Staff Officers Grade I and above, as these are mostly filled by promotion from the lower grades on the basis of seniority-*cum*-fitness.
- (ii) *Class II*: Vacancies are filled by promotion from the lower cadres on the basis of seniority-*cum*-fitness and as such no reservations are made.

- (iii) *Class III and IV*: Reservations are made according to the ratios fixed by the Government of India when direct recruitment is made to any of the posts in these classes."

2.11. The Committee are amazed to learn that the decision of the Reserve Bank of India not to accept the principle of reservation in favour of Scheduled Castes and Scheduled Tribes was communicated to the Government of India as early as in 1954 and it took 13 long years for the Government of India to persuade the Reserve Bank of India to introduce the reservation system for these communities based on the roster points on a permanent basis for direct recruitment.

2.12. The Committee feel convinced that protracted discussions/correspondence between the Government of India and the Reserve Bank of India on the very principle whether reservations for Scheduled Castes and Scheduled Tribes should be provided or not in the Bank must have deprived many a Scheduled Caste and Scheduled Tribe candidate of the opportunity of joining the services of the Reserve Bank of India.

2.13. The Committee regret to find that the Reserve Bank of India has still not provided for reservations for Scheduled Castes and Scheduled Tribes in the services of the Bank in the posts filled otherwise than by direct recruitment. The Committee urge that the Ministry of Finance to persuade the Reserve Bank of India to fall in line with the Government's policy decisions in regard to reservations for Scheduled Castes and Scheduled Tribes in the services of the Reserve Bank of India and implement these policy decision in letter and spirit.

B. Reservation in Promotions

2.14. The Committee desired to know the procedure for promotions followed by the Reserve Bank of India and its Associate Institutions. In a written note furnished to the Committee, the Reserve Bank of India has stated that in the matter of promotion of Scheduled Caste and Scheduled Tribe employees, the Government of India have issued the following instructions:—

- (i) In posts filled by *promotion* through Departmental competitive examinations within or to Class II, III and IV in which the element of direct recruitment, if any, does not exceed 50 per cent, vacancies to the extent of 15 per

cent and 7½ per cent are reserved for Scheduled Castes and Scheduled Tribes, respectively.

- (ii) In posts filled by *promotion made by selection* in or to Class III and IV in which the element of direct recruitment, if any, does not exceed 50 per cent, vacancies to the extent of 15 per cent and 7½ per cent of the vacancies are reserved for Scheduled Castes/Tribes, respectively.
- (iii) In promotion by *selection* from Class III in Class II, within the Class II and from Class II to the lowest rank of category in Class I, the Scheduled Caste/Tribe employees excluding, of course, those found unfit for promotions, are given one grading higher than the grading otherwise assignable to them on the basis of their record of service (i.e. if an employee is graded as 'Good', he is recategorised as 'Very Good' and if he is graded as 'Very Good' he is recategorised as 'Outstanding').
- (iv) In order to improve the chances of Scheduled Caste/Scheduled Tribe Officers for selection to higher categories of posts in Class I, they are provided with more opportunities for institutional, training and for attending seminars/symposia/conferences.
- * (v) No reservations are made in favour of Scheduled Caste and Scheduled Tribe employees in promotions on the basis of seniority subject to fitness.

2.15. It has further been stated that as promotions in the Reserve Bank of India within Class III and Class IV and from Class III to Class II and Class I are mainly on the basis of seniority subject to suitability, no reservations have been made in favour of Scheduled Castes and Scheduled Tribes in vacancies filled by promotion from one cadre to another on the analogy of the practice obtaining in the Government of India in that regard.

2.16. The Government's decision for providing more opportunities to Scheduled Caste and Scheduled Tribe Officers for institutional training and for attending seminars/symposia/conferences etc., has however, been accepted by the Reserve Bank of India and instructions in that regard have been issued to the concerned Offices/Departments.

*This is prior to the issue of the Cabinet Sectt. (Deptt. of Personnel) Orders on the subject, dated the 27th November, 1972.

2.17. During his evidence before the Committee, the representatives of the Reserve Bank of India has stated:

“So far as posts filled by promotion are concerned, the orders issued by the Ministry of Home Affairs in November, 1972 providing reservations at 15 per cent for Scheduled Castes and 7½ per cent for Scheduled Tribes in promotions made on the basis of seniority subject to fitness, are being examined by the Reserve Bank of India. The Bank has some agreement with the staff on service matters and the Bank will have to discuss the matter with the Employees’ Unions before it can start giving effect to reservations in promotions. The Reserve Bank of India visualises some difficulties in the matter as it will involve supersessions and the junior Scheduled Caste/Scheduled Tribe employees may supersede the senior employees in the general category.”

2.18. In reply to a question, the representative of the Reserve Bank of India has further stated:

“The difficulty here is that there are understandings with the Staff Associations that a particular method will be followed for promotion. If there is reservation in promotions then junior Scheduled Caste employees will supersede the senior ones.”

2.19. The Committee enquired whether the Reserve Bank of India had taken legal opinion in the matter and whether the understanding arrived at with the Staff Associations was not null and void. The representative of the Reserve Bank of India has stated during evidence:

“I shall consult the legal opinion. I may mention that there is no question of illegality. These understandings were reached before these orders came. These understandings were there since May, 1972 and these orders were received much later.”

2.20. The Committee find that the Reserve Bank of India Administration Circular No. 8 issued on the 13th May, 1972 introduces a revised scheme of a qualifying written test, replacing the then existing interview system, for promotion of Class II and Class III

personnel to the cadre of Staff Officers Grade II (formerly designated as Sub-Accountant|Research Superintendents).

2.20. According to this scheme a candidate in order to qualify in the written test, will have to secure 42 per cent marks in each paper and 132 marks in the aggregate provided that a deficiency of not more than two marks in any one paper only would be condoned if all these papers are taken at one sitting and the aggregate is not less than 132. Where a candidate secures 50 per cent or more marks in a subject, he need not appear in that subject again even if he fails to succeed in the test as a whole.

2.21. For candidates with less than 15 years' service (including temporary service) in Class III cadre, at the time of the test who have not passed in the subjects "Practice & Law of Banking" and "Book-Keeping & Accounts" of Part I of the Institute of Bankers Examination, there will be an extra paper of 100 marks divided into *two parts* viz. "Practice & Law of Banking" and "Book Keeping & Accounts"; each part will carry 50 marks and be of two hours' duration.

2.22. A candidate will have to secure not less than 25 marks in *each part* of this paper to qualify in the *written test*. If a candidate qualifies in any part, he need not appear in that part again.

2.23. The syllabus for this paper will be the same as prescribed from time to time in respect of these two subjects by the Indian Institute of Bankers for their Part I Examination.

2.24. Candidates who have passed either or both of these two subjects in Part I of the Institute of Bankers Examination will be exempted from appearing in the corresponding part or both parts of this paper.

2.25. Each candidate will be furnished with a mark-sheet for the subjects taken at the particular test.

2.26. There will be no restriction regarding the number of occasions a candidate may appear in the test, subject to clause II(b) of the revised scheme.

2.27. The Committee desired to know the total number of posts filled in the cadre of Officers by promotion of Class II and Class III employees during the period from the 1st January, 1966 to the 31st October, 1973 and the number of Scheduled Castes and Scheduled Tribes among them in all the Offices of the Reserve Bank of India

as also its Associate Institutions. The figures as furnished by the Reserve Bank of India, are given below:

	Total number of posts filled in the cadre of Staff Officer Grade II (P)	No. of Scheduled Caste candidates promoted to fill the vacancies in Col. (2)	No. of Scheduled Tribe candidates promoted to fill the vacancies in Col. (2)
(1)	(2)	(3)	(4)
1-1-1966 to 31-12-1966 . . .	168		
1-1-1967 to 31-12-1967 . . .	107		
1-1-1968 to 31-12-1968 . . .	170	4	
1-1-1969 to 31-12-1969 . . .	167	1	..
1-1-1970 to 31-12-1970 . . .	256	4	1
1-1-1971 to 31-12-1971 . . .	296	4	..
1-1-1972 to 31-12-1972 . . .	354	3	..
1-1-1973 to 31-10-1973 . . .	257	3	..
	1775	19	1

2.28. The Committee are distressed to learn that the Reserve Bank of India has not yet adopted the orders of the Government of India contained in the Cabinet Secretariat (Department of Personnel) Office Memorandum No. 27/2/71-Est(SCT), dated the 27th November, 1972 providing for reservations at 15 per cent for Scheduled Castes and 7½ per cent for Scheduled Tribes in promotions on the basis of seniority subject to fitness, in appointments to all Class I, Class II, Class III and Class IV posts in grades or services in which the element of direct recruitment, if any, does not exceed 50 per cent. The Committee feel that the fears which the Reserve Bank of India has expressed that application of the reservations for Scheduled Castes and Scheduled Tribes in promotions in the services of the Reserve Bank of India will create difficulties as junior Scheduled Caste employees will supersede the senior ones in the general category, do not have any basis. The same position obtains in the services of the Government of India. If the Government of India do not envisage any difficulty in implementing their orders issued on the 27th November, 1972, there is no reason why the Reserve Bank of India should have any difficulty in falling in

line with the general policy of the Government of India in this respect.

2.29. The Committee note the understanding reached by the Reserve Bank of India with the Staff Associations on service matters. The Committee are, however, convinced that if the position and the constitutional rights and safeguards of the Scheduled Castes and Scheduled Tribes are properly explained to the Staff Associations and that it is obligatory for the Reserve Bank of India to fall in line with the general policy decisions of the Government of India regarding reservations for Scheduled Castes and Scheduled Tribes, the Staff Associations will have no objection to the application of these orders providing for reservations in promotion in the services of the Reserve Bank of India. The Committee would like the Reserve Bank of India to expedite their decision on the matter and apprise the Committee thereof.

2.30. The Committee regret to note that out of 1775 posts filled in the cadre of Staff Officers Grade II by promotion of Class II and Class III employees during the period from the 1st January, 1966 to the 31st October, 1973, only 19 Scheduled Castes and one Scheduled Tribe were so promoted. This makes it all the more imperative that the Government of India orders regarding reservations for Scheduled Castes and Scheduled Tribes in promotions should be applied in toto in the Reserve Bank of India.

C. Reservations in isolated individual posts

2.31. The Committee pointed out that from the statements showing the total number of vacancies which occurred and which were filled in the Reserve Bank of India during the years 1968—72 (See Appendix II)*, it is noticed that in Class I category of posts, no vacancy has been shown as reserved for Scheduled Castes and Scheduled Tribes. In Class III and Class IV categories of posts, the numbers of vacancies reserved for Scheduled Castes and Scheduled Tribes against the total number of candidates recruited, are much below the quota reserved for these communities. For example, in the year 1968, against 495 vacancies filled in Class III posts, only 51 vacancies were reserved for Scheduled Castes and 31 for Scheduled Tribes: in the year 1969, against 977 vacancies filled in the same category, only 125 and 63 vacancies were reserved for Scheduled Castes and Scheduled Tribes respectively. Asked about the reasons for not reserving the prescribed number of vacancies (reserved for each year plus the carried forward vacancies) for

*Please see revised statement at Appendix II-A subsequently furnished by the Ministry of Finance, Deptt. of Banking at the factual verification stage.

these communities during these recruitment years, the Reserve Bank of India, in a written note submitted to the Committee, has stated:

“The Bank has not been providing reservation of posts in the Officers’ cadre except in the case of posts of Staff Officers Grade II to be filled by direct outside candidates.

The statistics furnished by the Bank represent the All-India figures of recruitment. Since the reservations for Scheduled Castes and Scheduled Tribes vary from State to State, the aggregate numbers so reserved may not conform to any particular percentage of reservation. Moreover, the waiting lists prepared by some of the Offices prior to the introduction of reservations continued to be operated till they were exhausted. Besides, in some cadres in Class III, the recruitment made in various Offices was for filling up a single vacancy only and as such the same was treated as unreserved in consonance with the Government instructions in this regard.”

2.32. Asked whether isolated individual posts of and small cadres in which vacancies may not occur with reasonable frequency and posts carrying identical status, emoluments and qualifications, are not grouped together to facilitate the application of the reservation orders to ensure adequate representation of Scheduled Castes and Scheduled Tribes in those posts, the Reserve Bank of India, in a note submitted to the Committee, has stated:

“The Reserve Bank of India has advised its Offices that in the case of isolated individual posts and small cadres in which vacancies may not occur with sufficient frequency, posts in the same class and carrying similar status etc. may be grouped together to facilitate the application of the reservation order (*vide* Office Circular letter Rec. No. 3791/7-66/67, dated 22nd May, 1967). To ensure, however, that the grouping of posts is done on a uniform basis at all Offices of the Reserve Bank of India, it is now proposed that the Central Office of the Reserve Bank of India at Bombay will itself advise the Offices how the grouping should be done on the basis of cadres.”

2.33. The Committee desired to know the categories of posts in the Reserve Bank of India and its Associate Institutions which were

exempted from the reservation orders. The Reserve Bank of India, in a written note submitted to the Committee, has *inter alia* stated that reservations are not made in respect of Staff Officer Gr. I and higher posts as these posts are normally filled by promotion from the lower cadre of Staff Officers Gr. II (Grade 'A'). Direct recruitment in the higher categories is normally resorted to only on occasions when the Bank requires Officers with special experience and/or qualifications in specialised departments of the Bank such as Agricultural Credit Department, Economic and Statistical Departments and Associate Institutions like Industrial Development Bank of India, etc. It is, however, proposed now that reservation for Scheduled Castes and Scheduled Tribes may be made even in direct recruitment to such posts, provided Scheduled Caste or Scheduled Tribe candidates with the prescribed qualifications are available.

2.34. Asked whether the exemption of these higher posts from the application of reservation orders, has the approval of the Ministry of Finance, the Ministry of Finance, Department of Banking, in a note furnished to the Committee have stated that these exempted posts have not the approval of the Ministry of Finance, as under the Government instructions, circulated to Public Sector Undertakings, the approval of the Administrative Ministry|Department is not required to be obtained in such cases. It has further been stated that Government orders (as consolidated and compiled in the Draft Directive prepared by the Bureau of Public Enterprises) for adoption by Public Sector Undertakings do not also require submission of any statements to the Administrative Ministry/Department or Cabinet Secretariat.

2.35. The Committee desire that the Reserve Bank of India should ensure that grouping of posts is done on a uniform basis in such a manner that the Scheduled Castes and Scheduled Tribes get their due share in the services of the Reserve Bank of India.

2.36. The Committee note that the Reserve Bank of India now proposes to introduce reservations for Scheduled Castes and Scheduled Tribes in higher posts also which require special experience and/or qualifications, provided the Scheduled Caste and Scheduled Tribe candidates with the prescribed qualifications are available. The Committee would like the Reserve Bank of India to give shape to this proposal without any further loss of time as the Committee feel that there is no dearth of qualified Scheduled Caste and Scheduled Tribe persons to man the higher posts in the Reserve Bank of India.

2.37. The Committee strongly recommend that no post in the Reserve Bank of India should be exempted from the application of orders providing for reservations for Scheduled Castes and Scheduled Tribes unless it is a post classified as 'Scientific or Technical' or it is a post 'for conducting research or for organising guiding and directing research' as per orders of the Government of India on the subject.

CHAPTER-III

STAFF STRENGTH

A. Staff Strength and Shortfalls

3.1. The total staff strength in the Reserve Bank of India and its Associate Institutions, separately (i) on the date when the reservation orders in favour of Scheduled Castes and Scheduled Tribes came into force (December, 1966) in the Reserve Bank of India and (ii) on 1st July, 1973, category-wise, and the number of Scheduled Caste and Scheduled Tribe employees and their respective percentages to the total strength, as furnished by the Reserve Bank of India, is at Appendix III.

3.2. The staff figures as given to the Study Groups of the Committee which visited different Offices of the Reserve Bank of India *vis-a-vis*, the total strength of the Scheduled Caste and Scheduled Tribe employees in those Offices are at Appendix IV.

3.3. From these staff figures, the Committee observe that there is admittedly a considerably shortfall in the employment of Scheduled Castes and Scheduled Tribes in the services of the Reserve Bank of India and its Associate Institutions. The Committee further observe that the performance of the Reserve Bank of India in filling the reserved posts by Scheduled Castes and Scheduled Tribe candidates in the subsequent recruitment years has also not been very satisfactory as the percentages of Scheduled Castes and Scheduled Tribes in the services of the Reserve Bank of India as on the 1st January, 1974, in Class III posts are negligible. It is as low as 4.41 per cent for Scheduled Castes and 0.35 per cent for Scheduled Tribes in the Headquarters Office, Bombay. In Class I and Class II, it is not even 1 per cent in any of the Offices of the Reserve Bank of India. The position of Scheduled Castes and Scheduled Tribes in Class IV services is also not satisfactory. The Committee desired to know the reasons for this meagre representation of Scheduled Castes and Scheduled Tribes in the services of the Reserve Bank of India and its Associate Institutions, even in Class III and Class IV posts. Explaining the reasons for the low percentages of Scheduled Caste and Scheduled Tribe employees in the Reserve Bank of India, even in Class III and Class IV posts, the representative of the Reserve Bank of India, in his evidence before

the Committee, has stated that the Reserve Bank of India started reservations for these communities in the services of the Bank only in 1966. So far as new posts are concerned, he has stated that the Bank's performance is not too bad. He has added that while the position in respect of Scheduled Castes is not so very bad, the Bank is finding great difficulty in filling the posts reserved for Scheduled Tribes.

3.4. In regard to the unsatisfactory representation of Scheduled Castes and Scheduled Tribes in Class I posts of the Reserve Bank of India, the Reserve Bank of India, in a written note furnished to the Committee, has stated that the bulk of Class I posts, including those of Staff Officers Grade II, is normally filled by promotion from the immediately lower cadres on the basis of seniority-cum-merit. Only a limited number of posts of Staff Officers Grade II are filled by direct recruitment where reservation for Scheduled Caste and Scheduled Tribe candidates is made. He has further stated that the position in respect of Class I in the Reserve Bank of India will improve gradually as more and more of the Scheduled Caste and Scheduled Tribe candidates become senior enough in Class III to be promoted to Class I on the basis of seniority-cum-merit.

3.5. The committee observe that only a limited number of posts viz. 17½ per cent of the posts in the cadre of Staff Officers Grade II are filled by direct recruitment on the basis of a competitive test conducted by the Reserve Bank of India Services Board on an all-India basis. Out of these, 50 per cent posts are reserved for being filled by the Staff candidates to which reservations for Scheduled Castes and Scheduled Tribes do not apply. The Committee enquired whether this did not deprive the Scheduled Castes and Scheduled Tribes of their due share even in the direct recruitment made for Staff Officers Grade II. The representative of the Reserve Bank of India, during his evidence before the committee, has stated:

"In future the reservations for Scheduled Castes and Scheduled Tribes will apply to the entire quota of 17½ per cent direct recruitment of Staff Officers Grade II, irrespective of the fact whether candidates come from open market or from amongst the Bank employees."

3.6. The Committee learn that one of the reasons why proportionate number of Scheduled Castes and Scheduled Tribes have not been recently appointed in the Reserve Bank of India, Bombay, is that the waiting list for recruitment in Class III was prepared by

the Bank in 1971 which had not been exhausted till 1973 and which did not contain names of enough number of Scheduled Castes and Scheduled Tribes. A Study Group of the Committee, which visited the Reserve Bank of India, Calcutta, was informed that one of the reasons for shortfalls in the employment of Scheduled Castes and Scheduled Tribes against their reserved quota in that office was that a panel for recruitment in the services of the Reserve Bank of India, Calcutta, was prepared by the Bank before 1966. That panel was in force till 1974 and the bulk of the recruitment reflecting the figures furnished to the Study Group of the Committee was made during that period.

3.7. The Committee desired to know why no action was taken by the Reserve Bank of India, Calcutta, to revise the panel or to call for fresh Scheduled Caste and Scheduled Tribe candidates corresponding to the number of vacancies reserved for them. The Reserve Bank of India, in a note furnished to the Committee, has stated that the instructions then issued by the Reserve Bank of India, Central Office at Bombay, did not provide for revising the waiting lists finalised by Offices prior to the Bank's acceptance of policy of reservations in favour of Scheduled Castes and Scheduled Tribes although the appointments were continued to be made during the subsequent years from such waiting lists.

3.8. In a note furnished to the Committee by the Reserve Bank of India it has been further stated that the question whether the shortfalls which occurred in recruitment of Scheduled Castes and Scheduled Tribes on account of the above described procedure, should be made good in future recruitment has been considered by the Reserve Bank of India and it has now been decided that the shortfalls in recruitment should be made good in the next two to three years, subject to the availability of suitable candidates. The Bank, however, apprehends some difficulty in achieving this aim in respect of Scheduled Tribes.

3.9. Asked how long these waiting lists for recruitments remain in operation, the Reserve Bank of India, in a written note furnished to the Committee, has stated:

"The waiting lists are prepared for meeting vacancies anticipated during a year. The waiting lists should, there-

fore, remain operative normally for one year. However, if these estimates do not prove correct and the waiting lists are not used up fully, these are extended in order to avoid unnecessary labour and expenses involved in drawing up fresh waiting lists. Till recently waiting lists were extendable by another 1½ years in the discretion of the Managers, who are the recruiting authorities, depending on the number of candidates available on the waiting lists and the vacancies likely to arise during such extended periods. The waiting lists were in some cases extended by Central Office beyond the period of 2½ years for a further period of a year or so in exceptional circumstances where the delay in the preparation of a fresh waiting list was caused due to genuine administrative difficulties. Recently, however, a decision has been taken that except in very exceptional cases, the waiting list which should be prepared normally for one year should not be extended beyond two years. The Managers of local offices have been advised accordingly and have also been instructed to obtain Central Office's prior approval for any extension of a waiting list beyond one year's normal duration."

3.10. The last waiting lists prepared, the cadre(s) for which these waiting lists were prepared and the number of Scheduled Castes and Scheduled Tribes and other selected candidates placed on these waiting lists in each of the Branches of the Reserve Bank of India, as furnished to the Committee, are at Appendix V.

3.11. Asked whether the Ministry of Finance (Department of Banking) Reserve Bank of India have made a review of the representation of Scheduled Castes and Scheduled Tribes in the services of the Reserve Bank of India and its Associate Institutions, and if so, how long it will take, according to their assessment, to achieve the quota reserved for these communities in the total strength of various cadres of services of the Reserve Bank of India, the Reserve Bank of India, in a written note submitted to the Committee, has stated:

"The Reserve Bank of India has been making periodic reviews of the representation of Scheduled Castes and Scheduled Tribes. Though the Reserve Bank of India is making efforts to increase the representation of Scheduled Castes

and Scheduled Tribes in the services, it is very difficult for the Reserve Bank of India to make an assessment of the period during which the percentages upto the norms of reserved quotas could be reached. The Reserve Bank of India hopes that with the further steps taken and proposed to be taken by the Reserve Bank of India (e.g., by resorting to special recruitment), there will be a substantial improvement in the representation of Scheduled Caste and Scheduled Tribe candidates in the Reserve Bank of India services, especially in Classes III and IV."

3.12. The Committee enquired whether, as recommended by the Commissioner for Scheduled Castes and Scheduled Tribes in his Twentieth Report (1970-71), the Ministry have directed the Reserve Bank of India to reserve the maximum permissible number of vacancies for Scheduled Castes and Scheduled Tribes i.e., upto the extent of 50 per cent of those filled during a recruitment year so that the deficiency of the Scheduled Castes and Scheduled Tribes in the services of the Reserve Bank of India can be wiped out. The representative of the Ministry of Finance, Department of Banking, in his evidence before the Committee, has stated "upto 45 per cent we are doing." The representative of the Reserve Bank of India has stated "In the case of Scheduled Tribes, when we cannot fill upto 7½ per cent, it is difficult to fill up upto 50 per cent."

3.13. In reply to the Unstarred Question No. 160 on the 26th April, 1974, in the Rajya Sabha, the Deputy Minister in the Ministry of Labour (Shri Balgovind Verma) has given the number of job-seekers belonging to Scheduled Castes and Scheduled Tribes on the Live Registers of Employment Exchanges as follows:

(in thousands) ¶

Year	(No. at the end of the Calendar Year)	
	SC	ST
1970	449·3	93·5
1973	808·1 Provisional	249·4 Provisional

3.14. In reply to another Unstarred Question No. 6561 on the 11th April, 1974, in the Rajya Sabha, the Deputy Minister of Labour has given the following figures in respect of the Scheduled Caste| Scheduled Tribe job-seekers on the Live Registers of Employment

Exchanges* at Delhi, Calcutta, Bombay, Bangalore and Madras, respectively, as on the 31st December, 1973:—

Employment Exchanges in	Scheduled Castes			Scheduled Tribes		
	Graduates (including Post-Graduates)	Non-Graduates**	Total Col. 02+13	Graduates (including Post-Graduates)	Non-Graduates**	Total Col. 5+6
1	2	3	4	5	6	7
Delhi	850	7,489	8,339	84	376	460
Calcutta	5,059	6,297	11,356	74	271	345
Bombay	395	3,004	3,399	18	124	142
Bangalore	417	1,783	2,200	9	33	42
Madras	210	831	1,041	5	16	21

*Excluding figures in respect of University Employment Information & Guidance Bureau except for two in Delhi (Delhi and Jamia Millia Universities).

**Relates to Matriculates and above but below Graduates.

3.15. The Committee are glad to note that the Reserve Bank of India, at the instance of the Committee, has decided to apply the reservations for Scheduled Castes and Scheduled Tribes to the entire 17½ per cent of Staff Officers Grade II recruited through open competition, irrespective of the fact whether recruited candidates belong to the existing staff or are from the open market. The Committee would, however, like the reservations for Scheduled Castes and Scheduled Tribes to apply to the entire 100 per cent recruitment of Staff Officers Grade II, irrespective of the fact whether they are recruited by promotion or by open competition.

3.16. The Committee regret to note the prevalent practice in the various Branches of the Reserve Bank of India to continue the waiting lists for recruitment for several years at a stretch. This shuts out the door of recruitment in the Reserve Bank of India to many Scheduled Castes and Scheduled Tribes, as also to general candidates, who may have qualified to take the Reserve Bank of India recruitment test after the last waiting list was prepared. The Committee, therefore, recommend that waiting lists for recruitment in the various Branches of the Reserve Bank of India should not extend beyond one year. Only in exceptional circumstances, and with the prior approval of the Central Office of the Reserve Bank of India, Bombay, should a Branch extend a waiting list for a period not exceeding six months,

In all such cases due quotas for Scheduled Castes and Scheduled Tribes should invariably be ensured.

3.17. The Committee are not convinced with the argument of the Reserve Bank of India that qualified Scheduled Caste and Scheduled Tribe candidates are not available for recruitment in the Services of the Reserve Bank of India. The figures of educated unemployed Scheduled Castes and Scheduled Tribes registered with Employment Exchanges as shown in paras 3.13 and 3.14 above indicate that there is no dearth of qualified Scheduled Caste|Tribe candidates. The Committee hope that the Reserve Bank of India will now make all out and sincere efforts to recruit as many Scheduled Castes and Scheduled Tribes as possible not only to the extent of current vacancies reserved for them but also to wipe out the shortfalls.

B. Pre-Recruitment Training

3.18. Asked whether any pre-recruitment training is imparted to eligible Scheduled Caste and Scheduled Tribe candidates so that they may be in a position to compete with general candidates in the written test for recruitment conducted by the Reserve Bank of India, the representative of the Reserve Bank of India, in his evidence before the Committee, has stated:

"It is not the function of individual Banks but it is the central agency which has to look after the pre-recruitment training. So far as post-recruitment training is concerned, everybody gets the training after employment and everybody has to be trained. We are not able to cater fully even for the existing employees and we had got a backlog."

3.19. The Committee in their Ninth Report (Fifth Lok Sabha) on the Ministry of Finance, Department of Banking, on the subject "Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the State Bank of India and its Subsidiaries", have recommended:

"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 Training Centres being run for these

communities for competition in the I.A.S. etc. examinations."

3.20. The Ministry of Finance, Department of Banking, in reply to the above recommendation of the Committee, have stated as follows:

"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 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."

3.21. The Directorate General of Employment and Training, Ministry of Labour and Rehabilitation, in the "Employment Review", 1971-72 has stated that in order to ensure a higher rate of placement of Scheduled Castes and Scheduled Tribes in the reserved posts in the State Civil and other Subordinate Services a number of State Governments and Union Territory Administrations have started pre-examination training Centres to help them. Two Coaching Centres were set up by the Department of Personnel and the Ministry of Home Affairs. These Centres are intended to cater to the needs of Scheduled Caste and Scheduled Tribe candidates appearing for the Indian Administrative Service, Indian Police Service and other allied Central Services examinations. Three more Centres—one each at Poona, Patna and New Delhi—are proposed to be started soon. The Directorate General of Employment and Training have also set up in 1970, four coaching-cum-Guidance Centres, one each at Madras, Delhi, Jabalpur and Kanpur with the following objectives:—

- (a) to provide training to Scheduled Castes/Tribes work-seekers registered with Employment Exchanges for Class III posts;

- (b) to review old cases of Scheduled Caste/Tribe registrants who have been repeatedly rejected by the employers and render vocational guidance to them;
- (c) to administer psychological tests to assess interests, aptitudes, intelligence and predilections of Scheduled Castes/Tribes;
- (d) to perform 'watch-dog' functions in matters relating to filling up of posts/seats reserved for Scheduled Caste/Scheduled Tribe applicants; and
- (e) to disseminate and distribute occupational information literature, particularly suitable for Scheduled Caste and Scheduled Tribe applicants.

3.22. It has further been stated in the 'Employment Review' that as a result of these and other related measures like relaxations, etc. in the matter of educational standards, the employment situation of these special categories may be expected to improve in the public sector i.e. Government and semi-Government services, quasi-Government establishments and local bodies.

3.23. The Committee would like the Reserve Bank of India immediately to furnish to all the Pre-Examination and Coaching-cum-Guidance Centres details of employment opportunities in the Bank, mode of recruitment, specimen test papers, etc., to enable those Centres to draw up suitable training programmes and to disseminate and provide occupational information, literature, etc. to Scheduled Caste and Scheduled Tribe applicants.

C. In-service Training

3.24. The Yardi Working Group, in its Report (1967), has recommended that "as an experimental measure, it would be desirable to select the best among the candidates belonging to Scheduled Castes and Scheduled Tribes being considered for selection, give them in-service training and confirm them only after they have acquired the requisite proficiency. In the initial stages, this could be confined to the non-technical and quasi-technical posts."

3.25. Asked whether the best among the Scheduled Caste and Scheduled Tribe candidates are considered for appointment in the Reserve Bank of India against the vacancies reserved for these communities, and given in-service training, the representative of the Re-

serve Bank of India in his evidence before the Committee, has stated that in-service training is given to everyone who is selected.

3.26. When pointed out that it was brought to the notice of one of the Study Groups of the Committee that visited the Reserve Bank of India, Bombay that the Reserve Bank of India had not received a copy of the Report of the Yardi Working Group, the representative of the Ministry of Finance has stated during evidence that somehow or the other that particular report has not been brought to the notice of the Reserve Bank of India. He added that after the receipt of the questionnaire from the Committee, the Ministry of Finance, Department of Banking have secured a copy of the Report of the Yardi Working Group. Continuing he has stated:

“The recommendations referred to relate to Government employees. Reserve Bank and the Nationalised Banks’ employees are not Government employees. Some kind of adaptation is required *Mutatis mutandis*.”

3.27. When asked whether the recommendations of the Yardi Working Group have since been accepted and followed by the Reserve Bank of India, the representative of the Ministry of Finance has stated during evidence:

“These have to be brought to the notice of the appointing authorities. They do not apply automatically, whereas in respect of other Government offices, it is not the question of bringing those instructions to their notice. Home Ministry is the final authority.”

3.28. The Committee desired to know the number of training institutions run by the Reserve Bank of India and the type of training those institutions were imparting to the staff of the Reserve Bank of India. The representative of the Reserve Bank of India, during his evidence before the Committee, has stated that the Reserve Bank of India is running two Training Colleges at Bombay and Poona. These Training Colleges are intended mainly for training Officers of other commercial banks, cooperative banks and financial institutions, etc. To some extent, the facility in these institutions is also utilised for training the Officers of the Reserve Bank of India. The Reserve Bank of India has one Staff Training College at Madras which is exclusively for Training the Officers of the Reserve Bank of India. Besides, the Reserve Bank of India is also running four Zonal Training Centres at Bombay, Calcutta, Delhi and Madras which exclusively cater to the training requirements of Class III category, Clerks Grade I and Clerks Grade II of the Reserve Bank of India.

3.29. In reply to a question during evidence, the representative of the Reserve Bank of India has stated that all Class III employees of the Reserve Bank of India are sent to these Zonal Training Centres irrespective of the fact whether they belong to Scheduled Castes or Scheduled Tribes or not. There are not special programmes for the training of Scheduled Caste and Scheduled Tribe employees. The newly recruited clerks and the clerks, who have not completed more than five years of service in the Reserve Bank of India, have compulsorily to undergo training and are sent to these training centres. The training is given only in the practice and procedure of the Reserve Bank of India, which is necessary for all clerks in the Bank.

3.30. The Committee regret to note that the recommendations of the Yardi Working Group that it would be desirable to select the best among the candidates belonging to Scheduled Castes and Scheduled Tribes and give them in-service training, which were made in 1967, were communicated by the Ministry of Finance to the Reserve Bank of India only in 1973 and that too after the Committee had taken up this matter. The Committee would urge the Reserve Bank of India immediately to adopt the principle recommended by the Yardi Working Group and to ensure that the best among the candidates belonging to Scheduled Castes/Tribes, even if they do not come upto the requisite standard, should be selected for appointment against reserved vacancies and given in-service training.

3.31. The Committee note that the Reserve Bank of India is running four Zonal Training Centres at Bombay, Calcutta, Delhi and Madras which exclusively cater to the training requirements of Class III category, clerks Grade I and Clerks Grade II, of the Reserve Bank of India. The Committee recommend that special courses at these training Centres should be arranged for such of the Scheduled Caste/Tribe candidates as are appointed by the Reserve Bank of India with relaxed standards, as per recommendations made by the Yardi Working Group so that they acquire the requisite proficiency.

3.32. The Committee would also like the Reserve Bank of India to ensure that when its employees are sent for training at these four Zonal Training Centres, the prescribed percentages of reservations for Scheduled Caste and Scheduled Tribes are adhered to while selecting candidates for such training.

CHAPTER IV

RECRUITMENT AND OTHER MATTERS

A. Methods of Recruitment

4.1. The Committee have been informed that the Reserve Bank of India staff is classified into four categories, viz.:

- Class I : Officers (Senior Staff Officers Grades I, II and III and Staff Officers Grades I and II).
- Class II : Personal Assistants.
- Class III : Economic/Banking/Statistical/Central Office Assistants, Clerks Grade I, Clerks Grade II, Coin/Note Examiners Grade I, Coin/Note Examiners Grade II, Typists, Telephone Operators, Punch Operators, etc.
- Class IV : Subordinate Staff-Peons, Mazdoors, Farashes, Sweepers, Durwans, Daftries, Subedars, Record Clerks, Drivers etc.

4.2. The procedure followed for recruitment in the various Cadres in Classes I, III and IV of the Reserve Bank of India has been stated to be as follows:—

(i) Recruitment of Officers (Class I)

With a view to regulating the system of recruitment of staff in the Officers' Cadres, a separate agency called "the Reserve Bank of India Services Board" was established in July, 1968. The Board consists of a Chairman, a Secretary and such other members, as the Governor may, from time to time, appoint for a specific period or for a specific purpose. The Reserve Bank of India Services Board attends to the work relating to selection of candidates for the posts of Staff Officers Grades I and II (Direct Recruits) on the basis of a competitive test as also selection of candidates for higher categories of posts in Class I (e.g. Specialists' Posts). Besides, the Board conduct tests/interviews for promotion from the clerical grade to the cadre of Staff Officers Grade II (Promotees).

(ii) Recruitment of personnel in Classes III and IV

Recruitment of personnel in Classes III and IV is made by the Managers/Officers-in-Charge of the respective Offices of the Reserve Bank of India.

For the purpose of recruitment to posts in Classes III and IV, the country is divided into various Zones, each of which is attached to a particular Office of the Reserve Bank of India. Recruitment to these cadres in any particular Office of the Reserve Bank of India is generally made from within the Zone attached to it. Reservations are made in respect of Scheduled Castes and Scheduled Tribes as per the quota indicated in the Central Government's instructions in this regard as applicable to the States in which the Bank's Offices are functioning. These are as follows:—

Office of Recruitment	Quantum of reservations	
	Sch. Castes	Sch. Tribes
Ahmedabad	7%	14%
Bombay/Byculla	6%	6%
Bhubaneswar	15%	23%
Bangalore	13%	5%
Calcutta	20%	6%
Chandigarh	12%	5%
Gauhati	6%	13%
Hyderabad	13%	5%
Indore/Bhopal	13%	20%
Jaipur	16%	12%
Jammu/Srinagar	8%	5%
Kanpur/Lucknow	21%	5%
Madras	18%	5%
Patna	14%	9%
Trivandrum/Cochin	9%	5%
Nagpur	6%	6%
New Delhi	15%	8%

4.3. A Study Group of the Committee, which visited the Reserve Bank of India, Bombay, was informed that the reservations for recruitment in that Office in Class III and Class IV posts fixed in 1966 were 12½ per cent for Scheduled Castes and 5 per cent for Scheduled Tribes. In 1973, these had been fixed at 6 per cent for Scheduled Castes and 6 per cent for Scheduled Tribes respectively. Asked to

state the reasons for reducing the reservation for recruitment in that Office for Scheduled Castes from 12½ per cent to 6 per cent, the representative of the Reserve Bank of India, in his evidence before the Committee, has stated that previously the Bank was following the all-India percentages of reservations for Scheduled Castes and Scheduled Tribes for the recruitment made for the Bombay Central Office of the Reserve Bank of India. The Bank is now following the percentages of Scheduled Castes and Scheduled Tribes in Maharashtra as per the 1971 Census. He has further added:

“Actually, recruitment for the Central Office, as well as for the other Office (Regional Office in Bombay Byculla) is done centrally. Therefore, we have been applying the Maharashtra percentage. But we found that the Bombay Central Office accounts for 50 per cent of the total staff. We have taken a decision to take the average of the two (All-India and the State percentages). It is not possible to distinguish between the different offices. We will, therefore, take 10½ per cent, being the average of 15 and 6, applicable to all-India and Maharashtra respectively.”

4.4. Asked about the difficulty in adopting reservation of 15 per cent of posts for Scheduled Castes in the Central Office of the Reserve Bank of India at Bombay, which was concerned with all-India activities of the Reserve Bank of India, the representative of the Bank, in his evidence before the Committee, has stated:

“We will then have to keep the recruitment for the Central Office separate. This is difficult as the Reserve Bank of India does not have all-India recruitment for clerks. This is on regional basis. We have, however, decided to raise the percentage of reservation for Scheduled Castes to 10½ per cent.”

4.5. Asked about the area of operation for the recruitment centres of the Reserve Bank of India at Nagpur and Gauhati, the representative of the Reserve Bank of India, in his evidence before the Committee, has stated that the recruitment centre at Nagpur serves the Vidarbha area of Maharashtra and Madhya Pradesh, while the recruitment centre at Gauhati operates for Assam, Nagaland, Manipur, Mizoram and Meghalaya.

4.6. In a note furnished to the Committee, the areas covered by all the recruitment centres of the Reserve Bank of India for recruit-

ment of Class III and Class IV staff, have been given as follows:—

S.No.	Centre	Areas covered
1.	Ahmedabad	Gujarat and Union Territories of Daman and Diu.
2.	Bombay/Byculla (Bombay)	Maharashtra (Excluding Vidarbha Region) and Union Territories of Dadra, Nagar Haveli and Goa.
3.	Bangalore	Karnataka.
4.	Bhubaneswar	Orissa.
5.	Calcutta	West Bengal, Manipur, Tripura, Meghalaya, Nagaland, Arunachal Pradesh and Mizoram and the Andaman and Nicobar Islands.
6.	Chandigarh (Recruitment looked after by New Delhi Office)	Punjab, Haryana and Union Territories of Himachal Pradesh and Chandigarh.
7.	Gauhati	Assam, Manipur, Tripura, Meghalaya, Nagaland, Arunachal Pradesh and Mizoram.
8.	Hyderabad	Andhra Pradesh.
9.	Indore/Bhopal	Madhya Pradesh.
10.	Jaipur	Rajasthan.
11.	Jammu	Jammu and Kashmir.
12.	Kanpur/Lucknow	Uttar Pradesh.
13.	Madras	Tamil Nadu, Kerala and the Union Territories of Pondicherry and the Lakshadweep Islands.
14.	Nagpur	Madhya Pradesh and Vidarbha Region of Maharashtra State.
15.	New Delhi	Haryana, Punjab, Jammu & Kashmir and the Union Territories of Chandigarh, Delhi and Himachal Pradesh.
16.	Patna	Bihar.
17.	Trivandrum/Cochin	Kerala and the Lakshadweep Islands.

NOTE: Bombay/Byculla Offices also consider applications from Scheduled Tribe candidates resident in the Vidarbha Region of Maharashtra.

4.7. The Government of India, Cabinet Secretariat (Department of Personnel and Administrative Reforms) O.M. No. 1372-Est.(SCT), dated the 12th March, 1973, regarding Reservations for Scheduled Castes and Scheduled Tribes in recruitment on a local or regional basis reads as follows:—

“The undersigned is directed to refer to this Department's O.M. No. 11169-Est (SCT) dated 28th September, 1970, in which the percentages of reservations for Scheduled

Castes and Scheduled Tribes effective from the date of issue of that O.M. were prescribed for recruitment on a local or regional basis taking into account the proportion of population of Scheduled Castes and Scheduled Tribes to the total population in each of the various States|Union Territories according to the 1961 Census. These percentages have now been revised taking into account the proportion of population of Scheduled Castes and Scheduled Tribes in the various States|Union Territories as revealed by the 1971 Census. The revised Percentages of Reservations are indicated below:—

Sl. No.	Name of State/Union Territory	Scheduled Castes	Scheduled Tribes
1	2	3	4
1.	Andhra Pradesh	13	5
2.	Assam	6	11 ^a
3.	Bihar	14	9
4.	Gujarat	7	14
5.	Haryana	19	5
6.	Himachal Pradesh	22	1
7.	Jammu & Kashmir	8	5
8.	Kerala	9	5
9.	Madhya Pradesh	13	20
10.	Maharashtra	6	6
11.	Manipur	2	31
12.	Meghalaya	1	44
13.	Mysore	13	5
14.	Nagaland		45
15.	Orissa	15	23
16.	Punjab	25	5
17.	Rajasthan	16	12
18.	Tamil Nadu	18	5
19.	Tripura	13	29
20.	Uttar Pradesh	21	5
21.	West Bengal	20	6

^aAs revised with the Cabinet Secretariat (Department of Personnel and Administrative Reforms) O.M. No. 1/3/72-Extt(SCT), dated 15th May, 1974.

1	2	3	4 ¹
<i>Union Territories</i>			
1.	A. & N. Island	—	16
2.	Arunachal Pradesh	—	45
3.	Chandigarh	12	5
4.	Dadra & Nagar Haveli	2	43
5.	Delhi	Rosters prescribed for recruitment on all India basis to be followed.	
6.	Goa, Daman & Diu	2	5
7.	L. M. & A. Islands	—	45
8.	Pondicherry	16	5
9.	Mizoram	—	45*

4.8. Asked about the criteria followed in determining the percentages of reservations for Scheduled Castes and Scheduled Tribes at the various recruitment centres of the Reserve Bank of India, the representative of the Reserve Bank of India has stated during his evidence before the Committee: "We go by the place where the office of recruitment is situated."

4.9. Asked why the percentages of reservations for Scheduled Castes and Scheduled Tribes are not determined in proportion to their population of the entire area served by a recruitment centre of the Reserve Bank of India, but determined according to the percentages of the population of the State in which the Centre is situated, the representative of the Reserve Bank of India in his evidence before the Committee has stated:

"So far we have been following the percentages of the population of Scheduled Castes and Scheduled Tribes of the State in which the recruitment centre is situated. We will examine this since you have brought this to our notice."

4.10. The representative of the Ministry of Finance added:—

"Since you have brought to our notice this point, we shall make the necessary corrections."

4.11. The Committee are surprised to learn that the percentages of reservations for Scheduled Castes and Scheduled Tribes followed

*As revised vide the Cabinet Secretariat (Department of Personnel and Administrative Reforms) O.M. No. 1/3/72-Batt (SCT), dated 15th May, 1974.

by the various Recruitment Centres of the Reserve Bank of India are those which are prescribed for the State|Union Territory in which a Recruitment Centre is situated and not those of the entire region served by a Recruitment Centre. Thus, for example, reservations for Scheduled Castes and Scheduled Tribes followed by the Reserve Bank of India at Nagpur are 6 per cent for each of these communities, which is the prescribed percentage for Maharashtra. The Nagpur Office of the Reserve Bank of India, however, serves, besides Vidarbha region of Maharashtra, Madhya Pradesh also, where the population of Scheduled Castes is 13 per cent and that of Scheduled Tribes 20 per cent. Therefore, the Nagpur Office of the Reserve Bank of India, by following 6 per cent reservations for Scheduled Castes and 6 per cent for Scheduled Tribes, is doing great injustice to the Scheduled Castes and Scheduled Tribes of Madhya Pradesh who constitute a much higher proportion of the population of that State. The Committee recommend that the Reserve Bank of India should immediately revise the percentages of reservations for Scheduled Castes and Scheduled Tribes for recruitment by the Local Offices of the Bank taking into consideration the proportion of population of the Scheduled Castes and Scheduled Tribes in the entire region served by each of the Recruitment Centres of the Reserve Bank of India.

B. RECRUITMENT ADVERTISEMENTS AND NOTIFICATIONS TO EMPLOYMENT EXCHANGES

4.12. It has been stated that the vacancies in the Reserve Bank of India are invariably notified to the local Employment Exchanges by the Recruiting Office and to all the Scheduled Caste|Scheduled Tribe Welfare Organisations within the recruitment area allocated to the Recruiting Office. Posts carrying a pay of Rs. 200|- or more per month are also notified to the Central Employment Exchange as required under the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 with a request to forward applications from candidates registered with them, who satisfy the conditions prescribed for the posts. Except when the number of existing|anticipated vacancies during the next 12 months is less than five, all Class III posts, besides being notified to the Organisations referred to above, are also advertised in the press. The advertisement for recruitment indicates:—

- (a) Nature of posts and the scales of pay and allowances prescribed for the posts.

- (b) The age limit prescribed for the posts and the relaxations in the upper age limit allowed for Scheduled Castes and Scheduled Tribes and others.
- (c) Academic qualifications and experience prescribed for the posts.
- (d) Application fee/examination fee prescribed for the posts.
- (e) The last date for receipt of the applications and the address to which the applications are to be submitted.

4.13. It has further been stated that:—

- (i) No advertisement is issued for the posts of Punch Operators and Telephone Operators and applications received through Employment Exchanges, as well as those received direct, are considered.
- (ii) For some of the technical posts, such as, those of Building Overseers, Punch Operators, Adrema Machine Operators, Typewriter Mechanics, Field Investigators/Inspectors, Comptists, etc. generally, no applications are received from Scheduled Castes and Scheduled Tribes.
- (iii) So far as the Scheduled Tribes are concerned, it has been the experience at almost all the Offices of the Bank that the number of applications received from the candidates belonging to Scheduled Tribes are small in relation to the vacancies reserved for them. In some cases, no applications from eligible Scheduled Caste or Scheduled Tribe candidates are received at all.

4.14. All applications received by the Reserve Bank of India are scrutinised with reference to the prescribed eligibility standards and the number of candidates to be called for the written test and/or interview decided with reference to the existing and anticipated vacancies. Normally, the number of candidates to be called for the written test is restricted to six times the anticipated number of vacancies, by raising the eligibility standards, if necessary, for general candidates in case the number of applicants is very large. Based on the results of the written tests, a number of candidates from the top, equal to twice the number of anticipated vacancies, are called for interview. Care is taken to ensure that as far as possible all the Scheduled Caste/Tribe candidates satisfying the minimum prescribed eligibility standards are given a chance. However, if the number of applications received from the Scheduled Caste/Tribe candidates is

disproportionately large with reference to the number of vacancies to be reserved in their favour, their number to be called for the pre-recruitment test and interview is restricted to 12 times and three times the number of vacancies respectively, there being no restriction on their number if they satisfy the normal eligibility standards prescribed for general candidates. The candidates who are finally selected are placed on waiting lists and offered posts as and when their turn comes up according to their position on the waiting lists. Separate and combined lists are prepared in respect of selected Scheduled Caste/Tribe candidates and they are offered posts as per the roster prescribed for the purpose. Here also, care is taken to safeguard the interests of the Scheduled Caste/Tribe candidates, in as much as they are appointed either on the basis of the merit list or as per the reserved point, whichever comes first.

4.15. Asked to state the time given to the Employment Exchanges for sponsoring Scheduled Caste and Scheduled Tribe candidates for employment in the Reserve Bank of India, the representative of the Reserve Bank of India has stated during evidence that the Bank gives notice of three weeks to the Employment Exchanges to sponsor the names of the candidates.

4.16. Asked whether the vacancies reserved for Scheduled Castes and Scheduled Tribes are clearly indicated in the demands placed with the Employment Exchanges and in the advertisements for recruitment, the representative of the Reserve Bank of India has stated during evidence that the Reserve Bank of India has started giving, both in notifications to the Employment Exchanges and in the advertisements in newspapers, the estimated number of vacancies that are likely to be on the waiting list.

4.17. Asked to state the reasons for not advertising in newspapers the posts of Punch Operators and Telephone Operators, the Reserve Bank of India, in a written note furnished to the Committee, has stated that the posts of Punch Operators are confined to Bombay only and they were not advertised as the Bank had received adequate number of applications direct. The posts were however, notified to the Employment Exchanges and other concerned Organisations. Instructions have since been issued to advertise these posts in newspapers also in future. The Telephone Operators' posts exist at Bombay and other centres but the number recruited at each Office at a time is very small.

4.18. The Committee pointed out that it had been brought to their notice that the Reserve Bank of India has made direct recruitments in Class IV without notifying the vacancies to the Employment Ex-

tions, which do not contain correct and full particulars, are liable to be rejected. The incomplete applications could not possibly be considered having regard to the large number of applications received in response to the advertisement which had to be processed within a limited time schedule. The Liaison Officer was appointed in the Bank only in May, 1973.

4.25. The Committee would like the Reserve Bank of India to specifically mention in the notifications sent to the Employment Exchanges and in the recruitment advertisements published in newspapers, the number of vacancies reserved for Scheduled Castes and Scheduled Tribes in each recruitment and also the concessions/relaxations available to the Scheduled Caste and Scheduled Tribe candidates. The object of indicating the number of vacancies reserved for Scheduled Castes and Scheduled Tribes and the concessions/relaxations available to candidates belonging to these communities in the notifications to Employment Exchanges and the advertisements in newspapers is that adequate number of Scheduled Caste/Tribe candidates are sponsored by the Employment Exchanges or otherwise apply in response to the recruitment advertisement.

4.26. The Committee feel that a period of three weeks given by the Reserve Bank of India to the Employment Exchanges to sponsor Scheduled Caste and Scheduled Tribe candidates for its recruitment is inadequate as many of the probable candidates may be living in far off or interior places. The Committee suggest that this period should be increased to at least six weeks.

4.27. The Committee would also like the Reserve Bank of India to intimate to the Employment Exchanges the precise reasons for rejections of applications from Scheduled Caste and Scheduled Tribe candidates sponsored by them to fill the reserved posts, as this will help the Employment Exchanges to gear up their own machinery and take remedial steps in sponsoring the right type of candidates in future.

4.28. The Committee note that the Reserve Bank of India has made direct recruitments for a number of Class IV posts and also for the posts of Punch Operators and Telephone Operators in Class III without advertising the posts. The Committee would like point out that, where direct recruitment (otherwise than through an examination) is to be made to fill vacancies reserved for Scheduled Castes and Scheduled Tribes, an advertisement, as required vide the Ministry of Home Affairs O.M. No. 11/70-EST(SCT), dated the 31st July, 1970, should always be issued inviting applications from Scheduled Caste and Scheduled Tribe candidates only.

4.29. The Committee note that a large number of applications from Scheduled Caste and Scheduled Tribe candidates for the posts of Clerks Grade II and Coin/Note Examiners Grade II have been rejected by the Reserve Bank of India, Calcutta, on grounds of ineligibility or incomplete particulars. The Committee need hardly emphasise that applications from Scheduled Castes and Scheduled Tribes should be sympathetically considered with a view to enable them to secure employment and not to debar them on some ground or the other. The Scheduled Caste and Scheduled Tribe applicants who give incomplete information in their application forms should be extended all possible help to get their application forms duly completed.

4.30. The Committee note that the Reserve Bank of India will henceforth intimate its requirements to the National Employment Service for such of the technical posts for which generally no Scheduled Caste or Scheduled Tribe candidate is sponsored by the Employment Exchanges, to fill the reserved vacancies.

C. Concessions and Relaxations

4.31. It has been stated that the standards of eligibility generally prescribed for different posts in the Reserve Bank of India and its Associate Institutions are as under:—

(i) *Staff Officers Grades I & II.*

(a) *Qualifications:*

At least a second class Bachelor's or Master's degree or equivalent qualification with a minimum of 55 per cent marks in the aggregate of a recognised Indian University. Candidates who have taken degrees from Foreign Universities are also admitted to the examination at the discretion of the Board.

(b) *Age:* Between 20 and 25 years.

(ii) Higher categories of posts in Class I for specialised departments | Associate Institutions.

(a) *Qualifications:*

The minimum qualifications and experience for different posts, such as, Directors, Deputy Directors, Deputy Chief Officers, Banking Officers, Research Officers, Industrial Finance Officers, Rural Credit Officers, etc. are prescribed in accordance with the requirements specified by the concerned departments, from time to time. Nor-

mally, the candidates should have had a good academic career, should have a post-graduate degree in the 1st or high 2nd Class, and should possess good experience of value to the Bank.

(b) *Age limits:*

When recruitment is made to Class I posts for various specialised departments by interview, the maximum age limit for outside candidates is fixed at 35 years as on the date prescribed in the advertisement, slightly relaxable in the case of candidates with exceptionally good qualifications and/or experience of value to the Bank.

(iii) *Class III:*

(1) *Economic|Banking|Statistical Assistants.*

(a) *Qualifications:*

The candidates for these posts should possess at least a Second Class Master's degree in the prescribed subjects, depending on the requirements of the Department for which the selection is made. Weightage is given not only to the academic proficiency but also to the practical experience the candidates possess which may be of value to the Department concerned.

(b) *Age limits:*

Between 21 and 25 years as on the date prescribed in the advertisement.

(2) *Clerks Grade II (Undergraduates):*

(a) *Qualifications:*

The candidates should have passed Matriculation or its equivalent examination of a recognised University or Board in First Class|Grade|Division with at least 50 per cent marks each in English and Mathematics. Candidates who have passed the Pre-University Course|First Year|Intermediate Examination should either have secured at least a Second Class in that examination or should possess the qualifications prescribed for Matriculates.

(a) *Age limits:* Between 18 and 21 years.

(3) *Clerks Grade II (Graduates):*

(a) *Qualifications:*

At least a Bachelor's degree of a recognised University preferably in Economics, Commerce, Banking, Statistics, Mathematics or Law with a minimum of 40 per cent marks in the aggregate.

(b) *Age limits:* Between 18 and 24 years.

(4) *Coin|Note Examiners Grade II.*

(a) *Qualifications:*

Till recently when the cadre of Coin|Note Examiners was separate from the clerical cadre, Graduates were not recruited to posts of Coin|Note Examiners. The candidates were required to have passed Matriculation or its equivalent examination of a recognised University or Board with at least 40 per cent marks each in English and Mathematics with an aggregate of 40 per cent. The age limit was between 18 and 21 years. Future recruitment will be to a combined cadre of Clerks Grade II|Coin-Note Examiners Grade II and the qualifications|age limits laid down for Clerks Grade II will apply.

(5) *Typists|Punch Operators|Telephone Operators:*

(a) *Qualifications:*

The minimum educational qualifications prescribed for these posts is Matriculation or an equivalent examination. (Graduates are not recruited for these posts). In addition to Matriculation, the candidates should have the following qualifications:—

(i) *Typists:* Candidates should have secured at least 45 per cent marks in English in Matriculation and should have a minimum speed of 40 words per minute in typing. Preference is given to those who possess the Government Commercial Certificate in typing. Knowledge of short-hand is considered an additional qualification.

In the case of Hindi Typists, the candidates, besides having secured 45 per cent marks in English, should also have had Hindi as one of the subjects of study in Matriculation. They should possess a minimum speed of 30 words and 40 words per minute in Hindi and English typing, respectively.

(ii) *Punch Operators:* The candidates should have completed the Punching Course and hold a certificate therefor.

(iii) *Telephone Operators:* The candidates should have a minimum experience of two years in operating Telephone Switch Boards or possess a diploma in Telephone Operation. Knowledge of type-writing is considered an additional qualification.

(b) *Age limits:* Between 18 and 21 years.

It has further been stated that in the case of Scheduled Caste and Scheduled Tribe candidates, the following relaxations and concessions are extended for different posts:—

(i) The upper age limit is relaxed by five years beyond the limit prescribed for general candidates.

(ii) While the minimum qualification prescribed for general candidates for various Class III posts is as given in the preceding paragraphs, it has since been decided that the Scheduled Caste/Scheduled Tribe candidates should be given the same concessions in regard to educational standards as those given to children of employees/ex-employees. The concessions given to children of employees/ex-employees are detailed in paragraph 4.32 below.

(iii) The application fee, wherever payable, is reduced to 1/4th of the normal fee.

(iv) Consistent with the number of vacancies reserved for Scheduled Caste/Tribe, candidates who belong to these categories applying for Class III posts are called for the pre-recruitment written test provided they satisfy the minimum eligibility standards prescribed in their favour although in respect of general candidates to minimum standards may be suitably raised if the number of eligible applicants is disproportionately large as compared to number of existing and anticipated vacancies during the year.

(v) All candidates belonging to Scheduled Castes and Scheduled Tribes who get the minimum qualifying marks in the written test are called for interview for Class III posts although in the case of general candidates the minimum percentage which a candidate should secure in the written test for being called for the interview may be much higher, depending on the number of vacancies and the number of candidates qualifying in the written test. In the number of Scheduled Caste/Tribe candidates successful in the written test falls short of the vacancies reserved for them, a short-fall of 3 per cent or 4 per cent in the prescribed minimum pass marks is also condoned. (The minimum marks prescribed for passing in the test is 35 per cent).

4.32. The extent of concessions generally allowed to children of employees/ex-employees are as under:

(a) The graduate children of employees/ex-employees applying for the posts in the common cadre of Clerks Grade III

Coin-Note Examiners Grade II are allowed to appear for the pre-recruitment test irrespective of the subjects taken or marks obtained by them in their degree examination.

- (b) For the posts of Clerks Grade II (Under-graduates) and Coin-Note Examiners Grade II, they are allowed to appear for the test if they have passed at least Matriculation Examination with English and Mathematics as subjects of study. Candidates who have not taken English and/or Mathematics in their Matriculation Examination but have passed Pre-University Course/First Year/Intermediate Examination are also allowed to appear for the pre-recruitment test irrespective of the class obtained.
- (c) Children of employees/ex-employees applying for the posts of Typists are allowed to appear for the test if they have passed at least Matriculation with English as one of the subjects of study and have the prescribed speed of 40 w.p.m.
- (d) The upper age limit in respect of both graduates and undergraduates is relaxed by 2/3 years in favour of children of employees/ex-employees at the discretion of the Manager.

4.33. For being called for pre-recruitment interview, however, the children of employees/ex-employees should obtain at least the minimum qualifying marks/speed in the pre-recruitment written test/typing test. The minimum qualifying marks prescribed in the written test is 17 marks out of 50 in each of the two parts of the question paper and 35 per cent marks in the aggregate for the posts of Clerks Grade II/Coin-Note Examiners Grade II and 40 words per minute for the posts of Typists.

4.34. No preferential treatment is given to the children of employees/ex-employees at the interview. In the event of selection, they are placed on the waiting list according to merit (i.e. according to the total marks obtained in the written test and interview) and are considered for appointment on the basis of their ranking.

4.35. A Study Group of the Committee, which visited the Reserve Bank of India, Calcutta, was informed that in order to improve the intake of Scheduled Castes and Scheduled Tribes in the services of the Bank, that office was examining the question of reducing the

standards of qualifications for eligibility for the posts in the Clerical Grade for Scheduled Caste and Schedule Tribe candidates. Asked how far the standards of qualifications for eligibility in favour of Scheduled Caste and Scheduled Tribe candidates for clerical posts have been lowered and how far have they lowered in the case of Typists, Punch Operators, Telephone Operators and such other technical posts in Class III, the Reserve Bank of India, in a written note furnished to the Committee, have stated that since November, 1973, some concessions in regard to educational standards, as are given to the children of employees/ex-employees, have been extended in favour of Scheduled Castes and Scheduled Tribes. In case of Punch Operators and Telephone Operators, applications from all candidates, who have secured a mere pass in the S.S.C. examination, are considered, provided, of course, they have also passed Punch Operators' and Telephone Operators' Course, respectively. It has not been considered necessary to extend further concessions to the Scheduled Caste/Tribe candidates as the qualifications for general candidates themselves are a mere pass in the examination. As regards typists, the requirement of a speed of at least 40 words per minute in typewriting has been further reduced to 35 words per minute from March 1974.

4.36. The Committee feel that one of the reasons for shortfalls in the employment of Scheduled Castes/Tribes in the Reserve Bank of India, vis-a-vis the quota reserved for them, is that the Scheduled Caste/Tribe applicants were, in the past, not considered by the Reserve Bank of India with relaxed standards and no concession worth the name was extended in their favour. The Committee are happy to note that the Reserve Bank of India has now extended certain concessions/relaxations in favour of the Scheduled Caste and Scheduled Tribe candidates, particularly all the concessions which are available to the children of employees/ex-employees of the Bank. The Committee would, however, like the Reserve Bank of India to give a concession of at least 5 per cent marks to Scheduled Caste and Scheduled Tribe candidates in the written test and the qualifying speed for them in the typewriting test should be not more than 30 words per minute.

4.37. The Committee hope that if concerted measures are taken by the Reserve Bank of India to implement these concessions/relaxations, both in letter and spirit, the intake of Scheduled Castes/Tribes in the employment of the Reserve Bank of India and its Associate Institutions will substantially increase. The Committee would like the Reserve Bank of India to keep a continuous watch on the progress made in this behalf and to review the position every year.

D. Services and Selection Boards

4.38. A Study Group of the Committee, which visited the Reserve Bank of India, Madras, was given the following information in regard to the recruitment of Coin/Note Examiners Grade II made by that Office in 1972:

(1) Number of applications received		20,956 including SC/ ST.
(2) Number of applications received from Scheduled Castes		1,142
(3) Number of applications received from Scheduled Tribes		57
(4) Number of candidates called for test	SC ST	241 11
(5) Number of candidates called for interview	SC ST	90 2
(6) Number of candidates selected	SC ST	45 2

4.39. Taking note of the fact that out of 90 Scheduled Caste candidates for the posts of Coin/Note Examiners Grade II called for interview by the Reserve Bank of India, Madras, only 45 Scheduled Caste candidates were selected, the Committee asked the precise reasons for the rejection of the other 45 Scheduled Caste candidates by the Interview Board of the Reserve Bank of India. The Reserve Bank of India, in a written note furnished to the Committee, has stated that all the members of the Selection Board, who interviewed the candidates, rated in their independent assessment, the rejected candidates as unsuitable for the posts.

4.40. It has further been stated that the Reserve Bank of India has now decided that the Scheduled Caste and Scheduled Tribe candidates called for interview should not ordinarily be rejected in the interview, if such rejection leads to a shortfall in the number of Scheduled Caste and Scheduled Tribe candidates that are required to fill up the reserved vacancies.

4.41. Asked whether the Reserve Bank of India has ever considered the desirability of associating any member of the Scheduled Castes or Scheduled Tribes communities with such Selection Boards, the Reserve Bank of India, in a written note furnished to the Committee, has stated that since August, 1971, candidates belonging to Scheduled Castes and Scheduled Tribes for all posts are interviewed at a separate sitting by the same Selection Board which interviews other candidates. Moreover, the need of assessing the suitability of

Scheduled Caste and Scheduled Tribe candidates on a relaxed basis is impressed upon the members of the Selection Boards. No need has, therefore, been felt to associate a Scheduled Caste or Scheduled Tribe member with the Selection Boards. So far as recruitment by Selection Boards, other than the Reserve Bank of India Services Board established by the Reserve Bank of India for the recruitment of Officers (Class I), is concerned, efforts will be made to associate a Scheduled Caste/Tribe Officer provided a suitable Officer of the appropriate seniority is available at the office of the Reserve Bank of India. As regards recruitment by the Services Board, the matter will be examined in consultation with the Services Board.

4.42. Asked about the criteria followed for the appointment of members of the Reserve Bank of India Services Board established for the recruitment of Officers (Class I) and Selection Boards constituted for recruitment to Class III and Class IV posts, the Reserve Bank of India, in a written note submitted to the Committee, has stated that the criteria adopted for appointment of the members of the Reserve Bank of India Services Board are that they should be eminent persons of proven administrative ability and integrity as in the case of the members of the Union/State Public Service Commissions. The Chairman and the members of the Reserve Bank of India Services Board are appointed from outside the Reserve Bank of India.

4.43. The Selection Boards are constituted from time to time at each Recruitment Office of the Reserve Bank of India from among the Officers of the Reserve Bank of India itself. The present set-up of the Selection Boards is as under:—

- (i) Manager/Officer-in-charge as Chairman;
- (ii) Senior-most Officer after Manager/Officer-in-charge as member;
- (iii) Personnel Officer or Officer-in-charge of Administration as member, wherever, available/Officer-in-charge of a Department.

4.44. The Committee are distressed to note that out of 90 Scheduled Caste candidates, who had qualified in the written test for recruitment of Coin/Note Examiners Grade II in the Reserve Bank of India, Madras, 45 candidates were rated unsuitable in the interview by the Selection Board. In the opinion of the Committee, this wholesale rejection of the Scheduled Caste candidates in interview by the Selection Board of the Reserve Bank of India is unjustified

particularly when all of them had qualified in the written test and a number of posts of Coin/Note Examiners, Grade II reserved for Scheduled Caste candidates were available. In the circumstances, the Committee feel that there is a greater need to make the Selection Boards and the Services Board of the Reserve Bank of India more representative by associating a Scheduled Caste/Tribe Officer with each of them.

4.45. The Committee would further urge the Reserve Bank of India that if a competent Scheduled Caste/Tribe Officer is not available in the Reserve Bank of India for the purpose, a suitable Scheduled Caste/Tribe Officer from other Nationalised Banks/Ministries/Departments should be associated with these Selection Boards/Services Board of the Reserve Bank of India.

E. Dereservations

4.46. It has been stated that the practice in the Reserve Bank of India has been to dereserve a vacancy reserved for Scheduled Castes or Scheduled Tribes in the event of non-availability of suitable candidates belonging to the concerned category for appointment against the reserved vacancy and to carry forward the same for three subsequent recruitment years. Since the Managers of the Local Offices of the Reserve Bank of India are operating the rosters of vacancies and reservations, dereservation also was looked after by them so far. No reference to the Central Office of the Reserve Bank of India at Bombay was required to be made.

4.47. It has further been stated that the Reserve Bank of India has recently decided that before dereserving a vacancy reserved for Scheduled Castes or Scheduled Tribes at any Office of the Reserve Bank of India at any recruitment, special efforts should be made by the Offices concerned to get suitable Scheduled Caste and Scheduled Tribe candidates for appointment against such reserved vacancies by following wholly the procedure laid down by the Government of India in this regard.

4.48. The Reserve Bank of India has accordingly decided to take the following measures:

- (a) In the case of Offices where difficulty is experienced in filling the reserved quota for Scheduled Castes/Scheduled

Tribes, to call, in future, for the pre-recruitment written test all candidates belonging to the Scheduled Castes and Scheduled Tribes who satisfy the minimum eligibility standards as prescribed for them. Further, all candidates who get the minimum qualifying marks in the written test will be called for interview. This interview, is, at present, and will continue to be, held on a separate day or at a separate sitting of the Selection Board for interviewing general candidates so that the candidates from these categories are judged by the relaxed standards.

- (b) To request the various Federations/Associations of Scheduled Castes and Tribes to sponsor an adequate number of applications, whenever recruitment is made.
- (c) To advise the Local and Central Employment Exchanges, as also the Directorates of Employment for Scheduled Castes and Tribes, the number of reserved vacancies remaining unfilled, and to request them to sponsor applications numbering at least twice the number of vacancies reserved for these categories.
- (d) To issue advertisements/notifications to Employment Exchanges inviting applications from Scheduled Castes and Scheduled Tribes candidates only before any reserved vacancy is dereserved in any category of posts and to hold a special test and interview for the same.

4.49. In his evidence before the Committee, the representative of the Reserve Bank of India has stated:

“For Class III posts, the powers of dereservation of vacancies reserved for Scheduled Castes and Scheduled Tribes were given to the Managers of the respective Offices. Since October, 1973, the Bank has taken a decision that whenever a vacancy is to be dereserved in any Office of the Bank, that should be referred to the Central Office who, in its turn, should take the approval of the Executive Director of the Reserve Bank of India.”

4.50. To a suggestion made by the Committee that the Reserve Bank of India, before dereserving a vacancy, should also seek the advice of the Ministry of Finance (Department of Banking), the

representative of the Reserve Bank of India, in his evidence before the Committee, has stated:

"It will militate against the autonomy the Reserve Bank of India. We follow the procedure laid down and I don't know why this particular thing should be referred to the Ministry. It is day-to-day working of the Reserve Bank of India."

4.51. The representative of the Ministry of Finance (Department of Banking) has stated during evidence that as Secretary in the Department of Banking, he is also a Director of the Reserve Bank of India and thus he has considerable liaison with the Reserve Bank of India. If any proposal regarding dereservation comes before the Central Board of the Reserve Bank of India, he will come to know of that automatically.

4.52. In reply to a question, the representative of the Reserve Bank of India has stated during evidence "the vacancies which are dereserved are carried forward for three recruitment years. We propose to issue a special advertisement/notification to the Employment Exchanges to clear the backlog."

4.53. Asked whether a vacancy reserved for a Scheduled Caste is offered to a Scheduled Tribe candidate at the end of the third recruitment year, in the event of non-availability of suitable Scheduled Caste candidates and *vice-versa*, as required *vide* the Ministry of Home Affairs O.M. No. 27/25/68-Est(SCT) dated the 25th March, 1970, the Reserve Bank of India, in a written note furnished to the Committee, has replied in the affirmative. When asked to state the number of vacancies reserved for Scheduled Castes given to Scheduled Tribes and *vice-versa* so far, the Reserve Bank of India, in a note furnished to the Committee, has given the following information:—

	Posts reserved for Scheduled Castes offered to Scheduled Tribes	Posts reserved for Scheduled Tribes offered to Scheduled Castes
Class III	1	16
Class IV		15

NOTE : This excludes the Reserve Bank of India Office, Patna, from which information has not yet been received.

4.54. The number of vacancies dereserved in each of the categories of posts every year, since the decision regarding dereservation of vacancies in the Reserve Bank of India, was taken, is given as follows:—

Year	Total number of vacancies dereserved					
	CLASS I		CLASS III		CLASS IV	
	Sch. Caste	S.T.	S.C. } S.T.	S.C. } S.T.	S.C. } S.T.	
1967			21	28	11	15
1968			40	30	6	13
1969			77	66	19	21
1970	1		79	56	15	27
1971			78	87	31	31
1972	5	3	56	61	23	17
1973			72	97	21	29
TOTAL	6	3	423	425	126	153

4.55. The Committee are unhappy to note that a large number of vacancies in Class III and Class IV have been dereserved by the Reserve Bank of India since 1967 without following the prescribed procedure. The Committee recommend that before a vacancy reserved for Scheduled Castes/Tribes is dereserved, all possible avenues should be explored to invite applications from the Scheduled Castes/Tribes and the prescribed procedure laid down for the purpose should be meticulously followed.

4.56. The Committee hope that with the introduction of the new procedure by the Reserve Bank of India whereby all proposals for dereservation of vacancies in Class III posts have to be referred by the Managers of Local Offices to the Central Office at Bombay, there would be no occasion in future to dereserve a reserved vacancy.

4.57. The Committee would like the Reserve Bank of India to examine the feasibility of keeping the vacancies reserved for Scheduled Castes and Scheduled Tribes unfilled till suitable candidates belonging to these communities are available instead of dereserving them and filling them up by general candidates. This will curb the tendency to dereserve a vacancy without making proper efforts to

get a Scheduled Caste/Scheduled Tribe candidate to fill that vacancy.

4.58. The Committee suggest that the number of vacancies dere-served by the Reserve Bank of India, during a year, together with reasons therefor, should be intimated to the Ministry of Finance (Department of Banking) with a copy to the Commissioner for Sched-uled Castes and Scheduled Tribes for their information.

CHAPTER V

ADMINISTRATION

A. Maintenance of Rosters

5.1. The Committee have been informed that a separate roster is maintained by the Reserve Bank of India in the form prescribed by the Government of India for each category of posts in Classes I, III and IV in which direct recruitment is made and vacancies are reserved in favour of Scheduled Castes and Scheduled Tribes.

5.2. It has further been explained that immediately after an appointment is made, the particulars of the person appointed are entered in the prescribed Register in appropriate columns and the entry is signed by an Officer authorised to do so. The roster is maintained in the form of a running account year.

5.3. In the case of isolated individual posts and small cadres in which vacancies do not occur with sufficient frequency, posts in the same class and carrying similar status, salary and qualifications are grouped together to facilitate the application of the reservation rules.

5.4. If there are only two vacancies to be filled on a particular occasion, one is treated as reserved, and if there is only one vacancy, it is treated as unreserved. If on this account, a reserved 'point' is treated as unreserved, the reservation is carried forward upto three subsequent 'recruitment years' in accordance with the Government's instructions in this regard.

5.5. Asked to state the reasons for not maintaining a roster for Class II services, the Reserve Bank of India, in a note furnished to the Committee, has stated:

"Class II comprises at present only Personal Assistants to very senior Officers; presently, there are only 26 posts of Personal Assistants in all Offices of the Bank taken together. Vacancies in this Class are invariably filled by promotion from the lower cadres (i.e. from Stenographers, in Class III) on the basis of seniority-cum-fitness. As the Bank is not making direct recruitment to this category of posts,

the rosters have not been maintained for Class II services."

5.6. Asked whether all the recruiting authorities of the Reserve Bank of India were maintaining separate rosters, the representative of the Reserve Bank India, in his evidence before the Committee, has stated:

"Since reservations have been provided for direct recruitment, we are maintaining rosters only for direct recruitment. In every Office, whenever there is direct recruitment for Class III and Class IV posts, the rosters are maintained. Direct recruitment to Class I is made only by the Bombay Central Office, and there also a roster is maintained, whenever there is a direct recruitment."

5.7. Asked whether rosters are being inspected periodically and whether any discrepancy was ever found in the maintenance of rosters during inspection, the representative of the Reserve Bank of India has stated during evidence before the Committee:

"The rosters are being inspected periodically. No discrepancy has been noticed except for a solitary one, where one seat reserved for a Scheduled Tribe candidate and carried forward for three years was not given to a Scheduled Caste candidate. This discrepancy was rectified by offering the post to a Scheduled Caste candidate next year."

5.8. The Committee hope that the Reserve Bank of India will tighten its machinery for maintenance and inspection of rosters as proper maintenance of rosters is absolutely necessary to ensure due representation of Scheduled Castes and Scheduled Tribes in services.

B. Cell

5.9. The Committee have been informed that in the Reserve Bank of India, the procedure followed for dealing with complaints regarding non-observance of reservation orders in favour of Scheduled Castes/Tribes is that the Manager of an Office, in his capacity as the administrative Officer-in-charge, attends to the complaints and grievances of all the employees (including Scheduled Caste and Scheduled Tribe employees) in consultation with the Bank's Central Office at Bombay and/or in accordance with the procedure set down in the Reserve Bank of India (Staff) Regulations, 1948. In the Bank's Central Office, the Joint Chief Manager, in his capacity as the Liaison Officer for Scheduled Castes and Scheduled Tribes, attends to the complaints.

5.10. Regarding appointment of a Liaison Officer in the Reserve Bank of India and his functions, etc., it has been stated that in the Bank, the Joint Chief Manager, a Senior Officer in the Central Office at Bombay, acts as a Liaison Officer in respect of matters relating to the representation of Scheduled Castes and Scheduled Tribes. His functions in this respect are:

- (i) to ensure due compliance with the orders and instructions pertaining to the reservation of vacancies in favour of Scheduled Castes and Scheduled Tribes in the matter of recruitment and other benefits admissible to them;
- (ii) to collect, consolidate and despatch to the Government of India the annual returns relating to representation of Scheduled Castes and Scheduled Tribes; and
- (iii) to act as a Liaison Officer between the Bank and the Ministry of Finance for supply of other information, answering questions and queries and clearing doubts in regard to matters concerned with the instructions issued by the Government in respect of recruitment of Scheduled Castes and Scheduled Tribes.

5.11. Asked whether a Cell had been set up in the Ministry of Finance (Department of Banking) and also in the Reserve Bank of India, to watch the implementation of the reservation orders for Scheduled Castes and Scheduled Tribes; the representative of the Ministry of Finance has stated during evidence that, in the Ministry of Finance (Department of Banking), they have set up a Cell at the beginning of last year exclusively to look after the problem of reservations for Scheduled Castes and Scheduled Tribes and that they have designated a Deputy Secretary as a Liaison Officer. In the Reserve Bank of India, they are setting up a Cell shortly. The representative of the Reserve Bank of India, in his evidence before the Committee, has stated:—

“So far as the Reserve Bank of India is concerned, we have a Liaison Officer—Joint Chief Manager, Recruitment Section in the Reserve Bank of India looks after the job. In view of the questions now coming up, we have decided to set up a separate Cell for the purpose.”

5.12. Asked whether the activities of the Cells in the Ministry Reserve Bank of India are published in the Annual Reports of the Ministry Reserve Bank of India, the Reserve Bank of India, in a post-evidence note furnished to the Committee, has stated that the Annual Report of the Central Board of the Bank on its working and on the trends and progress of banking in India, which was published by the Bank in pursuance of the provisions contained in Section 53(2) of the Reserve Bank of India, Act, 1934 and of Section 36(2) of the Banking Regulation Act, 1949, deals mainly with the

economic conditions that prevailed during the financial year to which the report relates, the role played by the Reserve Bank of India and the important aspects of banking during the period. A small Chapter on the important activities of the Bank in relation to its staff is, however, included in the Report. The normal activities of the Central Recruitment Section, which was so far looking after the recruitment of Scheduled Caste and Scheduled Tribe candidates, were not being included in the Report. A Cell, however, has now been set up in the Central Recruitment Section of the Central Office of the Reserve Bank of India at Bombay to look after the matters relating to the Scheduled Castes and Scheduled Tribes and it is proposed to include information relating to the activities of this Cell in the Annual Report of the Reserve Bank of India.

5.13. The Ministry of Finance (Department of Banking) in a note furnished to the Committee, have stated that the activities of the Cell in the Department are published in the Annual Report of the Ministry of Finance.

5.14. Asked whether the orders regarding reservations for Scheduled Castes and Scheduled Tribes in the services of the Reserve Bank of India had been incorporated in the Reserve Bank of India (Staff) Regulations, 1948, so that these could be rigidly followed by the Reserve Bank of India Offices, the representative of the Reserve Bank of India, in his evidence before the Committee, has stated:

"The Staff regulations are the conditions of service of the staff. It is a sort of contract which they sign. It is not necessary to incorporate these reservation orders in the Staff Regulations. The Reserve Bank of India issues periodically administrative circulars to all its Offices and that is considered enough. Recruitment does not form part of the Regulations. The purpose is fully served by administrative circulars."

5.15. The Committee are glad to note that the Reserve Bank of India has now set up a separate Cell in the Central Recruitment Section of the Central Office of the Reserve Bank of India at Bombay, under a Liaison Officer, to look after the matters relating to the Scheduled Castes and Scheduled Tribes and that the activities of this Cell will hereafter be included in the Annual Reports of the Reserve Bank of India. The Committee would like the

Reserve Bank of India to appoint similar Liaison Officers, and set up similar Cells in all the Offices of the Bank in the country.

5.16. The Committee hope that the Liaison Officers in the Reserve Bank of India would impress upon all the recruiting authorities in the Bank the imperative need for strict observance of the reservations and other orders relating to the representation of Scheduled Castes and Scheduled Tribes in the Services of the Reserve Bank of India and its Associate Institutions.

C. Annual Statements

5.17. The Committee have been informed that yearly statements viz. one showing the total number of employees in the Reserve Bank of India and the number of Scheduled Castes and Scheduled Tribes among them as on 1st January of each year and another showing the particulars of recruitment made during the calendar year and the number filled by Scheduled Castes and Scheduled Tribes and vacancies carried forward are furnished by the Reserve Bank of India to the Government of India, Ministry of Finance (Department of Banking).

5.18. Asked since when these statements are being furnished by the Reserve Bank of India to the Ministry of Finance (Department of Banking), the Reserve Bank of India in a note furnished to the Committee, has stated that the Government of India, Ministry of Finance requested the Reserve Bank of India *vide* D.O. letter F.3(47)-BC/60 dated the 8th July, 1960 to furnish them annual returns beginning with the year ended 31st December, 1958, showing the representation of Scheduled Castes and Scheduled Tribes in the services of the Reserve Bank of India and the total number of staff recruited during the year, together with the number and percentages of the representation of the two communities therein. The respective yearly statements are being furnished to the Ministry of Finance since 1961.

5.19. Asked whether the figures of Scheduled Castes and Scheduled Tribe employees in position in the Reserve Bank of India and the particulars of their recruitment are published by the Ministry/Reserve Bank of India in their Annual Reports, the Reserve Bank of India, in a written note submitted to the Committee, has stated:

"It has not been the practice to publish these particulars in the Bank's Annual Reports. It has now been decided to

furnish this information in the Annual Report of the Bank."

5.20. The Ministry of Finance (Department of Banking) have stated that the figures concerning the Reserve Bank of India are being published in the Annual Report of the Ministry for the year 1973-74.

5.21. The figures published in the Annual Report of the Ministry of Finance for the year 1973-74 are as follows:—

Total number of Scheduled Caste/Tribe employees in the Reserve Bank of India

As on 31-12-1972			As on 31-12-1973			Increase		
Officers	Clerks	Subordinates	Officers	Clerks	Subordinates	Officers	Clerks	Subordinates
27	1071	818	36	1242	896	9	171	78

5.22. The Committee would like the Reserve Bank of India to forward a copy of their annual Statements regarding the representation of Scheduled Castes and Scheduled Tribes in the services of the Bank to the Commissioner for Scheduled Castes and Scheduled Tribes simultaneously when the Bank sends these statements to the Ministry of Finance (Department of Banking).

5.23. The Committee would also like the Ministry of Finance (Department of Banking) and the Reserve Bank of India to make a thorough and analytical study of the Annual Statements compiled by the Bank regarding the representation of Scheduled Castes and Scheduled Tribes in the services of the Bank so that prompt and effective measures may be taken to remove the deficiencies noticed.

CHAPTER VI

GENERAL

A. Housing Facilities

6.1. The Study Groups of the Committee, which visited the Reserve Bank of India Office at Bombay, Calcutta and Madras, were given the following information in regard to allotment of quarters by the Bank to its staff—

A. Reserve Bank of India, Bombay.

Total No. of quarters allotted.	No. of quarters allotted to SCs.	No. of quarters allotted to STs.
1593	78	5

B. Reserve Bank of India, Madras.

Class of employees.	Total No. of quarters allotted	No. of quarters allotted to SCs.	No. of quarters allotted to STs.
I	32	11	..
III	206	1	
IV	120	3	

C. Reserve Bank of India, Calcutta:

(i) No. of quarters available for allotment to staff at Calcutta.

Alipore Officers' Quarters	28
Singhi Part Staff Quarters	115
Dum Dum Staff Quarters	332 (likely to be ready for allocation by December, 1973)

(ii) No. of quarters allotted to SC/ST employees :

	SC	ST
Alipore Officers' Quarters	Nil	5
Singhi Part Staff Quarters	Nil	Nil.
Dum Dum Staff Quarters	20	1

(likely to get allotment: Figures compiled from the relative waiting list).

6.2. Asked whether any special housing facilities are offered by the Reserve Bank of India to its Scheduled Caste/Tribe employees, the representative of the Reserve Bank of India, in his evidence before the Committee, has stated:

“The Reserve Bank of India allots staff quarters strictly according to seniority and there are no reservations for Scheduled Caste and Scheduled Tribe employees in the matter of allotment of accommodation.”

6.3. When a Study Group of the Committee, which visited the Central Office of the Reserve Bank of India at Bombay, enquired whether the Bank was aware that the Government of India had provided 10 per cent reservation in allotment of accommodation in Types I and II quarters to its Scheduled Caste/Scheduled Tribe employees in Delhi/New Delhi and whether the Bank would make a similar provision for allotment of quarters to its Scheduled Caste and Scheduled Tribe employees, the Study Group was informed that the Bank was not aware of the said orders of the Government of India. The representative of the Reserve Bank of India however, stated that the Bank would obtain a copy of the relevant orders of the Ministry of Works and Housing (Directorate of Estates) and examine the matter.

6.4. The Committee would like the Reserve Bank of India to provide 10 per cent reservation for its Scheduled Caste and Scheduled Tribe employees in allotment of accommodation, particularly for the lower category of employees, keeping in view the provisions of the Government of India (Directorate of Estates) Office Memoranda No. 12035(5)/69-Pol(II) dated the 6th November, 1969 and No. 12035(3)/73-Pol(II) dated the 24th September, 1973 on the subject.

B. Schemes for Economic Development

6.5. The Committee desired to know whether there was any scheme by the Ministry of Finance or the Reserve Bank of India to advance short, medium and long term loans on easy terms to Scheduled Castes and Scheduled Tribes. The representative of the Ministry of Finance (Department of Banking) during his evidence before the Committee, has stated that the Ministry of Finance have a scheme which for the backward people. This scheme has also

been extended to the Corporations like the one for Harijan Development in Kerala. Under this scheme, loan is given on interest at the concessional rate of 4 per cent. This scheme is in operation in all the backward districts and a sum of Rs. 10 crores has been disbursed under this scheme upto the end of December, 1973.

6.6. The Ministry of Finance (Department of Banking), in a written note furnished to the Committee, have *inter alia* stated that the Government of India in the Department of Banking do not frame any scheme for advance of loans to be given by public sector banks to the weaker sections of the society in the priority sectors for industrial, business or agricultural development purposes. The Government or the Reserve Bank of India only issue guidelines as and when necessary. It is the public sector banks, however, who prepare various schemes for financing different priority sectors of the types mentioned above. The schemes they formulate contain details like the nature of activities to be covered, amount of loan admissible, terms and conditions, utilisation, modes of repayment etc. The schemes cover a wide ranging area of activities in a particular sector, for instance, in the small scale industries special schemes for technical entrepreneurs, rural industries projects, in the area of business, schemes for self-employment, retail trade, setting up professional business etc., and in the case of agriculture, the schemes cover areas such as animal husbandry, piggery, sheep rearing and other allied occupations. The Department of Banking's two brochures namely, "Banks at your Service" and "Banks in the service of small farmers" brought out in July, 1972 and February, 1972 contain some details of the nature of schemes covered, the lending criteria, credit guarantee schemes, etc.

6.7. The Government of India have issued detailed guidelines on the differential rate interest scheme by which banks are to give concessional rate of interest on schemes to be taken up by small borrowers in selected backward districts. The details of the guidelines as well as the progress in this regard are given in Appendix VII.

6.8. The Committee note that the Government have issued detailed guidelines on differential rate interest scheme by which banks are to give concessional rate of interest on schemes to be taken up by small borrowers in selected backward districts. The Committee would like the Ministry of Finance (Department of Banking) to consider the feasibility of further liberalising this scheme and making all the Scheduled Castes and Scheduled Tribes, irrespective of their

income ceiling or place of residence, to be entitled to borrow under this scheme.

NEW DELHI;
August 13, 1974

Shravana 22, 1896 (S)

D. BASUMATARI,
Chairman,
Committee on the Welfare
of Scheduled Castes and
Scheduled Tribes

APPENDIX I

(Vide para 2.2 of the Report)

~~Delhi Chief Accountant~~

Reserve Bank of India,
(Central Office,
BOMBAY.

D.O. Staff No. 192/Rec.1-54

14th January, 1954

My dear Biswas,

Staff—Recruitment Scheduled Caste candidates.

Will you kindly refer to the correspondence resting with your D.O. letter No. F.3(34)-F.1/53 dated 17th December, 1953 regarding the recruitment of candidates belonging to the Scheduled Castes in the Bank's service?

2. We have not so far laid down any fixed percentage for the recruitment of candidates belonging to the various communities but our general policy has always been to encourage the recruitment of the minority communities. We have carefully examined whether, in view of the practice followed by the Central Government, it would be possible to reserve a certain percentage of posts for the Scheduled Castes but consider that for various reasons it would not be practicable to do so. We do, however, appreciate that every possible encouragement should be given to the Scheduled Castes in this matter and are issuing instructions to our offices that every Scheduled Caste candidate, of eligible should be given the opportunity to appear for the written recruitment test and interview and other things being equal, preference should be given to candidates belonging to the Scheduled Castes. We are also making a general relaxation of age limit by three years in the case of Scheduled Caste candidates. We hope that with the above measures, recruitment of candidates belonging to the Scheduled Castes in the Bank's service will receive considerable stimulus. We propose to watch the results of the above concessions for one year and then review the position once again to see whether any further steps require to be taken in the matter.

3. As regards the selections recently made for the waiting list for routine clerks by our Delhi Office to which reference has been made by Shri Piaree Lal Kureel Talib and Shri P. N. Rajbhoj, we under-

stand that out of 41 applicants belonging to the Scheduled Castes, 2 were called for the written test but since they did not fair well enough, they could not be selected for appointment.

Yours sincerely,

Sd/- K. N. MEHTA.

SHRI K. P. BISWAS,
Government of India,
Ministry of Finance,
Deptt. of Economic Affairs,
NEW DELHI.

APPENDIX II

(Vide para 2.31 of the Report)

** Statement showing the total number of vacancies occurred and filled, the number of vacancies reserved for Scheduled Castes and Scheduled Tribes and the number of vacancies actually filled up by Scheduled Caste and Scheduled Tribe candidates during the year 1968 in the Reserve Bank of India and its Associate Institutions*

Class (Grade)	Category	Total number of candidates	No. of vacancies reserved for S.C.	No. of SC candidates appointed	No. of vacancies reserved for S.T.	No. of ST candidates appointed
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Class I	<i>Staff Officers Gr. I</i>					
	Dy. Director	1				
	Research Officers	3				
	Personnel Officers	1				
	Maintenance Engineers.	2				
	<i>Staff Officers Gr. II:</i>					
	Asstt. Engineers (Electrical)	1				
	Asstt. Engineers (Civil)	9		..		..
	<i>Staff Officers Gr. II (Direct Recruits)</i>	21	3	3	1	1
	Supervisors (Civil)	4			..	..
	Supervisors (Mech.)	2		..	..	..
TOTAL CLASS I		44	3	3	1	1

*Please also see revised statements at Appendix II-A, subsequently furnished by the Ministry of Finance, Deptt. of Banking at factual verification stage.

(1)	(2)	(3)	(4)	(5)	(6)	(7)
Class II		..	..	..	..	..
Class III	<i>Clerks Gr. II</i>	268	26	34	19	6
	Coin-Note Examiners					
	Gr. II	130	17	11	9	3
	Typists	48	2	1	1	1
	Compounders	3	1	..		
	Telephone Operators.	6	2		1	
	Overseers	4	..			
	A.C. Plant & Electrical Supervisor.	1	..			
	Translators	6	1			
	Comptist	1	..			
	Asstt. Caretaker	1				
	Adrema Operator	1	..			..
	Economic Asstt.	1	1	..	..
	Statistical Asstt.	7	1	..	1	..
Total Class III		495	51	46	31	10
Class IV	Peons	17	2	3	4	1
	Mazdoors	36	6	7	2	1
	Parashes.	20	3	4	1	..
	Sweepers	6	2	5	1	..
	Durwans	11	1	3		
	Khitmatgars	2	1	..		
	Cooks	3		1		
	Asst. Cook-cum-Bearer	2		..		
	Drivers	2		1	..	
	Liftmen	3		1	1	
	Malis	3	..			
	A. C. Plant Attendants	2				
	Liftman-cum-Wireman	2		1		
	Watchmen	4	..	..	..	..

(1)	(2)	(3)	(4)	(5)	(6)	(7)
	Durwan-cum-Peons	1	..	1	..	
	Utensil Cleaners	6	1		1	
	Farash/Sweeper-cum-Farashes	6	1	3		..
	Khitmatgar/Tea Boy/Waiter	6	..	1	..	..
	Other categories	12	3	2	1	1
	Total Class IV.	144	20	33	11	3

Class IV Part-Time Employees :

	Sweepers	6	1	6	..	
	Farashes	21	3	6	2	
	Khitmatgars/Tea boys/ Water boys	9	1	1		..
	Other categories	1

	Total Class IV Part-time employees	37	5	13	2	..
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**Statement showing the total number of vacancies occurred and filled, the number of vacancies reserved for Scheduled Castes and Scheduled Tribes and the number of vacancies actually filled up by Scheduled-Caste and Scheduled-Tribe candidates during the year 1969 in the Reserve Bank of India and its associate Institutions*

Class (Grade)	Category	Total No. of candidates recruited	No. of vacancies reserved for SC.	No. of SC candidates appointed	No. of vacancies reserved for ST	No. of ST candidates appointed
(1)	(2)	(3)	(4)	(5)	(6)	(7)

Class I Sr. Officer :

	Personnel Manager	1	..			
	Dy. Legal Adviser	1	..			
	Manager (Tech.)	1				
	<i>Staff Officers</i>					
	<i>Gr. I :</i>					
	Dy. Managers (Tech)	9				..
	Industrial Finance Officers (Tech.)	8				
	Research Officers	5	..	..	..	..

**Please also see revised statement at Appendix II-A; subsequently furnished by the Min. of Finance, Deptt. of Banking at factual verification stage.*

(1)	(2)	(3)	(4)	(5)	(6)	(7)
	Personnel Officers-	3	..	..	..	..
	Staff Officers Gr. II (Direct Recruits) :	3		1		..
	Supervisors (Civil)	1	..	..	..	..
Total Class I		32	..	..	..	..
Class II . . . .		..	..	..	..	..
Class III	Clerks Gr. II	402	53	38	24	1
	Coin-Note Examiners Gr. II	460	56	52	30	14
	Typists	71	12	6	6	
	Translators	1		1	..	
	Compounders	5			1	
	Telephone Operators	7	..	..
	Overscers	7	1	..		
	Comptists	2				
	Asst. Garetaker	1	..			
	Adrema Operator	1	1	..		
	Stenographers-	3		1	2	
	Caretaker	1	..	..	..
	Punch Operators	12	1	..	..
	Hindi Assts.	4	1	..	1	
TOTAL Class III		977	125	98	63	15
Class IV :	Peons	70	10	6	4	1
	Mazdoors	74	9	16	5	..
	Farashes	42	5	7	3	1
	Sweepers	18	4	15	1	2

(1)	(2)	(3)	(4)	(5)	(6)	(7)
	Durwans . . .	35	4	3	3	
	Khitmatgars . .	6	..	1		
	Cooks . . .	2	1	..		..
	Asst. Cook-cum-Bearer . . .	2	1	..		
	Driver . . .	1				
	Cleaners . . .	2	1	..		
	Liftmen . . .	7	2	..		
	A.C. Plant Attendants	1				
	Mazdoor-cum-Wiremen . . .	4	1		1	1
	Compositor	1	1			
	Inkmen . . .	3	1			
	Watchmen . . .	5	1	..		
	Farash/Sweeper-cum-Farash. . .	2		1		
	Khitmatgars/Tea boys/Waiters . . .	6	1	..	..	..
	Other categories . . .	32	6	5	2	..
TOTAL Class IV		313	48	54	19	5
Class IV. Part Time Employees						
	Tea/Water boys . . .	5	1	1	1	
	Sweepers . . .	4	..	3	..	
	Farashes . . .	20	2	5	1	
	Mazdoors . . .	4	1	1	..	
	Khitmatgars/Tea boys/Water boys	2	1	1	..	
	Other categories . . .	2	1	1	..	
TOTAL Class IV PART-time employees		37	6	12	2	..

*Statement showing the total number of vacancies occurred and filled, the number of vacancies reserved for Scheduled Castes and Scheduled Tribes and the number of vacancies actually filled by the Scheduled Caste and Scheduled Tribe candidates during the year 1970 in the Reserve Bank of India and its Associate Institutions

Class	Category	Total No. of candidates recruited	No. of vacancies reserved for SC	No. of SC candidates appointed	No. of vacancies reserved for ST	No. of ST candidates appointed
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Class I	<i>Staff Officers</i> <i>Grade I :</i>					
	Deputy Managers (Tech.)	8				
	Asst. Chief Officer (Fin.)	1			..	..
	Ind. Finance Officers	7			..	
	<i>Staff Officers</i> <i>Grade II :</i>					
	Staff Officers Grade II(Direct Recruits)	1				
	TOTAL	17	..	..	..	..
Class II		..	..	..	..	..
Class III	Clerks Gr. II	703	120	91	55	8
	Coin/Note Examiners Grade II	261	34	38	13	6
	Typists	91	13	3	8	
	Compounders	5	2			
	Telephone Operators	4	1			
	Overseers	14	1			
	Translators	2				
	Archetectoral Assistant	1	..	..	..	..

*Please also see revised statements at Appendix II-A, subsequently furnished by the Min. of Finance, Deptt. of Banking at factual verification stage.

(1)	(2)	(3)	(4)	(5)	(6)	(7)
	Economic Asst. . .	1	..	..	..	..
	Statistical Assistants	5	2	..	1	..
	Asst. Caretaker . .	1	..	..	..	..
	Adrema Machine Operator . .	1	..		..	..
	Stenographers . .	5	1	..	1	1
	Punch Operators . .	16	2	..	1	..
	TOTAL : . .	1110	176	132	79	15
Class IV	Peons . . .	172	25	37	12	3
	Mazdoors . . .	128	16	29	9	6
	Farashes . . .	28	4	7	..	..
	Sweepers . . .	11	..	10	1	..
	Durwans . . .	24	2	2	2	
	Khitmatgars . .	9	1	..	..	..
	Cook	1	..	..	..	..
	Asst. Cook-cum-bearers . .	8	..	..	1	..
	Driver	1	..	..	..	..
	Cleaner	1	..		..	..
	Liftmen	3	..	2	..	..
	A.C. Plant Attendant . .	1	1	..	..	..
	Sweeper-cum-Farashes . .	4	1	2	1	..
	Mazdoor-cum-Wiremen . .	2	..	..	..	..
	Carpenter	1	1	..	..	..
	Helper to Carpenter	1	1	..	..	..
	Sweeper-cum-Farashes . .	7	1	1	..	..
	Khitmatgars/Tea Boys/Waters . .	22	3	4	1	..
	Farash-cum-Plumber	1	..	..	..	..
	Other categories . .	34	5	6	4	..
	TOTAL : . .	459	61	99	31	9

(1)	(2)	(3)	(4)	(5)	(6)	(7)
Class IV— Part-time Employees						
	Tea/Water Boys .	4	1	1	..	..
	Sweepers . . .	2	..	1	1	..
	Farashes . . .	18	3	3	..	..
	Mazdoors . . .	2	..	..	..	..
	Khitmatgars/Tea Boys/Water Boys	5	..	1	..	..
	Other categories .	4	2	1	..	..
TOTAL :		35	6	7	1	..

* Statement showing the total number of vacancies occurred and filled, the number of vacancies reserved for Scheduled Castes and Scheduled Tribes and the number of vacancies actually filled up by the Scheduled Castes and Scheduled Tribes candidates during the year 1971 in the Reserve Bank of India and its associate Institutions.

Class	Category	Total No. of candidates recruited	No. of vacancies reserved for SC	No. of SC candidates apptd.	No. of vacancies reserved for ST	No. of ST candidates appointed
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Class I	<i>Staff Officer Grade I :</i>					
	Ind. Finance Officer	1				
	<i>Staff Officer Grade II :</i> Asst. Engineer (Civil)	1	..	..	..	..
	Total: . . .	2	..	..	..	..
Class II		..	..	..	..	..
Class III	Clerks Gr. II .	665	103	86	55	7
	Coin/ Note Examrs. Gr. II .	583	81	117	33	12
	Typists . . .	128	21	8	12	—
	Stenographers .	7	—	1	—	—

*Please also see revised statements at Appendix II-A, subsequently furnished by the Ministry of Finance, Deptt. of Banking at factual verification stage.

(1)	(2)	(3)	(4)	(5)	(6)	(7)
	Building Overseers	9	—	1	—	—
	Compounders	4	1	—	—	—
	Lounge Supervisor	1	—	—	—	—
	Adrema Machine Operators	2	—	—	—	—
	Caretakers	2	—	—	—	—
	Punch Operators	45	6	—	3	—
	Hindi Asst.	1	—	—	—	—
	Statistical Assistants	9	2	—	2	—
	Economic Assistants	14	3	2	1	—
	Library Assistants	2	1	—	—	—
	Comptists	2	1	—	—	—
	Field Investigators	1	—	—	—	—
	Field Inspectors	1	—	—	—	—
	Telephone Operators	2	1	—	—	—
	TOTAL :	1478	220	215	106	19
Class IV	Peons	132	17	21	16	4
	Farashes	61	9	15	2	—
	Khitmatgars	35	3	1	1	1
	Durwans	39	6	6	1	—
	Wiremen	2	—	—	—	—
	Carpenters	3	—	—	—	—
	Asst. Cooks	4	—	—	—	—
	Drivers	3	—	—	—	—
	Mazdoors	198	23	34	11	3
	Sweepers	24	2	21	3	—
	Liftmen	3	—	1	—	—

(1)	(2)	(3)	(4)	(5)	(6)	(7)
	Van Cleaners .	1	—	—	—	—
	A.C. Plant Attendant .	1	—	—	—	—
	Tea Boys . . .	3	1	3	—	—
	Malis . . .	1	—	—	—	—
	TOTAL :	510	61	102	34	8

Class IV—Part-Time Employees :

	Tea/Water Boys	8	—	2	—	—
	Sweepers . . .	3	—	3	—	—
	Farashes . . .	11	1	1	1	—
	Mazdoors . . .	4	—	1	—	—
	Khitmatgars/ Tea Boys/Water Boys .	1	1	—	—	—
	Other Categories .	4	1	—	—	—
	TOTAL :	31	3	7	1	—

** Statement showing the total number of vacancies Occurred and filled, the number of vacancies reserved for Scheduled Castes and Scheduled Tribes and the number of vacancies actually filled up by Scheduled Castes and Scheduled Tribes candidates during the year 1972 in the Reserve Bank of India and its Associate Institutions.*

Class (Grade)	Category	Total No. of candidates recruited	No. of vacancies reserved for SC	No. of SC candidates appointed	No. of vacancies reserved for ST	No. of ST candidates appointed
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Class I	<i>Staff Officers Gr. II :</i>					
	Staff Officers Gr. II (Direct Recruits)	39	6	1	3	
	Asst. Engineer (Civil)	1	..	..	..	..
TOTAL Class I		40	6	1	3	..
Class II		..	..	..	..	..

*Please also see revised statements at Appendix II-A, subsequently furnished by the Min. of Finance Deptt. of Banking at the factual verification stage.

(1)	(2)	(3)	(4)	(5)	(6)	(7)
Class III	Clerks Gr. II .	306	76	64	56	10
	Coin/Notes Examiners Gr. II	621	76	64	29	11
	Telephone Operators	5	1	1	..	..
	Typists .	143	30	12	15	1
	Stenographers .	4	..	..
	Building Overseers	2	—	—	—	—
	Translators	3	—	—	—	—
	Compounders .	3	—	—	—	—
	Lounge Supervisors	3	—	—	—	..
	Adrema Operator	1	—	..		
	Punch Operators	20	3	1		..
	Hindi Translator	1	—	..	..	..
	Hindi Assts.	3			..	..
	Economic Assts. .	1	..			..
	Library Assts.	3	1			
	Jr. Draftsman	1			..	
	Comptists .	1	..	..	..
TOTAL Class III		1121	187	142	100	22
Class IV	Peons .	124	20	20	13	3
	Farashes .	28	4	12	2	..
	Khitmatgars	10	2	2	..	2
	Durwans . .	36	2	9	1	1
	Carpenters .	2		..	..
	Asst. Cooks .	4		..	..	..
	Drivers . .	5	..	..	..	..
	Mazdoors . .	171	21	37	7	2
	Sweepers . .	15	2	12		

(1)	(2)	(3)	(4)	(5)	(6)	(7)
Viceman	.	1	..	..	..	..
Liftmen	.	2	..	..	..	..
Van Cleaner	.	1			..	..
A.C. Plant Attendants	.	2	..			..
Tea boys	.	2	..	..	..	..
Electrician Mistry		1	..	..	..	..
TOTAL Class IV		404	51	92	23	8
Class IV—Part-Time Employees						
Tea/water Boys	.	4	1		..	..
Sweepers	.	4	2	4	..	..
Farashes	.	2		1	1	..
Mazdoors	.	3	..	..	..
Other Categories		17	2	13	1	..
TOTAL class IV Part Time Employees		30	5	18	2	..

APPENDIX II—A

(Vide foot-note to para 2.31 of the Report)

Statement showing the total number of vacancies which occurred and were filled, the number of vacancies reserved for Scheduled Castes and Scheduled Tribes and the number of vacancies actually filled up by Scheduled Caste and Scheduled Tribe candidates during the year 1968 in the Reserve Bank of India and its Associate Institutions.

Class (Grade)	Category	Total No. of candidates recruited	No. of Vacancies reserved for S/C	No. of S/C candidates appointed	No. of vacancies reserved for S/T	No of S/T candidates appointed
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Class I	<i>Staff Officers Gr. I</i>					
	Dy. Director .	1			..	
	Research officers .	3			..	
	Personnel officers	1		..	..	..
	Maintenance Engineers .	2				..
	<i>Staff Officers Gr. II</i>					
	Asst. Engineers (Elec.) . .	1	..	..	..	..
	Asst. Engineers (Civil) . .	9				..
	Staff Officers Gr. II (Direct Recruits)	21	3	3	1	1
	Supervisors (Civil)	4	..	..	..
	Supervisors (Mech.)	2	..	..	..	..
	TOTAL Class I	44	3	3	1	1
Class II	..	..	..	..	..	..
Class III	Clerks Gr. II .	285	51	34	38	6
	C/N. Examiners Gr. II . .	130	23	11	16	3
	Typists . .	48	14	1	9	1
	Compounders .	3	3	..	..	..

(1)	(2)	(3)	(4)	(5)	(6)	(7)
	Tel. Operators	6	5			
	Overseers	4	2		..	..
	A.C. Plant & Elec. Supervisor	1	1			..
	Translators	6	5	..		..
	Comptist	1	1		..	
	Economic Asst.	1	1		1	..
	Asst. Caretaker	1	1		..	..
	Adrema Operator	1	1		..	..
	Statistical Asst.	7	1	..	1	..
	TOTAL Class III :	494	109	46	65	10
Class IV	Peon	17	3	3	5	1
	Mazdoors	36	8	7	8	1
	Farashes	20	3	4	2	..
	Sweepers	6	2	5	2	..
	Durwans	11	2	3	2	..
	Khitmatgars	2	2	..		..
	Cook-cum- bearer	3	2	1	..	..
	Asst. Cook-cum- bearer	2	1	..		..
	Drivers	5	3	1	1	..
	Liftmen	3	1	1		
	Malis	3	3			..
	A.C. Plant atten- dant	2	2			..
	Liftmen-cum- Wiremen	1	1	1	..	..
	Watchmen	4	1	..	1	..
	Durwan-cum- Peon	1	..	1	..	..
	Utensil Cleaners	6	1	..	1	..

(1)	(2)	(3)	(4)	(5)	(6)	(7)
	Farash/Sweeper- Cum-Farash .	6	1	3	1	
	Khitmatgar/Tea Boy/Waiter .	6	2	1	1	..
	Other categories .	12	7	2	5	1
	Total Class IV : .	146	45	33	29	3
Class IV						
Part Time						
	Sweepers .	6	1	6	2	..
	Farashes .	21	3	6	2	
	Khitmatgar/Tea Boys/Water Boys	9	2	1	1	
	Other categories .	1	1	..	..	..
	Total Class IV : .	37	7	13	5	..
Part-time employees						

N.B. : The figures shown under columns 4 and 6 of the above statement represent the total vacancies that should have been reserved (including carried forward vacancies) in favour of Sch. Castes and Sch. Tribes, respectively instead of the figures shown in respective columns of the earlier statement. It is now proposed to make good the difference between the vacancies that should have been reserved for Sch. Castes and Sch. Tribes and those actually filled from the years 1967 onwards within the next 2/3 years.

Statement showing the total number of vacancies which occurred and were filled, the number of vacancies reserved for Scheduled Castes and Scheduled Tribes and the number of vacancies actually filled up by Scheduled Caste and Scheduled Tribe candidates during the year 1969 in the Reserve Bank of India and its Associate Institutions.

Class (Grade)	Category	Total No. of candidates recruited	No. of vacancies reserved for S/C	No. of S/C candidates appointed	No. of vacancies reserved for S/T	No. of S/T candidates appointed
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Class I	Sr. Officers					
	Personnel Manager	1		..		
	Dy. Legal Adviser	1				
	..					
	Manager (Tech.) .	1	..	..	..	..

(1)	(2)	(3)	(4)	(5)	(6)	(7)
	<i>Staff Officer Gr. I</i>					
	Dy. Managers (tech.)	9				
	Ind. Fin. Officers (Tech.)	8				..
	Research Officers	5			..	
	Personnel Officers	3			..	
	Staff Officers Gr. II (Direct Recruits)	3		1		..
	Supervisors (civil)	1	..	..	..	..
	Total Class I -	32		1	..	
Class II		..	..	..	..	..
Class III	Clarks Gr. II	403	77	38	57	1
	C.N. Examiners Gr. II	460	74	52	51	14
	Typists	71	18	6	13	..
	Translators	1	1	1	..	..
Class I	Sr. Grade Compounders	5	3		1	
	Tel. Operators	7	5		..	
	Overseers	4	2	..	1	..
	Comptists	2	2			..
	Asst. Caretaker	1	1			
	Adrema Operators	1	1			
	Stenographers	3	1	1	2	
	Caretaker	1	1	..	..
	Punch Operators	12	5	..	2	..
	Hindi Assts.	4	1	..	1	..
Total Class III		975	192	98	128	15

(1)	(2)	(3)	(4)	(5)	(6)	(7)
Class IV	Peons .	70	14	7	7	1
	Mazdoors .	74	18	16	13	..
	Farashes .	43	7	7	6	1
	Sweepers . .	18	4	15	4	2
	Durwans .	35	11	3	7	
	Khitmatgars	6	4	1	1	..
	Cooks . . .	2	1			..
	Asst. Cook-cum-Bearer . . .	2	1		..	..
	Driver .	1	1	..	1	..
	Cleaners .	2	1	..	..
	Liftmen . .	7	2		1	..
	A.C.Plant Attendant . . .	1	1		..	..
	Mazdoor-cum W.omen .	4	1		1	1
	Compositor	1	1		..	..
	Inkmen .	3	1		..	..
	Watchmen	5	2		1	..
	Carpenters	2	1			..
	Farash/Sweeper-cum-Farash .	2		1	1	..
	Khitmatgars/Tea Boys/Waiters .	6	2	..	2	..
	Other categories .	32	15	5	8	1
	TOTAL—Class IV	316	88	55	53	6
Class IV	<i>Part-Time employees</i>					
	Tea/Water Boys .	5	1	1	1	..
	Sweepers . . .	4	1	3	2	..
	Farashes .	20	3	5	2	..
	Mazdoors . . .	4	1	1	1	..

1	2	3	4	5	6	7
	Khitmatgars/Tea-Boys/Water Boys .	2	1	1		
	Other categories .	2	1	..	..
	TOTAL—Class IV Part-time employees	37	8	11	6	..

N.B. : The figures shown under columns 4 and 6 of the above statement represent the total vacancies that should have been reserved (including carried forward vacancies) in favour of Sch. Castes and Sch. Tribes, respectively, instead of the figures shown in respective columns of the earlier statement. It is now proposed to make good the difference between the vacancies that should have been reserved for Sch. Castes and Sch. Tribes and those actually filled from the years 1967 onwards within the next 2/3 years.

Statement showing the total number of vacancies which occurred and were filled, the number of vacancies reserved for Scheduled Castes and Scheduled Tribes and the number of vacancies actually filled up by Scheduled Caste and Scheduled Tribe candidates during the year 1970 in the Reserve Bank of India and its Associate Institutions.

Class	Category	Total No. of candidates recruited	No. of vacancies reserved for S.C.	No. of S.C. candidates appointed	No. of vacancies reserved for S.T.	No. of S.T. candidates appointed
1	2	3	4	5	6	7
Class I	<i>Staff Officers Gr. I</i>					
	Deputy Managers (Tech.) .	8				
	Asst. Chief Officer (Fin.) .	1				
	Ind. Finance Officers	7	..			..
	<i>Staff Officers Gr. II</i>					
	Staff Officers Gr. II (Direct Recruits)	1	..	..	..	..
	TOTAL .	17	..	..	..	..
Class II	—	..	..	..	..	..

I	2	3	4	5	6	7
Class III	Clerks Gr. II .	703	136	91	74	8
	Coin/Note Examiners Gr. II .	261	63	38	54	6
	Typists . .	91	27	3	16	..
	Compounders .	5	3	..	1	
	Telephone Operators	4	2	..	1	..
	Overseers . .	17	7	..	3	..
	Translators .	2	2			..
	Architectural Asst.	1	1			..
	Economic Asst. .	1	1		..	
	Statistical Asst. .	5	3	..	1	
	Asst. Caretaker .	1	1	..	..	..
	Adrema Machine Operator . .	1	1	..	..	..
	Stenographers	5	1		2	1
	Punch Operators .	16	7	..	3	..
	TOTAL .	1113	255	132	155	15
Class IV	Peons . .	172	30	37	15	3
	Mizdoors .	128	19	29	19	6
	Farashes	28	6	7	5	..
	Sweepers	11	2	10	4	..
	Durwans .	34	9	2	6	..
	Khitmatgar .	9	4		1	..
	Cook . .	1	1		1	..
	Asst. Cook-cum-Bearer . .	8	3	..	1	..
	Driver . .	1	..	..	..	..
	Cleaner . .	1	1	..	..	..
	Liftmen . .	3	3	1	2	
	A. C. Plant Attendant . .	1	1	..		..
	Sweeper-cum-Farashes .	4	1	2	1	..

1	2	3	4	5	6	7
Mazdoor-cum-Wiremen		2	1	..	..	..
Carpenter . . .		1	1	..	..	..
Helper to carpenter		1	1	..	..	..
Farash/Sweeper-cum-Farashes .		7	1	1	1	..
Khitmatgar/Tea Boys/Waiters .		22	4	4	2	..
Farash-cum-Plumber . . .		1	1	..	..	..
Other categories .		34	16	6	8	..
TOTAL—Class IV .		459	105	99	66	9

Class IV—Part-time employees

Tea/Warer Boys	4	1	1	1	..
Sweepers . . .	2		1	..	..
Farashes . . .	18	3	3	3	..
Mazdoors . . .	2		..	1	..
Khitmatgar/Tea-Boys/Water Boys	5		1	..	..
Other categories .	4	3	1	..	..
TOTAL :	35	7	7	5	..

N. B. : The figures shown under columns 4 and 6 of the above statement represent the total vacancies that should have been reserved (including carried forward vacancies) in favour of Scheduled Castes and Scheduled Tribes respectively, instead of the figures shown in respective columns of the earlier statement. It is now proposed to make good the difference between the vacancies that should have been reserved for Scheduled Castes and Scheduled Tribes and those actually filled from the year 1967 onwards within the next 2/3 years.

Statement showing the total number of vacancies which occurred and were filled, the number of vacancies reserved for Scheduled Castes and Scheduled Tribes and the number of vacancies actually filled up by Scheduled Caste and Scheduled Tribe candidates during the year 1971 in the Reserve Bank of India and its Associate Institutions

Class (Grade)	Category	Total No. of candidates recruited	No. of vacancies reserved for S/C	No. of S. C candidates appointed	No. of vacancies reserved for S/T	No. of S/T candidates appointed
1	2	3	4	5	6	7
Class I	Staff officers Gr. I [Ind. Finance officer	1				
	Staff officers Gr. II Asst. Engineer (Civil)	1				
TOTAL Class I :		2			..	..
Class II						
Class III	Clerks Gr. II	640	158	83	101	7
	C/N Examiners Gr. II	582	113	115	78	11
	Typists	129	40	8	20	..
	Stenographers	6	1	..	2	..
	Overseers	9	4	1	2	..
	Translators	2	2	..	..	..
	Compounders	4	2	1	2	..
	Adremators	2	2			..
	Electrician-cum-Caretaker	1	..		1	
	Punch operators	45	9		3	
	Hindi Asst.	1	1	..	1	..
	Statistical Asst.	9	3	..	2	..
	Economic Asst.	14	3	2	2	..

1	2	3	4	5	6	7
Library Asst.		2	1			
Comptists		2	1			
Tel. Operators :		2	1		1	
Total Class III :		1450	341	210	215	18
<i>Class IV</i>						
Peons		122	18	21	21	4
Wiremen		1	1			
Cook		1	1			
Mali		1	1			
Khitmatgar		17	7	1	3	
Asst. Cook-cum-Bearer		2	2		1	
Liftmen		1	2			
Durwans		36	15	5	12	2
Tea Boys		3		3	1	
Mazdoors		191	31	31	26	5
Farashes		29	6	7	7	1
Sweepers		18	2	16	4	1
Sweeper-cum-Farashes		11	2	4	1	
Farashes/Sweepers-cum-Farashes		1				
Mazdoor-cum-Wiremen		1	2			
Helper to plumber		1	1			
Helper to Carpenter/painter		1	1			
Khitmatgar/Tea Boy/Waiter		8	1		2	
Other categories		44	21	6	15	1
Total :		489	114	94	93	14

1	2	3	4	5	6	7
<i>Class IV-Part-time employees</i>						
	Tea/Water Boys	8	1	2	2	
	Sweepers	3		3	..	
	Farashes	11	1	1	2	
	Mazdoors	4		1	1	
	Khitmatgars/Tea Boys/Water Boys	1	2		..	
	Other categories	4	3	..	1	..
	Total :	31	7	7	6	..

N. B. : The figures shown under columns 4 and 6 of the above statement represent the total vacancies that should have been reserved (including carried forward vacancies) in favour of Scheduled Castes and Scheduled Tribes, respectively, instead of the figures shown in respective columns of the earlier statement. It is now proposed to make good the difference between the vacancies that should have been reserved for Scheduled Castes and Scheduled Tribes and those actually filled from the years 1967 onwards within the next 2/3 years.

Statement showing the total number of vacancies which occurred and were filled, the number of vacancies reserved for Scheduled Castes and Scheduled Tribes and the number of vacancies actually filled up by Scheduled Caste and Scheduled Tribe candidates during the year 1972 in the Reserve Bank of India and its Associate Institutions

Class (Grade)	Category	Total No. of candi- dates recruited	No. of vacan- cies reser- ved for S/C	No. of S/C Candi- dates appoin- ted	No. of vacan- cies reser- ved for S/T	No. of S/T candi- dates appoin- ted
1	2	3	4	5	6	7
<i>Class I</i>	<i>Staff officers Gr. II</i>					
	Staff Officer Gr. II (Direct Recruits)	39	6	1	3	
	Asst. Engineers (Civil)	1				..
	Total Class I :	40	6	1	3	
<i>Class II</i>			..	..	..	..

1	2	3	4	5	6	7
<i>Class III</i>	Clerks Gr. II	318	123	62	111	10
	C/N Examiners Gr. II . . .	596	99	63	106	11
	Typists . . .	138	43	12	28	1
	Translators	2	2	..	1	
	Compounders	5	4	..	1	
	Tel. Operators	4	2	1	1	
	Overseers . . .	1	..		1	..
	Adrema Operators	1	1		..	..
	Comptist . . .	1	1		1	..
	Economic Asst.	1	2	..	2	..
	Stenographers	2	1	..	1	
	Punch Operators	22	11	1	4	
	Library Asst.	3	1	..	1	..
	Hindi Asst. . .	3	1	..	1	..
	Total Class III :	1097	291	139	259	22
<i>Class IV</i>	Peons . . .	124	27	18	29	3
	Cook . . .	1	1	..	..	..
	Van Cleaner	1	1	..		..
	Khitmatgars	3	3	1	2	..
	Asst. Cook-cum- Bearer . . .	3	3		1	
	Liftman . . .	1	2	..	..
	Durwan . . .	30	14	6	8	
	A. C. Plant Atten- dant . . .	1	1	..		..
	Drivers . . .	2	1	..	..	..
	Mazdoors . . .	110	15	33	24	2
	Farashes . . .	7	4	2	6	
	Sweepers . . .	9	1	9	4	
	Sweepers-cum- Farashes . . .	2	..	2	1	..

1	2	3	4	5	6	7
	Liftmen-cum-Wiremen	1	1		..	..
	Khitmatgar/Tea Boy/Waiter	4	1	1	2	1
	Carpenter-cum-Mason	1	1			
	Mazdoor-cum-Wiremen	1	1	1	..	..
	Other categories	77	31	11	19	1
TOTAL Class IV :		378	108	84	96	7

Class IV-Part-time employees

	Tea/Water Boys	4	..	..	1	
	Sweepers	4	1	4	..	
	Farashes	2	..	1	2	
	Majdoor	3	..	..	1	
	Other categories	17	4	13	2	
TOTAL :		30	5	18	6	..

N. B. : The figures shown under columns 4 and 6 of the above statement represent the total vacancies that should have been reserved (including carried forward vacancies) in favour of Scheduled Castes and Scheduled Tribes, respectively, instead of the figures shown in respective columns of the earlier statement. It is now proposed to make good the difference between the vacancies that should have been reserved for Sch. Castes and Sch. Tribes and those actually filled from the years 1967 onwards within the next 2/3 years.

APPENDIX III

(Vide para 3.1 of the Report)

Statement showing the total number of employees in each cadre in Class I, II, III and IV in all the offices of the Reserve Bank of India and its Associate Institutions (separately) as on 31st December, 1966 (i.e. the year in which the reservation orders came into force)

Institution	Class (Grade)	Category	Total No. of employees	No. of S.C employees	No. of S.T employees	Percentage of		
						SC	ST	
1	2	3	4	5	6	7	8	
Reserve Bank of India	Class I	Senior Staff Officers	106	1	—	0.94	—	
		Staff Officers Grade I	697	2	—	0.29	—	
		Staff Officers Grade II	1502	10	—	0.67	—	
TOTAL	Class I		2305	13	—	0.56	—	
	Class II	Personal Assistants	18	—	—	—	—	
	Class III	Tellers		238	—	—	—	—
		Stenographer Grade I		44	—	—	—	—
		Senior Draftsmen		3	—	—	—	—
		Field Inspectors		12	—	—	—	—
		Assistants		414	1	1	0.24	0.24
		Caretaker Grade II		4	—	—	—	—
		Overseers		1	—	—	—	—
		Junior Draftsmen		4	—	—	—	—
		Electrician Grade I		1	—	—	—	—
		Stenographer Grade II		171	1	—	0.58	—
		Translators		6	1	—	16.67	—
	Assistant Caretaker		6	—	—	—	—	
	Electrician - cum - Caretaker		2	—	—	—	—	
	Electrician Grade II		3	—	—	—	—	

1	2	3	4	5	6	7	8
		Hostel Supervisor	1	—	—	—	—
		Compounders	19	—	—	—	—
		Assistant Air Conditioning Plant Operators	10	—	—	—	—
		Telephone Operators	31	—	—	—	—
		Fund Machine Operators	5	—	—	—	—
		Sorter Operators	6	—	—	—	—
		Tabulator Operators	9	—	—	—	—
		Adrema Operators	6	—	—	—	—
		Comptometer Operators	21	—	—	—	—
		Mechanic-cum-Operators	1	—	—	—	—
		Punch Operators	41	1	—	2.44	—
		Telex Operators	1	—	—	—	—
		Typewriter Mechanics	3	—	—	—	—
		Typists	534	26	2	4.87	0.37
		Field Investigators	23	—	—	—	—
		Coin-Note Examiners Grade I	389	2	1	0.51	0.26
		Coin-Note Examiners Grade II	2757	86	7	3.12	0.25
		Clerks Grade I	2073	51	4	2.46	0.19
		Clerks Grade II	2963	213	8	7.19	0.27
		Clerks of Works	1	—	—	—	—
		Other category	1	—	—	—	—
TOTAL	Class III		9804	382	23	3.90	0.23
<i>Reserve Bank of India</i>	Class IV	Plumbers	4	—	—	—	—
		Electrician/Mistry	3	—	—	—	—
		P.D.O. Foreman	1	—	—	—	—
		Drivers	31	1	—	3.23	—
		Record clerks	34	1	—	2.94	—

1	2	3	4	5	6	7	8
	Jamadars . . .	45	2	—	4.44	—	—
	Head Mazdoors .	21	—	—	—	—	—
	Carpenters	2	—	—	—	—	—
	Sub-Station Attendants	5	—	—	—	—	—
	A.C. Plant Attendants .	19	—	—	—	—	—
	P.D.O. Compositors	3	—	—	—	—	—
	Vicemen . . .	19	1	—	5.26	—	—
	Gestetner Operators	12	—	—	—	—	—
	Duftaries . . .	211	17	—	8.06	—	—
	Head Cook	1	—	—	—	—	—
	Cook . . .	1	—	—	—	—	—
	Punching and Stitching Machine Operators .	2	—	—	—	—	—
	P.D.O. Pressmen	5	1	—	20	—	—
	Liftmen	40	2	—	5	—	—
	Wiremen	4	—	—	—	—	—
	Assistant Cooks	12	1	—	8.33	—	—
	Armed Guards	2	—	—	—	—	—
	Mazdoors . . .	1218	66	3	5.42	0.25	—
	Bhistis . . .	4	—	—	—	—	—
	Assistant to Security Officer . . .	1	—	—	—	—	—
	P.D.O. Inkmen	4	—	—	—	—	—
	Malis . . .	22	—	—	—	—	—
	Khitmatgars .	66	3	—	4.55	—	—
	Farashes . . .	214	27	—	12.6	—	—
	Van cleaners .	9	—	—	—	—	—
	Durwans . . .	264	11	—	4.17	—	—
	Peons . . .	1181	120	—	10.16	—	—
	Sweeper-cum- Farashes . . .	3	2	—	66.67	—	—

1	2	3	4	5	6	7	8
		Durwans-cum-Peons	8	—	—	—	—
		Watchmen	5	—	—	—	—
		Utencil Cleaners	2	—	—	—	—
		Kitchen Hamals	2	—	—	—	—
		Peon-cum-Khitmatgar	1	—	—	—	—
		Other Categories	9	—	—	—	—
TOTAL	Class IV (Other than Sweepers)		3490	255	3	7.31	0.085
<i>Reserve Bank of India</i>	Class IV	Sweepers	141	84	—	59.57	—
<i>Agricultural Refinance Corpn.</i>	Class I	Senior Staff officers	3	—	—	—	—
		Staff Officers Grade I	6	—	—	—	—
		Staff Officers Grade II	7	—	—	—	—
		TOTAL Class I	16	—	—	—	—
	Class II	Personal Assistants	—	—	—	—	—
	Class III	Assistants	7	—	—	—	—
		Clerks Grade I	6	—	—	—	—
		Clerks Grade II	4	—	—	—	—
		Stenographer Grade I	1	—	—	—	—
		Stenographer Grade II	4	—	—	—	—
		Typists	7	—	—	—	—
TOTAL	Class III		29	—	—	—	—
	Class IV	Gestetner Operators	1	—	—	—	—
		Subedar	1	—	—	—	—
		Peons	7	—	—	—	—
TOTAL	Class IV (Other than sweepers)		9	—	—	—	—

1	2	3	4	5	6	7	8
	Class IV	Sweepers . . .	—	—	—	—	—
<i>Industrial Development Bank of India</i>	Class I	Senior Staff Officers . . .	12	—	—	—	—
		Staff Officers Grade I . . .	36	—	—	—	—
		Staff Officers Grade II . . .	31	—	—	—	—
Total	Class I		79	—	—	—	—
	Class II	Personal Assistant	1	—	—	—	—
	Class III	Assistants . . .	29	—	—	—	—
		Clerks Gr. I . . .	20	—	—	—	—
		Clerks Grade II	27	4	—	14.8	—
		Stenographer Gr.II	13	—	—	—	—
		Typists . . .	20	2	—	10.0	—
		Telephone Operator . . .	1	—	—	—	—
Total	Class III		110	6	—	5.45	—
	Class IV	Duftries . . .	5	—	—	—	—
		Gestetner Operators . . .	2	—	—	—	—
		Subedar . . .	1	—	—	—	—
		Peons . . .	34	9	—	26.47	—
Total	Class IV (Other than Sweepers)		42	9	—	21.43	—
	Class IV	Sweepers . . .	—	—	—	—	—
<i>Unit Trust of India</i>	Class I	Senior Staff Officers . . .	5	—	—	—	—
		Staff Officers Gr.I . . .	5	—	—	—	—
		Staff Officers Gr.II . . .	24	—	—	—	—
Total	Class I		34	—	—	—	—
	Class II	Personal Assistants	—	—	—	—	—

	1	2	3	4	5	6	7	8
Class III Assistants . . .			10	—	—	—	—	—
Clerks Grade I			13	1	—	—	7.69	—
Clerks Grade II			65	—	—	—	—	—
Stenographer Grade II . . .			3	—	—	—	—	—
Typists . . .			6	1	—	—	16.67	—
Comptometer Operators . . .			2	—	—	—	—	—
Supervisor . . .			2	—	—	—	—	—
Coin-Note Exa- miners Grade II			2	—	—	—	—	—
Telephone Opera- tor			1	—	—	—	—	—
Sorter Operators .			2	—	—	—	—	—
Punch Operators			4	—	—	—	—	—
Total Class III . . .			110	2	—	—	1.82	—
Class IV Duftaries . . .			3	1	—	—	33.3	—
Mazdoors . . .			2	—	—	—	—	—
Drivers . . .			2	—	—	—	—	—
Peons			25	2	1	—	8.0	4.0
Total Class IV (excluding sweepers)			32	3	1	—	9.38	3.13
Class IV Sweepers . . .			1	—	—	—	—	—
Class I Senior Staff Officers			1	—	—	—	—	—
Staff Officers Grade I			1	—	—	—	—	—
Staff Officers Grade II			3	—	—	—	—	—
Total Class I . . .			5	—	—	—	—	—

*Deposit In-
surance Cor-
poration*

1	2	3	4	5	6	7	8
	Class II	Personal Assistants	—	—	—	—	—
	Class III	Assistants . . .	3	—	—	—	—
		Clerks Grade I . .	3	—	—	—	—
		Clerks Grade II	5	—	—	—	—
		Stenographer Grade II . . .	1	—	—	—	—
		Typists . . .	1	—	—	—	—
		Total Class III . .	13	—	—	—	—
	Class IV	Duftaries . . .	1	—	—	—	—
		Peons . . .	4	—	—	—	—
		Total Class IV (excluding Sweepers)	5	—	—	—	—
<i>Deposit In- surance Cor- poration</i>	Class IV	Sweepers . . .	—	—	—	—	—
PART-TIME EMPLOYEES							
<i>Reserve Bank of India</i>	Class I	Bank's Medical Officers . . .	8	—	—	—	—
	Class II	Personal Assistant	—	—	—	—	—
	Class III	Compounders . . .	4	—	—	—	—
		Hindi Teachers . .	1	—	—	—	—
		Total Class III . .	5	—	—	—	—
	Class IV	Farashes . . .	11	3	—	27.27	—
		Water Boys . . .	2	—	—	—	—
		Tea boys . . .	12	1	—	8.33	—
		Watchmen . . .	2	1	—	50	—
		Malis . . .	3	1	—	—	—
		Khitmatgar . . .	1	—	—	—	—
		Mazdoors . . .	4	—	—	—	—
		Total Class IV (excluding Sweepers)	35	6	—	17.14	—

1	2	3	4	5	6	7	8
Unit Trust of India	Class IV	Sweepers . .	40	21	—	52.50	—
	Class I	Officers . .	—	—	—	—	—
	Class II		—	—	—	—	—
	Class III		—	—	—	—	—
	Class IV	Mazdoor . .	1	..	—	—	—

STATEMENT No. 2

Statement showing the total number of employees in each cadre in Classes I, II, III, & IV in all the offices of the Reserve Bank of India and its Associate Institutions (Separately) as on the 1st July, 1973.

Institution	Class (Grade)	Category	Total No. of employees	No. of SC employees	No. of ST employees	Percentage of	
						SC	ST
1	2	3	4	5	6	7	8
Reserve Bank of India	Class I	Senior Staff Officers	215	1	..	0.47	..
		Staff Officers Grade I	1161	4		0.34	
		Staff Officers Grade II	2206	24	..	1.09	..
		TOTAL	3582	29	..	0.81	..
	Class II	Personal Assistants	20	..	..	..	..
	Class III	Tellers	368	3	1	0.82	0.27
		Stenographer Gr. I	64		..		
		Senior Draftsmen	3	..	..	..	..
		Field Inspectors	33	..	..	..	..
		Assistants	575	16	1	2.78	0.17
		Caretaker Grade II	6	..		..
		Overseers	36	1		2.78	..
		Junior Draftsmen	4	..			..

I	2	3	4	5	6	7	8
		Stenographer Grade II	259	4	1	1·54	0·39
		Translators	14	1		7·14	
		Assistant Caretakers	14				
		Electrician-cum- Caretaker	6	..			
		Electrician Grade II	4				
		Hostel Supervisor	1				
		Compounders	41				
		Assistant A. C. Plant Attendant	12				
		Telephone Operators	49	1		2·04	
		Fund Machine Operators	7	1		14·28	
		Sorter Operators	11				
		Tabulator Operators	10				
		Adrema Machine Operators	8				
		Comptometer Operators	29				
		Mechanic-cum- Operators	1			..	
		Punch Operators	141	2		1·42	
		Telex Operators	7				
		Typewriter Mechanics	3	..		..
		Typists	772	52	6	6·74	0·78
		Field Investigators	4				
		Coin/Note Exami- ners Grade I	618	16	1	2·59	0·16
		Coin/Note Exami- ners Grade II	3907	378	48	9·67	1·23
		Clerks Grade I	2935	172	8	5·86	0·27
		Clerks Grade II	3678	401	42	10·90	1·14
		Lounge Supervisors	1	..	..	..	..
		TOTAL :	13621	1048	108	7·69	0·79

1	2	3	4	5	6	7	8
---	---	---	---	---	---	---	---

Class IV	Kitchen Hamals	4					
	Plumbers . . .	1					
	Plumber-cum Mason . . .	1					
	Electrician/ Mistry . . .	4					
	P.D.O. Foreman	1	..		..	..
	Drivers . . .	52	5			9.62	..
	Record Clerks . . .	67	2			2.99	..
	Head Mazdoors . . .	33				..	..
	Carpenters . . .	5				..	..
	Sub-Station Attendants . . .	4			..	..	..
	A.C. Plant Attendants . . .	25	1		..	4	..
	P.D.O. Compositors	4	..		..	..	..
	Helper to Carpenters . . .	1	..			..	..
	Vicemen . . .	27	..			..	..
	Gestetner Operators . . .	15	2			13.33	..
	Duftries . . .	319	20			6.27	..
	Subedars . . .	52	1			1.92	..
	Liftmen-cum- Peons . . .	1	..				
	Liftmen-cum Wiremen . . .	3	2			66.66	..
	Mazdoor-cum- Wireman . . .	5	3		..	60	..
	Head Cook . . .	1	..		..	..	..
	Cook . . .	8	1		..	12.5	..
	Punching and Stitching Ma- chine Operator	188	12			6.38	
	P.D.O. Pressmen	5	..			..
	Liftmen . . .	49	4			8.16	
	Wiremen . . .	18	1		..	5.55	..

1	2	3	4	5	6	7	8
		Khitmatgars/ Waiters/Tea Boys . . .	52	9	1	17.31	1.92
		Waiters . . .	15			..	..
		Assistant Cooks . . .	24				..
		Utensil Cleaners . . .	3				..
		Armed Guards . . .	2	..	..	..	..
		Mazdoors . . .	1546	205	18	13.26	1.16
		Bhisties . . .	4	..	..
		Assistant to security Officers . . .	2				
		P.D.O. Inkmen . . .	4			..	
		Malis . . .	32	1		31.13	..
		Khitmatgars . . .	87	4	2	4.58	2.30
		Farashes . . .	304	65		21.38	
		Van Cleaners . . .	14	1	..	7.14	..
		Durwans . . .	434	36	1	8.29	0.23
		Peons . . .	1505	234	12	15.55	0.78
		Durwan-cum-Peons . . .	12	3		25	
		Watchmen . . .	8				
		Carpenter-cum Masons . . .	3				
		Farash-cum Plumbers . . .	1				
		Peon-cum-Khit- matgars . . .	1	..	..	..	..
		TOTAL (excluding Sweepers)	4949	612	34	12.37	0.68
		Sweepers . . .	181	108	2	59.67	1.10
		Sweepers-cum- Farashes . . .	46	38		82.62	..
			227	146	2	61.32	0.88

	1	2	3	4	5	6	7	8
<i>Industrial Development Bank of India</i>	Class I	senior Staff Officers	37	..	..	..	..	..
		Staff Officers Gr.I	192	..	..	..	..	..
		Staff Officers Gr.II	117	1	..	0.85	..	..
TOTAL			346	1	..	0.29	..	..
Class II	Personal Assistants		1	..	..	..	..	..
Class III	Assistants . . .		58	3	..	5.17	..	..
	Clerks Grade I . . .		93	1	..	1.08	..	..
	Clerks Grade II . . .		67	3	..	4.48	..	..
	Stenographer Grade II . . .		56	..	1	..	1.79	..
	Typists . . .		49	1	..	2.04	..	..
	Telex Operator . . .		1	..	..	..	..	..
	Telephone Operators . . .		4	..	..	..	..	..
	Comptometer Operators . . .		1	..	..	..	..	..
	Lounge Supervisor . . .		1	..	..	..	..	..
	Assistant Clerk-taker . . .		1	..	..	..	..	..
TOTAL . . .			331	8	1	2.42	0.30	..
Class IV	Duffries . . .		13	1	..	7.70	..	..
	Record Clerks . . .		1	..	..	..	..	..
	Gestetner Operators . . .		4	..	..	..	..	..
	Mazdoors . . .		1	..	..	..	..	..
	Drivers . . .		5	..	..	..	..	..
	Subedars . . .		2	..	..	..	..	..
	Peons . . .		112	18	..	16.07	..	..
	Farashes . . .		6	..	..	..	..	..

1	2	3	4	5	6	7	8
		Khitmatgars/Tea Boys/Waiters . . .	12	..	..	..	..
		Mazdoors-cum- Wiremen . . .	1	..	..	..	..
		TOTAL (excluding sweepers) . . .	157	19	..	12.10	..
		Sweepers . . .	1				
<i>Unit Trust of India</i>	Class I	Senior Staff Officers	11	..	..	..	..
		Staff Officers Gr.I	20	..	..	..	..
		Staff Officers Gr.II	57	..	1	..	1.75
		TOTAL	88	..	1	..	1.14
	Class II	Personal Assistants	2	..		..	..
	Class III	Assistants . . .	10	..		..	..
		Clerks Grade I	49	5	..	10.20	..
		Clerks Grade II	173	13	2	7.51	1.16
		Stenographer Gr.I	1	..	..	..	..
		Stenographer Gr.II	12	..	..	..	..
		Typists . . .	18	2		11.1	..
		Telephone Operators	1			..	..
		Compounders . .	1		..	..	..
		Tellers . . .	4		..	..	..
		Coin/Note Exam- iners Gr. I . . .	2	..	..	..	..
		Coin/Note Exami- ners Gr.II . . .	1	..	..	..	..
		Tabulator Operators . . .	1	..	..	..	..
		Sorter Operators	2	..	..	..	..
		Punch Operators	14	..	..	..	..
		TOTAL	289	20	2	6.92	0.69

	1	2	3	4	5	6	7	8
Class IV	Duftries . . .			10			..	..
	Record Clerks . .			4				..
	Gestetner Operators			1			..	..
	Mazdoors . . .			7			..	..
	Drivers . . .			3	..		..	..
	Subedars . . .			2	..	..	..	..
	Peons . . .			55	4	1	7.27	1.82
	Farashes . . .			3				..
	Total (excluding sweepers)			85	4	1	4.71	1.18
<i>Agricultural Refinance Corporation</i>	Class I	Senior Staff Officers . . .		21				
		Staff Officers Grade I . . .		96	1		1.04	
		Staff Officers Grade II . . .		48	..	..	..	..
		TOTAL . . .		165	1	..	0.61	
	Class II	Personal Assistants . . .		1				
	Class III	Assistants . . .		8			..	..
		Clerks Grade I . . .		32	..		..
		Clerks Grade II . . .		37	1		2.70	
		Stenographers Grade I . . .		3	..	..
		Stenographers Grade II . . .		37	1		2.70	..
		Typists . . .		22	..		..	..
		Telephone operators		2	..	..	..	..
		Assistant Caretaker		1	..	..	..	..
		TOTAL . . .		142	2	..	1.41	..

	1	2	3	4	5	6	7	8
	Class IV	Duftries . . .		3				
		Record Clerks . . .		1				
		Gestetner Op- erators . . .		2				
		Subedars . . .		1	1		100	..
		Peons . . .		40	3	..	7.5	
		Farashes . . .		5		..		
		Peon-cum-Khit- matgars . . .		1		..	..	..
		Total (excluding sweepers)		53	4	..	7.55	..
		Sweepers . . .		1	1		100	..
	<i>Deposit In- surance Corporation</i>	Class I	Senior Staff Offi- cers . . .		1			
		Staff Officers Grade I . . .		2			..	..
		Staff Officers Grade II . . .		5		..	..	..
		TOTAL . . .		8	..	..	..	..
Class II		Personal Assistants						
Class III	Assistants . . .		4		..			
	Clerks Grade I . . .		5	..		..	..
	Clerks Grade II . . .		7	1	..	14.29	..	
	Stenographer Grade II . . .		1	..			..
	Typists . . .		2	..	..	..	..
	TOTAL . . .		19	1	..	5.26	..	

	1	2	3	4	5	6	7	8
Class IV Duftries . . .				1	1		100	
Peons . . .				6	1	..	16.67	..
Total . . .				7	2		28.57	
(excluding sweepers)								
Sweepers . . .								
<i>Credit Guarantee Corporation</i> Class I Senior Staff Officers . . .				2	..			
Staff Officers Grade I . . .				5				
Staff Officers Grade II . . .				6	..	..	..	..
Total . . .				13	..	..	..	..
Class II Personal Assistants								..
Class III Clerks Grade I . . .				2	..			
Clerks Grade II . . .				6				
Stenographer Grade I . . .				1	..			
Stenographer Grade II . . .				1				
Typists . . .				1	..		..	..
Total . . .				11		..		
<i>Credit Guarantee Corporation</i> Class IV Duftries . . .				1			..	
Subedar . . .				1	..	..	..
Peons . . .				4	1	..	25	..
Total (excluding sweepers)				6	1	..	16.67	..

	1	2	3	4	5	6	7	8
PART TIME EMPLOYEES								
<i>Reserve Bank of India</i>	Class I	Bank's Medical Officers	.	15	..	..	..	..
	Class II		.	..	..	..	..	..
	Class III	Hindi Teacher	.	2	..	..	..	..
		Compounder	.	1	..	..	..	..
TOTAL			.	3	..	..	..	..
<hr/>								
	Class IV	Water Boys	.	2	..	..	..	..
		Tea Boys	.	15	6	..	40	..
		Watchmen	.	3	1	..	33.3	..
		Malis	.	4	..	..	..	..
		Farashes	.	26	10	1	38.46	3.85
		Khitmatgars	.	3	..	1	..	33.3
		Cleaners	.	1	1	..	100	..
<hr/>								
TOTAL (excluding sweepers)			.	54	18	2	33.33	3.70
<hr/>								
		Sweepers	.	56	30	..	53.57	..
<i>Agricultural Refinance Corporation</i>	Class I		.	..	..	..	..	..
	Class II		.	..	..	..	..	..
	Class III		.	..	..	..	..	..
	Class IV	Farashes	.	4	3	..	75	..
<i>Unit Trusts of India</i>	Class I		.	..	..	..	..	..
	Class II		.	..	..	..	..	..
	Class III		.	..	..	..	..	..
	Class IV	Mazdoor	.	1	..	..	..	..
Sweepers			.	1	1	..	100	..

APPENDIX IV

(Vide Para 3·2 of the Report)

Figures relating to the total staff strength and the number of Scheduled Castes and Scheduled Tribes in the Reserve Bank of India, Bangalore, during each of the last three years :

As on	Class	Total No. of employees	No. of employees		Percentage to the total	
			SC	ST	SC	ST
1-1-1972	I	139				
	II	..	..	..	..	..
	III	498	32	2	6·43	0·40
	IV (Excluding sweepers)	167	29	1	17·37	0·60
	IV (Sweepers)	2	1		50	
	Sweepers-cum-Farashes	9	4		44·44	
	<i>Part-time employees</i>					
	I Medical Officers	2				
	III Compounders	1				
	Hindi Teachers	1	..		..
	IV Tea/Water Boys	8	2		25	
	Cleaner Boy	1	1		100	
1-1-1973	I	153		..	..	..
	II	..	..	..	..	..
	III	517	36	3	6·96	0·58
	IV (Excluding Sweepers)	183	33	1	18·03	0·53
	IV Sweepers	2	1	..	50	..
	Sweeper-cum-Farash	9	6	..	16·67	
	<i>Part-time employees</i>					
	I Medical Officers	2	..	..		..
	III Compounders	1		..		..
	Hindi Teacher	1	..	..	..	..

As on	Class	Total No. of employees	No. of employees				Percentage to the total	
			SC	ST	SC	ST		
1-1-1974	IV Tea/Water Boys	8	3	..	37.5	..	..
	Cleaner Boy	1	1	..	100	..	..
	I	154	..	..	..	..	..
	II	..	..	..	..	..	..
	III	553	39	3	7.05	0.54	..	
	IV (Excluding Sweepers)	194	35	1	18.04	0.52	..	
	IV Sweepers	2	1	..	50	..	..
	Sweeper-cum-Farash	15	10	..	66.67	..	..
	<i>Part-time Employees</i>							
	I Medical Officer	1	..	..	..	..	..
III Compounder	1	..	..	..	..	..
IV Tea/Water Boys	7	2	..	28.57	..	..

Staff strength of Reserve Bank of India, Bombay as furnished to a Study Group of the Committee.

As on	Class	Total No. of employees	No. of employees		Percentage to the total			
			SC	ST	SC	ST		
1-1-1972	I	1556	14	1	0.90	0.06		
	II	23	..	..	..	..
	III	3719	169	13	4.54	0.35		
	IV (Excluding Sweepers)	1467	167	2	11.38	0.14		
	Class IV Sweepers	21	12	..	57.42	..		
	<i>Part-time employees</i>							
	Class I	9	..	..	..	..
	Class IV Mazdoors	5	..	..	..	..
	Farashes	18	2	..	11.11	..		
	Sweepers	11	5	..	45.45	..		

As on	Class	Total No. of employees	No. of employees		Percentage to the total		
			SC	ST	SC	ST	
1-1-1973	I	1612	11	1	0.68	0.06	
	II	19			..		
	III	3694	175	12	4.74	0.32	
	IV (Excluding Sweepers)	1498	200	4	13.35	0.27	
	Class IV Sweepers	20	13		65		
	<i>Part-time employees</i>						
	Class I Medical Officers	9					
	Class IV Mazdoors	1			..		
	Farashes	15	2		13.33		
	Utencils Cleaners	2	..		..
	Sweepers	12	7	..	58.33	..	
	1-1-74	I	1719	13	1	0.76	0.06
		II	21
III		4055	179	14	4.41	0.35	
IV (Excluding sweepers)		1606	229	8	14.26	0.50	
Class IV Sweepers		22	17		77.27	..	
<i>Part-time employees</i>							
Class I Medical Officers		9		..			
Class IV Mazdoors		1	..	..	
Farashes		15	3	..	20	..	
Malis		2	..		..	..
Sweepers		12	9	..	75	..	

Reserve Bank of India, Calcutta

Statement showing the Class-wise and Cadre-wise strengths of employees in the Reserve Bank of India its and associate institutions as on 1st July, 1973 and the number of Scheduled Castes and Scheduled Tribes amongst them.

Institution	Class	Category	Total No. of em- plo- yees	No. of SC em- plo- yees	No. of ST em- plo- yees	Percentage to the total		
						SC	ST	
1	2	3	4	5	6	7	8	
Reserve Bank of India (ex- cluding staff in associate institutions)	Class I	Sr. Officers	12	..	..	..	..
		Staff „ Gr. I	109	..	..	..	..
		Staff „ Gr. II	325	5	..	1.53	..	
	Class II	Personnel Asstt.	1	..	..	..	..
		Class III	Tellers	73	..	..	..	..
			Assistants	12	..	..	..	..
			Clerks Gr. I	412	44	..	10.68	1.43
			Clerks Gr. II	621	121	3	19.48	0.48
			C/N Examiner Gr. I	98	..	..	..	..
			C/N Exmr. Gr. II	698	102	10	14.64	..
			Steno. Gr. I	3	..	..	..	..
			Steno. Gr. II	13	..	1	..	7.69
			Typists	88	9	..	10.22	..
			Telephone Operators	5	..	..	..	..
			Compounders	3	..	..	..	..
			Telex Operators	1	..	..	..	..
			Adrema Operators	4	..	..	..	..
			Comptists	2	..	..	..	..
			Electricians	3	..	..	..	..
			Asstt. A.C. Plant Operators	2	..	..	..	..
			Translators	2	..	..	..	..
			Asstt. Caretakers	1	..	..	..	..
			Building Overseer	5	..	..	..	..
Lounge Supervisor	1	..	..	..	..
Class IV	Duftries	44	..	..	..	..
	Record Clerks	8	1	..	12.5	..		

	2	3	4	5	6	7	8
Subedars . . .			6		..	..	..
Peons . . .			209	12	1	5.74	47
Farashes . . .			54	3		5.55	..
Sweepers . . .			68	26	2	38.23	2.94
Head Mazdoors . .			6	..		..
Gest. Operator . .			1				..
Car Drivers . . .			6	..	..	..	..
Car Cleaners . . .			3			..	..
Asstt. to Security Officer . . .			2	..		..
Mazdoors . . .			286	17	3	5.94	1.05
Bistics . . .			2	..		..	..
Mails . . .			5	..	..
Liftmen . . .			13	..	..		..
Cook . . .			1	..			..
Asstt. Cooks . . .			4	..			
Wiremen . . .			2	..	..	..	..
Durwans . . .			76	..	1	1.31	..
Plumber . . .			1	..		..
Plumber cum Mason . . .			1	..		..
Khitmatgars . . .			16	1		6.25	
A/c Plant Attendants . . .			5	..			
Carpenters . . .			1	..			..
Helper to car- penter . . .			1				
Punching/Stitch- ing Machine Operators 31							..
Vicemen . . .			5				..
Press-Foreman . .			1				..
Compositors . . .			4	..	..	..	..

1	2	3	4	5	6	7	8	
		Pressmen . . .	5		..	..	..
		Inkmen . . .	4					
Unit Trust of India	Class I	Sr. Officer . . .	1			..	..
		Staff Officers Gr. I	1			..	..
		„ „ Gr. II	8			..	..
	Class III	Clerks Gr. I . . .	11	2			18·18	
		Clerks Gr. II . . .	18	3			16·66	
		Typists . . .	3
		Steno Gr. II . . .	1
			Teller	1				
	Class IV	Record Clerks . . .	1
		Duftry . . .	1
Peons . . .		6				..	..
Mazdoor . . .		1				..	..
Agricul- tural Re- finance Corpn,	Class I	Staff Officers . . .						
		Grade I . . .	3	..		..
		Staff Officers Gr. II . . .	1	..			..
	Class III	Clerks Grade II . . .	1	1			100	
		Steno Gr. II . . .	1					..
	Class IV	Peon . . .	1	..	..	
Industrial Develop- ment Bank of India	Class I	Sr. Officers . . .	2					
		Staff Officers Gr. I	10		..			
		Staff Officers Gr. II	7		..			
	Class III	Clerks Gr. I . . .	8		
		Clerks Gr. II . . .	9	2	..		22·22	
		Steno Gr. II . . .	1		
		Typists . . .	3		
	Class IV	Duftry . . .	1		..			
		Gest. Operator . . .	1		..			
		Car Driver . . .	1	
Peons . . .		7	1	..		14·28	..	
Khitmatgar . . .		1	..	..		..	..

Statement showing the total number of employees and the number of Scheduled Castes and Scheduled Tribes among them during each of the last three years in the Reserve Bank of India, Madras.

As on	Class	Total No. of employees	No. of employees		Percentage to the total	
			SC	ST	SC	ST
1-1-72	I	321	1	..	0.31	..
	II	1	..	..	..	..
	III	1471	74	7	5.03	0.48
	IV (Excluding Sweepers)	497	52	..	10.46	..
	IV Sweepers	36	18	..	50	..
1-1-73	I	339	1	..	0.29	..
	II	1	..	..	..	..
	III	1583	90	8	5.69	0.51
	IV (Excluding Sweepers)	514	56	..	10.89	..
	IV (Sweepers)	36	18	..	50	..
1-1-74	I	350	1	..	0.29	..
	II	1	..	..	..	..
	III	1645	134	8	8.15	0.49
	IV (Excluding Sweepers)	529	60	..	11.34	..
	IV (Sweepers)	36	17	..	47.22	..

Statement showing the total number of employees in Classes I, II, III and IV, and the number of Scheduled Castes and Scheduled Tribes amongst them as on 1st January 1971, 1st January, 1972 and 1st January, 1973 (and also as on the 1st January, 1974) in the Reserve Bank of India, Trivandrum (including its associate institutions).

Category of posts	Total No. of employees	Number of employees		Percentage to the total	
		SC	ST	SC	ST
I	2	3	4	5	6
1st January, 1974					
Class I	57	1	..	1.75	..
Class II	..	..	..	..	..
Class III	56	2	..	3.57	..
Class IV	..	..	..	..	..
(excluding Sweepers)	30	2	..	6.67	..
Sweepers	3	..	..	..	..

I	2	3	4	5	6
<i>1st January, 1972</i>					
Class I	54	1	..	1.85	..
Class II	..	..	..	..	..
Class III	54	1	..	1.85	..
Class IV	..	..	..	..	..
(Excluding sweepers)	29	2	..	6.9	..
Sweepers	3	..	..	..	..
<i>1st January, 1973</i>					
Class I	62	1	..	1.61	..
Class II	..	..	..	..	..
Class III	48	1	..	2.08	..
Class IV	..	..	..	..	..
(Excluding Sweepers)	31	2	..	6.45	..
Sweepers	3	..	..	..	..
<i>1st January, 1974</i>					
Class I	..	1	..	1.59	..
Class II	..	..	..	..	..
Class III	69	6	2	8.7	2.9
Class IV	..	..	..	..	..
(Excluding sweepers)	34	3	..	8.8	..
Sweepers	4	1	..	25.0	..

Statement showing the total number of employees in Classes I, II, III and IV and the number of Scheduled Castes and Scheduled Tribes amongst them as on 1st January, 1971, 1st January, 1972 and 1st January, 1973 (and also as on 1st January, 1974) in the Reserve Bank of India, COCHIN.

Category of posts	Total No. of employees	Number of employees		Percentage to the total	
		SC	ST	SC	ST
I	2	3	4	5	6
<i>1st January, 1971</i>					
Class I	3	..	..	..	..
Class II	..	..	..	..	..
Class III	18	..	..	..	..
Class IV	..	..	..	..	..
(Excluding Sweepers)	5	..	..	..	..
Sweepers	..	..	..	..	..

	1	2	3	4	5	6
<i>1st January, 1972</i>						
Class I	. . .	9			..	..
Class II
Class III	. . .	37			..	..
Class IV						
(Excluding sweepers)	. . .	10			..	..
Sweepers
<i>1st January, 1973</i>						
Class I	. . .	12				..
Class II
Class III	. . .	40		..	..	..
Class IV						
(Excluding Sweepers)	. . .	10	..			
Sweepers			
<i>1st January, 1974</i>						
Class I	. . .	14	..	..	..
Class II
Class III	. . .	52	2	1	3.85	7.92
Class IV						
Excluding Sweepers)	. . .	15	2	..	13.33	..
Sweepers

APPENDIX V

(Vide para 3.10 of the Report)

Statement showing the particulars of last waiting lists prepared for various Class III and Class IV cadres in the Offices of the Bank and the number of Scheduled Castes and Scheduled Tribes and other candidates placed on the waiting lists

Office	Date of preparation of the list on waiting list	Class III Cadre for which prepared	Candidates placed on the waiting List.			Date of preparation of the last waiting list	Class IV Cadre for which prepared	Candidates placed on the waiting List		
			SC	ST	Others			SC	ST	Others
1	2	3	4	5	6	7	8	9	10	1
Byculla, Bombay-8	31-8-1972	Punch Operators	..	..	42	7-8-1972	Mazdoors	7	4	47
	20-10-1972	Typists	..	..	3	7-8-1972	Farash	13	..	22
	5-2-1967	Telephone Operator	..	..	5	26-6-1973	Peon	..	..	8
	10-4-1970	Hindi Translator	..	..	1	5-9-1972	Sweeper	10	..	..
	26-8-1971	Elect. Overseer	..	..	5	10-8-1971	Wireman	..	..	11
	30-9-1970	Adrema Operator	..	..	4	10-6-1973	Durwan	1	..	3
Gauhati	10-10-1971	Clerks Gr. II	2	6	22	26-10-1970	Mazdoor	5	7	31
	5-12-1971	Coin/Note Examiner Grade II	3	7	44	9-6-1973	Driver	..	..	2
	4-3-1972	Typist	..	..	6	29-6-1973	Van Cleaner	1	1	..
						9-3-1971	Khitmatgar	..	..	6

I	2	3	4	5	6	7	8	9	10	11
Bhubaneswar.	24-9-1972	Clerks Gr. II	21	10	141	30-9-1972	Peon	5	..	30
	17-11-1972	C/N Exmr. Gr. II	30	14	107	18-12-1972	Durwan-cujin-peon	1	..	17
	18-3-1974	Typist	..	..	6	27-9-1973	Mazdoor	9	3	33
	19-7-1973	Stenographer	..	..	7	27-12-1973	Khitmatigar	8	4	17
						1-9-1972	Sweeper	7	..	..
						13-2-1973	Driver	..	..	5
						1-9-1972	Farash	4	1	7
New Delhi	27-2-1968	Hindi Typists	..	..	1	12-11-1968	Mail	..	..	2
	2-4-1968	Supervisor/Mistry	..	..	2	31-12-1968	Asstt. Cook-cum-wa'ier	..	..	..
	26-7-1968	Telephone Operator	..	..	2	3-4-1970	Elect. Mazdoor	1	..	..
	30-7-1968	Comptometer Operator	..	..	2	24-3-1971	Van Cleanet	..	..	3
	25-3-1969	Asstt. Caretaker	..	..	3	9-4-1971	Air-conditioning Plant Attendant	..	..	1
	21-1-1970	Compounder Gr. II	..	..	3	8-12-1971	Farash	6	4	4
	17-4-1969	Bldg. Overseer	..	..	10	7-3-1972	Peon	6	6	25
	19-2-1970	Clerk Gr. II (Graduate)	11	1	100	7-3-1972	Mazdoor	4	..	20
	19-2-1970	Clerk Gr. I (under - Graduate)	14	1	126	1-4-1972	Carpenter-cum-Mason	1	..	1
	28-4-1970	Typist	1	..	24	18-7-1972	Khitmatigar	..	..	3
	26-5-1970	C/N Exmr. Gr. II	12	1	163	7-9-1972	Durwan	..	..	7
	25-7-1971	Adrema Operator	..	..	2	10-8-1872	Sweeper	..	..	..

	1	2	3	4	5	6	7	8	9	10	11	
Kanpur		21-2-1972	Clerk Gr. II	.	15	74	18-2-1972	Peon	.	.	2	15
		15-11-1971	C/N Exmr. Gr. II	.	30	137	20-12-1972	Mazdoor	.	.	14	26
		13-3-1973	Typist	.	.	6	6-12-1973	Durwan	.	.	..	7
		19-11-1971	Compounder	.	.	4	24-2-1973	Khitmatgar	.	.	3	6
							1-6-1973	Fārah	.	.	8	15
							31-12-73	Sweepers	.	.	16	..
							17-2-1973	Mazdoor-cum-Wireman	.	.	..	2
Jammu (DBOD)		27-3-1973	Clerk/C-N Exmr. Gr. II	.	1	13	27-3-1973	Peon-cum-Khitmatgar	.	.	1	2
		27-3-1973	Typist	.	.	2						
Jammu (A.D.C.)		25-11-1972	Clerk Gr. II	.	.	2	25-11-1972	Peon	.	.	..	4
Chandigarh		July, 1971	Clerk Gr. II	.	.	19	Jan. 1974	Peon	.	.	1	6
		March 1968	Stenographer Gr. II	.	.	3	Dec. 1970	Khitmatgar	.	.	1	3
		Feb. 1973	Typist	.	.	3	Nov. 1970	Durwan	.	.	..	3
Trivandrum		21-12-1972	Clerk Gr. II	.	5	4	2-12-1972	Peon	.	.	1	3
		7-5-1973	Stenographer	.	.	..	11-2-1972	Durwan	.	.	1	3
		13-9-1972	Typist	.	.	3	31-10-1972	Driver	.	.	.	3
		4-4-1968	Hindi Translator	.	.	1						
		30-5-1967	Elec. Cum-Caretaker	.	..	1						
		9-12-1968	Compounder	.	..	1						
		7-2-1969	Tel. Operator	.	.	1	17-12-1973	Peon/Khitmatgar	.	.	8	2

I	2	3	4	5	6	7	8	9	10	11	
	9-2-1970	Clerks Gr. II (Under-graduates)	8	..	78	24-11-1970	Mazdoor	..	11	I	34
	31-12-1969	C.N Exmr. Gr. II.	15	..	88	15-1-1971	Farash	..	8	..	30
	24-3-1971	Typist	..	..	11	9-2-1974	Durwan	..	5	..	7
	17-1-1968	Hindi Translator	..	..	4	9-2-1974	Sweeper	..	14	..	4
	27-5-1969	Tel. Operator	..	..	4	9-8-1973	Liftman	..	..	..	7
						23-11-1973	Mali	..	2	..	1
Patna	15-12-1970	C.N Exmr. Gr. II	13	3	Not available	27-12-1969	Mazdoor	..	11	I	Not available.
	25-3-1971	Clerks Gr. II (Under-graduates)	7	3	Do.	1-7-1970	Cleaner	..	..	..	Do.
	25-5-1971	Clerks Gr. II (Graduate)	3	1	Do.	23-10-1971	Asstt. Cook-cum-Bearer	..	..	..	Do.
	10-1-1972	Compounder (Part-time)	..	..	Do.	16-6-1972	Mazdoor-cum-Wireman	..	..	..	Do.
	20-11-1972	Typist	..	..	Do.	12-1-1973	Durwan	..	1	..	Do.
						9-3-1973	A.C. Plant Attendant	..	..	..	Do.
						28-6-1973	Khitmatgar	..	1	..	Do.
						18-7-1973	Farash-cum-Sweeper	..	8	..	Do.
						18-7-1973	Farash-cum-Sweeper (Part-time)	..	3	..	Do.
						22-8-1973	Liftman	..	..	..	Do.
						12-10-1973	Peon	..	1	..	Do.

APPENDIX VI

(Vide para 4-23 of the Report)

Statement showing particulars of recruitments in Class III in Reserve Bank of India, Calcutta during 1971-72 and representation of Scheduled Caste and Scheduled Tribe candidates

Reasons for rejection of those who were not selected

Class	Category	Year	No. of applications received from SC candidates	No. of applications received from ST candidates	No. of S. C. candidates selected for the test	No. of S. T. candidates selected for the test	No. of S. C. candidates selected for employment	No. of S. T. candidates selected for employment	IO
1	2	3	4	5	6	7	8	9	10
Class III	Clerks Gr. II (Under graduates)	1971-72	2,261	57	227	12	38	3	

(i) 2034 (2261-227) Scheduled Castes and 45(57-12) Scheduled Tribes candidates did not either satisfy the eligibility standards fixed for the post of their applications could not be considered due to incomplete particulars, non-submission of required certificates, testimonials etc.

Sch. Castes	Sch. Tribes
-------------	-------------

(ii) No. of candidates who remained absent at the written test : 48 3

(iii) No. of candidates who could not pass the written test : 130 5

(iv) No. of candidates who remained absent at the interview : 1 ..

	1	2	3	4	5	6	7	8	9	10
--	---	---	---	---	---	---	---	---	---	----

(v) No. of candidates who were not found suitable for inclusion in the waiting list by the Selection Board :

9 1

(vi) No. of candidates whose candidature was cancelled due to suppression of facts :

1

(The candidates became graduate before the posts were advertised)

189 9

TOTAL : 2 (i) 3146 (3268-122) Scheduled Caste and 33(50-17) Scheduled Tribe candidates did not either satisfy the eligibility standard fixed for the post or their applications could not be considered due to incomplete particulars, non-submission of certificates, testimonials etc.

Class III Clerks 1971-72 3,268 50 122 17 30 2

Gr. II (Graduates)

(ii) No. of candidates who remained absent at the written test :

Sch. Castes 21 Sch. Tribes 6

(iii) No. of candidates who could not pass the written test :

62** 9

(iv) No. of candidates who were not found

APPENDIX VII

(Vide para 6.7 of the Report)

DIFFERENTIAL RATES OF INTEREST SCHEME

The Differential Rates of Interest Scheme was announced in March, 1972 by Finance Minister to aid the weaker among the weak. Initially the Scheme was to be implemented in backward districts, excluding those covered under the SFDA/MFALA Projects and covered borrowers belonging to the following categories:

- (a) Scheduled Tribes, Scheduled Castes and others engaged, on a very modest scale, in agriculture and/or allied agricultural activities.
- (b) People who themselves collect, or do elementary processing of, forest products and people who themselves collect fodder in difficult areas and sell them to farmers or traders.
- (c) People physically engaged on a modest scale in the fields of cottage and rural industries and vocations in urban areas. Illustrative examples are: cutting cloth and sewing garments, making reasonable cheap eatables, home delivery service of articles and commodities of daily use, running wayside tea stalls, plying of self-owned manual rickshaws and cycle-rickshaws, repairing of shoes/sandals mainly by hand, basket-making by hand, etc.
- (d) Indigent students of merit going in for higher education who do not get scholarships/maintenance grants from governmental or educational authorities.
- (e) Physically handicapped persons pursuing a gainful occupation where some durable equipment and/or continuous supply of raw-material is useful.
- (f) Orphanages and Women's Homes where saleable goods are made and for which no adequate and dependable source of finance, e.g., endowments or regular charities, exist.

Since the Scheme was aimed at providing financial assistance to the weaker among the weak sections of the society, the Scheme laid down certain eligibility criteria for determining the entitlement of the borrowers to obtain finance at the concessional rate of 4 per cent per annum. The eligibility criteria laid down were as follows:

- (a) his family income from all sources did not exceed Rs. 2,000 per annum in an urban or semi-urban area or Rs. 1,200 per annum in a rural area; and
- (b) he did not own any land or the size of his holding did not exceed one acre in the case of irrigated land and 2.5 acres in the case of non-irrigated land.
- (c) He was prepared to work hard;
- (d) He could be helped to rise above his present economic level in a productive endeavour with assistance from banks, the productive endeavour being such as would become economically viable within a period of, say, 3 years.
- (e) He did not incur liability to two sources of finance at the same time.
- (f) He did not engage any employees working for him.

After reviewing the working of the Scheme in January, 1973, it was felt that certain changes in the Scheme were called for in terms of coverage, income criteria, conditions regarding employment, maximum amount of loan etc. Accordingly in March, 1973, the Finance Minister announced certain modifications in the Scheme extending the coverage of the Scheme to include all industrially backward districts and districts covered under SFDA/MFALA Scheme. This implied that the Scheme was extended from 165 districts covered previously to 265 districts now. Similarly, the eligibility income criteria was also revised and the income ceiling for eligibility raised to Rs. 3000/- per annum in an urban or semi-urban area and to Rs. 2000 per annum in rural areas. There was, however, no change in respect of ceilings regarding land holdings.

The other terms and conditions of loans under the Scheme are as follows:

- (a) Actual amount of loan will depend on the particular scheme proposed to be financed and should be adequate to enable the borrower to finance his requirement without having to borrow from another source. The maximum amount of the loan has been fixed at Rs. 1500/- for working capital and Rs. 5000/- for term loan.

- (b) Both working capital and term loan will be admissible in accordance with the specific requirements of the borrower.
- (c) *Requirements of margin money may be waived.*
- (d) Rate of interest will be uniformly fixed at 4 per cent.
- (e) While the *working capital loan* for financing seasonal agricultural operations or the marketing of crops or other similar activities will be liable for repayment at the end of the season or such extended period as may be allowed in suitable cases, the repayment period of the working capital loan for other purposes shall be determined with reference to the goods and transactions that are being financed.

Term loan for the acquisition of fixed assets shall not exceed 5 years, including a grace period not exceeding two years on the repayment of principal. The repayment schedule will be worked out in each case having regard to the nature of the activity of the borrower and the economics of the scheme. In assessing the surplus for the payment of interest and principal, due allowance should be made for the sustenance requirements of the borrower himself.

- (f) The assets purchased with the loan may be hypothecated to the bank. However, in appropriate cases of loans to a homogenous group of borrowers group guarantee may be accepted.
- (g) Each loan is to be covered under the Credit Guarantee Scheme. The guarantee fee should be met by the banks not charged to the borrower.
- (h) The cost of insurance of asset charged to the banks, if considered necessary, should be borne by the bank.

The following types of institutions located in metropolitan areas are also eligible under the Scheme:

- (i) Institutions for physically handicapped persons pursuing a gainful occupation where some durable equipment and/or continuous supply of raw-materials is useful.
- (ii) Orphanages and Women's Homes where saleable goods are made and for which no adequate and dependable sources of finance, e.g., endowments or regular charities exist.

APPENDIX VIII

(Vide para 4 of Introduction)

Summary of conclusions|recommendations contained in the Report

S. No.	Reference to para number in the Report	Summary of Conclusions| Recommendations
1	2	3
1	1.13	The Committee regret to note that no consideration has so far been given to the question of appointment of qualified Scheduled Caste and Scheduled Tribe persons on the Central or Local Boards of Directors of the Reserve Bank of India. The Committee are surprised at the statement of the representative of the Ministry of Finance that so far the appointment of a Scheduled Caste or Scheduled Tribe as a Director of the Bank is just by accident. The Committee would like the Government to formulate a definite policy and lay down proper guidelines for the appointment of Directors of the Bank so that at least one qualified Scheduled Caste or Scheduled Tribe person is appointed a Director on the Central and each of the Local Boards of Directors of the Reserve Bank of India.
2	1.17	The Committee understand and appreciate the autonomous character of the Reserve Bank of India in its day-to-day affairs. The Committee note that although there is a provision in the Reserve Bank of India Act, 1934, empowering the Government of India to issue directives to the Reserve Bank of India, need for issue of a formal directive by the Government to the Bank does

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not normally arise as matters are settled by correspondence. The Committee, however, are unhappy to note the hesitancy on the part of the Reserve Bank of India to implement *in toto* the Government orders relating to reservations and other matters concerning the Scheduled Castes and Scheduled Tribes. The Committee, therefore, stress that Government must take immediate and effective steps to ensure that all the Government orders regarding reservations and other matters concerning the Scheduled Castes and Scheduled Tribes are immediately accepted, and implemented, by the Reserve Bank of India and its Associate Institutions *in toto*. If necessary, the Government should issue a formal directive to the Bank under the provisions of the Reserve Bank of India Act, 1934, to have the needful done.

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2.11

The Committee are amazed to learn that the decision of the Reserve Bank of India not to accept the principle of reservation in favour of Scheduled Castes and Scheduled Tribes was communicated to the Government of India as early as in 1954 and it took 13 long years for the Government of India to persuade the Reserve Bank of India Act, 1934, to have the needful done. these communities based on the roster points on a permanent basis for direct recruitment.

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2.12

The Committee feel convinced that protracted discussions|correspondence between the Government of India and the Reserve Bank of India on the very principle whether reservations for Scheduled Castes and Scheduled Tribes should be provided or not in the Bank must have deprived many a Scheduled Caste and Scheduled Tribe candidates of the opportunity of joining the services of the Reserve Bank of India.

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2.13

The Committee regret to find that the Reserve Bank of India has still not provided for reserva-

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		<p>tions for Scheduled Castes and Scheduled Tribes in the services of the Bank in the posts filled otherwise than by direct recruitment. The Committee urge the Ministry of Finance to persuade the Reserve Bank of India to fall in line with the Government's policy decisions in regard to reservations for Scheduled Castes and Scheduled Tribes in the services of the Reserve Bank of India and implement these policy decisions in letter and spirit.</p>
6	2.28	<p>The Committee are distressed to learn that the Reserve Bank of India has not yet adopted the orders of the Government of India contained in the Cabinet Secretariat (Department of Personnel) Office Memorandum No. 27/2/71-Est(SCT), dated the 27th November, 1972 providing for reservations at 15 per cent for Scheduled Castes and 7½ per cent for Scheduled Tribes in promotions on the basis of seniority subject to fitness, in appointments to all Class I, Class II, Class III and Class IV posts in grades or services in which the element of direct recruitment, if any, does not exceed 50 per cent. The Committee feel that the fears which the Reserve Bank of India has expressed that application of the reservations for Scheduled Castes and Scheduled Tribes in promotions in the services of the Reserve Bank of India will create difficulties as junior Scheduled Caste employees will supersede the senior ones in the general category do not have any basis. The same position obtains in the services of the Government of India. If the Government of India do not envisage any difficulty in implementing their orders issued on the 27th November, 1972, there is no reason why the Reserve Bank of India should have any difficulty in falling in line with the general policy of the Government of India in this respect.</p>
7	2.29	<p>The Committee note the understanding reached by the Reserve Bank of India with the Staff As-</p>

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		<p>sociations on service matters. The Committee are, however, convinced that if the position and the constitutional rights and safeguards of the Scheduled Castes and Scheduled Tribes are properly explained to the Staff Associations and that it is obligatory for the Reserve Bank of India to fall in line with the general policy decisions of the Government of India regarding reservations for Scheduled Castes and Scheduled Tribes, the Staff Associations will have no objection to the application of these orders providing for reservations in promotion in the services of the Reserve Bank of India. The Committee would like the Reserve Bank of India to expedite their decision on the matter and apprise the Committee thereof.</p>
	2.30	<p>The Committee regret to note that out of 1775 posts filled in the cadre of staff Officers Grade II by promotion of Class II and Class III employees during the period from the 1st January, 1966 to the 31st October, 1973, only 19 Scheduled Castes and one Scheduled Tribe were so promoted. This makes it all the more imperative that the Government of India orders regarding reservations for Scheduled Castes and Scheduled Tribes in promotions should be applied <i>in toto</i> in the Reserve Bank of India.</p>
8	2.35	<p>The Committee desire that the Reserve Bank of India should ensure that grouping of posts is done on a uniform basis in such a manner that the Scheduled Castes and Scheduled Tribes get their due share in the services of the Reserve Bank of India.</p>
9	2.36	<p>The Committee note that the Reserve Bank of India now proposes to introduce reservations for Scheduled Castes and Scheduled Tribes in higher posts also which require special experience and/or qualifications, provided the Scheduled Caste and Scheduled Tribe candidates with the prescribed qualifications are available.</p>

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		<p>The Committee would like the Reserve Bank of India to give shape to this proposal without any further loss of time as the Committee feel that there is no dearth of qualified Scheduled Caste and Scheduled Tribe persons to man the higher posts in the Reserve Bank of India.</p>
10	2.37	<p>The Committee strongly recommend that no post in the Reserve Bank of India should be exempted from the application of orders providing for reservations for Scheduled Castes and Scheduled Tribes unless it is a post classified as 'Scientific or Technical' or it is a post 'for conducting research or for organising guiding and directing research' as per orders of the Government of India on the subject.</p>
11	3.15	<p>The Committee are glad to note that the Reserve Bank of India, at the instance of the Committee, has decided to apply the reservations for Scheduled Castes and Scheduled Tribes to the entire 17½ per cent of Staff Officers Grade II recruited through open competition, irrespective of the fact whether recruited candidates belong to the existing staff or are from the open market. The Committee would, however, like the reservations for Scheduled Castes and Scheduled Tribes to apply to the entire 100 per cent recruitment of Staff Officers Grade II, irrespective of the fact whether they are recruited by promotion or by open competition.</p>
12	3.16	<p>The Committee regret to note the prevalent practice in the various Branches of the Reserve Bank of India to continue the waiting lists for recruitment for several years at a stretch. This shuts out the door of recruitment in the Reserve Bank of India to many Scheduled Castes and Scheduled Tribes, as also to general candidates who may have qualified to take the Reserve Bank of India recruitment test after the waiting</p>

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		list was prepared. The Committee, therefore, recommend that waiting lists for recruitment in the various Branches of the Reserve Bank of India should not extend beyond one year. Only in exceptional circumstances, and with the prior approval of the Central Office of the Reserve Bank of India, Bombay, should a Branch extend a waiting list for a period not exceeding six months. In all such cases, due quotas for Scheduled Castes and Scheduled Tribes should invariably be ensured.
13	3.17	The Committee are not convinced with the argument of the Reserve Bank of India that qualified Scheduled Caste and Scheduled Tribe candidates are not available for recruitment in the Services of the Reserve Bank of India. The figures of educated unemployed Scheduled Castes and Scheduled Tribes registered with Employment Exchanges as shown in paras 3.13 and 3.14 of the Report indicate that there is no dearth of qualified Scheduled Caste/Tribe candidates. The Committee hope that the Reserve Bank of India will now make all out and sincere efforts to recruit as many Scheduled Castes and Scheduled Tribes as possible not only to the extent of current vacancies reserved for them but also to wipe out the shortfalls.
14	3.23	The Committee would like the Reserve Bank of India immediately to furnish to all the Pre-Examination and Coaching-cum-Guidance Centres details of employment opportunities in the Bank, mode of recruitment, specimen test papers, etc. to enable those Centres to draw up suitable training programmes and to disseminate and provide occupational information, literature, etc. to Scheduled Caste and Scheduled Tribe applicants.
15	3.30	The Committee regret to note that the recommendations of the Yardy Working Group that

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it would be desirable to select the best among the candidates belonging to Scheduled Castes and Scheduled Tribes and give them in-service training, which were made in 1967, were communicated by the Ministry of Finance to the Reserve Bank of India only in 1973 and that too after the Committee had taken up this matter. The Committee would urge the Reserve Bank of India immediately to adopt the principle recommended by the Yardi Working Group and to ensure that the best among the candidates belonging to Scheduled Castes/Tribes, even if they do not come up to the requisite standard, should be selected for appointment against reserved vacancies and given in-service training.

- 16 3.31 The Committee note that the Reserve Bank of India is running four Zonal Training Centres at Bombay, Calcutta, Delhi and Madras which exclusively cater to the training requirements of Class III category, clerks Grade I and Clerks Grade II, of the Reserve Bank of India. The Committee recommend that special courses at these training Centres should be arranged for such of the Scheduled Caste/Tribe candidates as are appointed by the Reserve Bank of India with relaxed standards, as per recommendations made by the Yardi Working Group so that they acquire the requisite proficiency.
- 17 3.32 The Committee would also like the Reserve Bank of India to ensure that when its employees are sent for training at these four Zonal Training Centres, the prescribed percentages of reservations for Scheduled Castes and Scheduled Tribes are adhered to while selecting candidates for such training.
- 18 4.11 The Committee are surprised to learn that the percentages of reservations for Scheduled Castes and Scheduled Tribes followed by the various
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Recruitment Centres of the Reserve Bank of India are those which are prescribed for the State/ Union Territory in which a Recruitment Centre is situated and not those of the entire region served by a Recruitment Centre. Thus, for example, reservations for Scheduled Castes and Scheduled Tribes followed by the Reserve Bank of India at Nagpur are 6 per cent for each of these communities, which is the prescribed percentage for Maharashtra. The Nagpur Office of the Reserve Bank of India, however serves, besides Vidarbha region of Maharashtra, Madhya Pradesh also, where the population of Scheduled Castes is 13 per cent and that of Scheduled Tribes 20 per cent. Therefore, the Nagpur Office of the Reserve Bank of India, by following 6 per cent reservations for Scheduled Castes and 6 per cent for Scheduled Tribes, is doing great injustice to the Scheduled Castes and Scheduled Tribes of Madhya Pradesh who constitute a much higher proportion of the population of that State. The Committee recommend that the Reserve Bank of India should immediately revise the percentages of reservations for Scheduled Castes and Scheduled Tribes for recruitment by the Local Offices of the Bank taking into consideration the proportion of population of the Scheduled Castes and Scheduled Tribes in the entire region served by each of the Recruitment Centres of the Reserve Bank of India.

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4.25

The Committee would like the Reserve Bank of India to specifically mention in the notifications sent to the Employment Exchanges and in the recruitment advertisements published in newspapers the number of vacancies reserved for Scheduled Castes and Scheduled Tribes in each recruitment and also the concessions/relaxations available to the Scheduled Caste and Scheduled Tribe candidates. The object of indicating the

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number of vacancies reserved for Scheduled Castes and Scheduled Tribes and the concessions/relaxations available to candidates belonging to these communities in the notifications to Employment Exchanges and the advertisements in newspapers is that adequate number of Scheduled Caste/Tribe candidates are sponsored by the Employment Exchanges or otherwise apply in response to the recruitment advertisement.

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4.26

The Committee feel that a period of three weeks given by the Reserve Bank of India to the Employment Exchanges to sponsor Scheduled Caste and Scheduled Tribe candidates for its recruitment is inadequate as many of the probable candidates may be living in far off or interior places. The Committee suggest that this period should be increased to at least six weeks.

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4.27

The Committee would also like the Reserve Bank of India to intimate to the Employment Exchanges the precise reasons for rejection of applications from Scheduled Caste and Scheduled Tribe candidates sponsored by them to fill the reserved posts, as this will help the Employment Exchanges to gear up their own machinery and take remedial steps in sponsoring the right type of candidates in future.

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4.28

The Committee note that the Reserve Bank of India has made direct recruitments for a number of Class IV posts and also for the posts of Punch Operators and Telephone Operators in Class III without advertising the posts. The Committee would like to point out that, where direct recruitment (otherwise than through an examination) is to be made to fill vacancies reserved for Scheduled Castes and Scheduled Tribes, an advertisement, as required *vide* the Ministry of Home Affairs O.M. No. 1/1/70-EST (SCT), dated the 31st July, 1970, should always

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be issued inviting applications from Scheduled Caste and Scheduled Tribe candidates only.

- 23 4.29 The Committee note that a large number of applications from Scheduled Caste and Scheduled Tribe candidates for the posts of Clerks Grade II and Coin/Note Examiners Grade II have been rejected by the Reserve Bank of India, Calcutta, on grounds of ineligibility or incomplete particulars. The Committee need hardly emphasise that applications from Scheduled Castes and Scheduled Tribes should be sympathetically considered with a view to enable them to secure employment and not to debar them on some ground or the other. The Scheduled Caste and Scheduled Tribe applicants who give incomplete information in their application forms should be extended all possible help to get their application forms duly completed.
- 24 4.30 The Committee note that the Reserve Bank of India will henceforth intimate its requirements to the National Employment Service for such of the technical posts for which generally no Scheduled Caste or Scheduled Tribe candidate is sponsored by the Employment Exchanges to fill the reserved vacancies.
- 25 4.36 The Committee feel that one of the reasons for shortfalls in the employment of Scheduled Castes/Tribes in the Reserve Bank of India, *vis-a-vis* the quota reserved for them, is that the Scheduled Caste/Tribe applicants were, in the past, not considered by the Reserve Bank of India with relaxed standards and no concession worth the name was extended in their favour. The Committee are happy to note that the Reserve Bank of India has now extended certain concessions/relaxations in favour of the Scheduled Caste and Scheduled Tribe candidates, particularly all the concessions which are available to the children of
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employees|ex-employees of the Bank. The Committee would, however, like the Reserve Bank of India to give a concession of at least 5 per cent marks to Scheduled Caste and Scheduled Tribe candidates in the written test and the qualifying speed for them in the typewriting test should be not more than 30 words per minute.

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4.37

The Committee hope that if concerted measures are taken by the Reserve Bank of India to implement these concessions|relaxation, both in letter and spirit, the intake of Scheduled Castes/Tribes in the employment of the Reserve Bank of India and its Associate Institutions will substantially increase. The Committee would like the Reserve Bank of India to keep a continuous watch on the progress made in this behalf and to review the position every year.

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4.44

The Committee are distressed to note that out of 90 Scheduled Caste candidates, who had qualified in the written test for recruitment of Coin/Note Examiners Grade II in the Reserve Bank of India, Madras, 45 candidates were rated unsuitable in the interview by the Selection Board. In the opinion of the Committee, this wholesale rejection of the Scheduled Caste candidates in interview by the Selection Board of the Reserve Bank of India is unjustified particularly when all of them had qualified in the written test and a number of posts of Coin|Note Examiners, Grade II reserved for Scheduled Caste candidates were available. In the circumstances, the Committee feel that there is a greater need to make the Selection Boards and the Services Boards of the Reserve Bank of India more representative by associating a Scheduled Caste|Tribe Officer with each of them.

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4.45

The Committee would further urge the Reserve Bank of India that if a competent Schedul-

ed Caste/Tribe Officer is not available in the Reserve Bank of India for the purpose, a suitable Scheduled Caste/Tribe Officer from other Nationalised Banks/Ministries/Departments should be associated with these Selection Boards/Services Board of the Reserve Bank of India.

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4.55

The Committee are unhappy to note that a large number of vacancies in Class III and in Class IV have been dereserved by the Reserve Bank of India since 1967 without following the prescribed procedure. The Committee recommend that before a vacancy reserved for Scheduled Castes/Tribes is dereserved, all possible avenues should be explored to invite applications from the Scheduled Castes/Tribes and the prescribed procedure laid down for the purpose should be meticulously followed.

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4.56

The Committee hope that with the introduction of the new procedure by the Reserve Bank of India, whereby all proposals for dereservation of vacancies in Class III posts have to be referred by the Managers of Local Offices to the Central Office at Bombay, there would be no occasion in future to dereserve a reserved vacancy.

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4.57

The Committee would like the Reserve Bank of India to examine the feasibility of keeping the vacancies reserved for Scheduled Castes and Scheduled Tribes unfilled till suitable candidates belonging to these communities are available instead of dereserving them and filling them up by general candidates. This will curb the tendency to dereserve a vacancy without making proper efforts to get a Scheduled Caste/Scheduled Tribe candidate to fill that vacancy.

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4.58

The Committee suggest that the number of vacancies dereserved by the Reserve Bank of India, during a year, together with reasons there-

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		for, should be intimated to the Ministry of Finance (Department of Banking) with a copy to the Commissioner for Scheduled Castes and Scheduled Tribes for their information.
33	5.8	The Committee hope that the Reserve Bank of India will tighten its machinery for maintenance and inspection of rosters as proper maintenance of rosters is absolutely necessary to ensure due representation of Scheduled Castes and Scheduled Tribes in services.
34	5.15	The Committee are glad to note that the Reserve Bank of India has now set up a separate Cell in the Central Recruitment Section of the Central Office of the Reserve Bank of India at Bombay, under a Liaison Officer, to look after the matters relating to the Scheduled Castes and Scheduled Tribes and that the activities of this Cell will hereafter be included in the Annual Reports of the Reserve Bank of India. The Committee would like the Reserve Bank of India to appoint similar Liaison Officers, and set up similar Cells in all the Offices of the Bank in the country.
35	5.16	The Committee hope that the Liaison Officers in the Reserve Bank of India would impress upon all the recruiting authorities in the Bank the imperative need for strict observance of the reservations and other orders relating to the representation of Scheduled Castes and Scheduled Tribes in the Services of the Reserve Bank of India and its Associate Institutions.
36	5.22	The Committee would like the Reserve Bank of India to forward a copy of their annual Statements regarding the representation of Scheduled Castes and Scheduled Tribes in the services of the Bank to the Commissioner for Scheduled Castes and Scheduled Tribes simultaneously when the Bank sends these statements to the Ministry of Finance (Department of Banking).

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- | 1 | 2 | 3 |
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| 37 | 5.23 | The Committee would also like the Ministry of Finance (Department of Banking) and the Reserve Bank of India to make a thorough and analytical study of the Annual Statements compiled by the Bank regarding the representation of Scheduled Castes and Scheduled Tribes in the services of the Bank so that prompt and effective measures may be taken to remove the deficiencies noticed. |
| 38 | 6.4 | The Committee would like the Reserve Bank of India to provide 10 per cent reservation for its Scheduled Caste and Scheduled Tribe employees in allotment of accommodation, particularly for the lower category of employees, keeping in view the provisions of the Government of India (Directorate of Estates) Office Memoranda No. 12035(5)\|69-Pol(II) dated the 6th November, 1969 and No. 12035(3)\|73-Pol(II) dated the 24th September, 1973 on the subject. |
| 39 | 6.8 | The Committee note that the Government have issued detailed guidelines on differential rate interest scheme by which banks are to give concessional rate of interest on schemes to be taken up by small borrowers in selected backward districts. The Committee would like the Ministry of Finance (Department of Banking) to consider the feasibility of further liberalising this scheme and making all the Scheduled Castes and Scheduled Tribes, irrespective of their income ceiling or place of residence. to be entitled to borrow under this scheme. |
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