

43

STANDING COMMITTEE ON LABOUR
(2013-2014)

FIFTEENTH LOK SABHA

MINISTRY OF LABOUR AND EMPLOYMENT

**[Action taken by the Government on the Recommendations/
Observations contained in the Thirty-first Report of the
Standing Committee on Labour (Fifteenth Lok Sabha) on
'Absorption/regularization of temporary drivers of Allahabad
Bank']**

FORTY- THIRD REPORT



LOK SABHA SECRETARIAT

February, 2014/Magha , 1935 (Saka)

FORTY-THIRD REPORT

STANDING COMMITTEE ON LABOUR

(2013-2014)

(FIFTEENTH LOK SABHA)

MINISTRY OF LABOUR AND EMPLOYMENT

**[Action taken by the Government on the Recommendations/
Observations contained in the Thirty-first Report of the
Standing Committee on Labour (Fifteenth Lok Sabha) on
'Absorption/regularization of temporary drivers of Allahabad
Bank']**

Presented to Lok Sabha on 7th February, 2014

Presented to Rajya Sabha on 7th February, 2014



LOK SABHA SECRETARIAT

NEW DELHI

February, 2014/Magha, 1935 (Saka)

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COMPOSITION OF THE STANDING COMMITTEE ON LABOUR

(2013-14)

SHRI DARA SINGH CHAUHAN - CHAIRMAN

MEMBERS
LOK SABHA

2. Shri Ashok Argal
3. Shri Ismail Hussain
4. Dr. Manda Jagannath
5. Dr. Virendra Kumar
6. Shri Nara Hari Mahato
7. Shri Hari Manjhi
8. Shri Bal Kumar Patel
9. Shri Mahendra Kumar Roy
10. Smt. J. Shantha
11. Shri Rajiv Ranjan Singh [Lalan]
12. Shri Ratan Singh
13. Shri Dinu Solanki
14. Shri Makansingh Solanki
15. Shri K. Sugumar
16. Shri Bibhu Prasad Tarai
17. Shri Suresh Kashinath Taware
18. Shri Om Prakash Yadav
- *19. Shri Madhu Goud Yaskhi
20. Vacant
21. Vacant

Rajya Sabha

22. Smt. T. Ratna Bai
23. Shri D. Bandyopadhyay
24. Shri Thaawar Chand Gehlot
25. Shri P. Kannan
26. Shri Mohd. Ali Khan
27. Shri Ranbir Singh Parjapati
28. Smt. Renubala Pradhan
29. Shri Rajaram
30. Shri G.N. Ratanpuri
31. Shri Jai Prakash Narayan Singh

* Nominated w.e.f 17th December, 2013

SECRETARIAT

1. Shri A.K. Singh - Joint Secretary
2. Shri P.V.L.N Murthy - Director
3. Smt. Archana Srivastva - Under Secretary

INTRODUCTION

I, the Chairman of the Standing Committee on Labour having been authorized by the Committee to submit the Report on their behalf, do present this Forty-Third Report on the action taken by the Government on the recommendations contained in the Thirty-First Report of the Standing Committee on Labour (Fifteenth Lok Sabha) on 'Absorption/regularization of temporary drivers of Allahabad Bank'.

2. The Thirty-First Report was presented to Lok Sabha and also laid in Rajya Sabha on 9th August, 2012. The Ministry of Finance furnished their replies indicating action taken on the recommendations contained in that Report on 15th January, 2013. The Standing Committee on Labour at their sitting held on 22nd January, 2014 considered and adopted the draft report and authorized the Chairman to finalise the same and present it to the Parliament.

3. An analysis of the action taken by Government on the recommendations contained in the Thirty-First Report of the Standing Committee on Labour (Fifteenth Lok Sabha) is given in Appendix-II.

4. For the facility of reference and convenience recommendations/observations of the Committee have been printed in thick type in the body of the Report.

New Delhi;
February , 2014
Magha ,1935 (Saka)

DARA SINGH CHAUHAN,
CHAIRMAN,
STANDING COMMITTEE ON LABOUR

CHAPTER-I

REPORT

This Report deals with the action taken by the Government on the recommendations/observations contained in the Thirty-First Report (Fifteenth Lok Sabha) on 'Absorption/regularization of temporary drivers of Allahabad Bank'.

1.2 The Thirty-First Report was presented to Lok Sabha and also laid on the Table in Rajya Sabha on 9th August, 2012. It contained 08 recommendations/observations. Replies of Government in respect of all the recommendations have been received and are categorized as under:-

- (i) Recommendations/Observations which have been accepted by the Government –

Para Nos. Nos.28, 29 and 30

- (ii) Recommendations/Observations which the Committee do not desire to pursue in view of the Government's reply –

-NIL-

- (iii) Recommendations/Observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration –

Para Nos. 23, 24, 25, 26 and 27

- (iv) Recommendations/Observations in respect of which replies of the Government are interim in nature-

-NIL-

1.3 The Committee desire that action taken notes in respect of recommendations contained in Chapter I may be furnished to them at the earliest and in any case not later than 3 months of the presentation of the Report. They find that replies to some recommendations are incomplete. They also find that in most of the replies it has been stated that '*the personal drivers engaged by the Executives have no right to be regularized by the banks*' giving an impression that Government have not considered the recommendations of the Parliamentary Committee with due seriousness. While disapproving the tone and tenor of the replies of the Ministry, the Committee caution the Ministry to be extremely careful in future while furnishing replies vis-à-vis recommendations of the Committee.

**A. Bringing of temporary drivers into regular employment
(Recommendation No.23)**

1.4 The Committee were of the considered view that if the Executives of the Bank avail facility of Bank owned vehicle and other concomitant benefits, then it was also incumbent upon the Bank to bring those chauffeurs in the regular employment of the bank.

1.5 In their action taken reply, the Ministry of Finance, Department of Financial Services stated that ... The personal drivers are engaged by the Executives of Banks in their individual capacity and are not associated with the Bank. The Bank has not prescribed any eligibility criteria for engagement of such personal drivers. The Bank is nowhere concerned with engagement of drivers by its Executives. Hence, there is no scope of "contractual arrangement" with the personal drivers on the part of the Bank. The drivers hired by the Executives of Bank have filed Writ Petitions, appeals and SLP regarding absorption/regularization in the Hon'ble Calcutta High Court/Supreme Court, which have been settled by the Court. The personal drivers engaged by the Executives have no right to be regularized by the banks.

1.6 The Committee's recommendation was in the backdrop of the fact that these drivers were serving the Executives of the Bank for more than 15-25 years and thus performing all the duties of a regular driver, driving the Bank owned vehicles for which maintenance and other costs were also borne by the Bank. The reply of the Government instead of addressing the issues highlighted in the recommendation chose to ignore the same by stating that the "*personal drivers engaged by the Executives have no right to be regularized by the banks.*" The Committee, therefore, reiterate their earlier recommendation and desire that if the Executives of the Bank avail facility of Bank owned vehicles, then the drivers too ought to be brought under regular employment of the Bank.

**B. Relaxation in conditions of Employment
(Recommendation No.24 & 26)**

1.7 The Committee noted that the conciliation proceedings were conducted without the participation of affected Drivers' Association. Resultantly, the main issue of age and educational qualification etc. were given consideration while overlooking more relevant aspects like driving skills, dedication and long duration of service etc. They found little justification to withhold their regularization for want of prescribed educational qualification when the Executives of the Bank found their services satisfactory for over such a long period of time. Having due consideration to their age, long and unblemished service record and the fact that at such a ripe age they would have bleak prospects of getting alternative employment, the Committee recommended that the condition of educational qualification be relaxed in case of these drivers as a onetime measure and they may also be considered for regularization on humanitarian ground.

1.8 In their action taken reply, the Ministry of Finance, Department of Financial Services stated that ...it was provided in the Settlement that in case any candidate did not hold valid license for driving, he would obtain the same within six months. Further, those personal drivers who have completed at least 5 years of continuous engagement as personal driver as on 31.03.2010, in terms of the approval of the Bank's Board, were considered for appointment. Allahabad Bank has reported that the candidates were required to fulfill the educational qualification as prescribed by the Bank for appointment in subordinate cadre that is Class VIII passed. And out of the 6 applicants who were found ineligible, 1 applicant did not fulfill the requirement of minimum 5 years of engagement as personal driver, 1 applicant did not submit requisite document in support of his educational qualification and 3 applicants did not fulfill the requirement of minimum educational qualification. ... Therefore, there is no scope to relax the criteria regarding educational qualification, as recommended by the Committee.

1.9 The Committee find that the replies to the above recommendations had not touched upon the Committee's recommendation for relaxation in age and educational qualification and not for relaxation in obtaining license and number of years of service. The Committee were of the opinion that since these drivers were driving the vehicles all these years without any complaint and incessantly and were proficient in the driving skills, their case definitely should have been given humanitarian view as they were at the fag end of their service life. The Committee were also of the firm opinion that had they been given a chance to be party to the conciliation proceedings, they would have debated upon the issue of educational qualification too. The Committee find that there are only 3 such drivers who do not fulfill the requirement of minimum educational qualification. They, therefore, desire that a review must be made to cover them also by granting suitable relaxation.

**C. Revision in cut-off-date
(Recommendation No.25)**

1.10 The Committee felt that the cut-off-date should have been the year of settlement i.e. 31st March, 2011. Had it been so, some more drivers could have been covered. They, therefore, desired that the cut-off-date be revised to meet the ends of justice.

1.11 In their action taken reply, the Ministry of Finance, Department of Financial Services stated that ... Allahabad Bank has reported that the cut-off-date for completion of minimum five years of continuous engagement as personal driver was fixed as on 31st March, 2010 in terms of the decision

taken in the Board meeting held on 26.06.2010. Since the MOS dated 17.06.2011 has been arrived at as a one-time exercise in full and final settlement of the issue, the cut-off-date cannot be revised at this juncture. As stated earlier, the personal drivers have been engaged by Executives of the Bank in their individual capacity and in absence of any Employer-Employee relationship, these personal drivers engaged by the Executives have no right to be regularized by the Banks.

1.12 Going through the reply of the Government, the Committee find that the decision for regularization of these drivers was taken in their Board meeting held on 26.06.2010; hence the cut-off date was fixed as 31st March, 2010. They also found that the industrial dispute was raised in June, 2011 and the Memorandum of Settlement was also signed on 17th June, 2011. The Committee find no reason for setting up a cut-off date dating back to the year 2010 when the Tripartite Settlement was signed on 17th June, 2011. In Committee's view this is sheer denial of coverage to the other drivers who too would have been benefitted, had the date been fixed as 31st March, 2011. It is felt that a goof up has happened with regard to fixing the cut off date as 31st March, 2010. The Committee, therefore, reiterate their earlier recommendation and desire a review of the decision in this regard.

**D. Issuance of application forms
(Recommendation No.27)**

1.13 The Committee had apprehensions that due to some chance slip some drivers might have been denied a fair chance to apply for regularization. The Committee, therefore, recommended that all such temporary drivers, fulfilling the criteria, be issued application forms and considered for regularization.

1.14 In their action taken reply, the Ministry of Finance, Department of Financial Services stated that ... Allahabad Bank has reported that as the personal drivers were engaged by the Executives in their individual capacity, Bank is not required to maintain record of such engagement. All eligible personal drivers whose applications in terms of the Settlement dated 17.06.2011 were received by the Bank, were considered for appointment. As stated earlier, the personal drivers engaged by the Executives have no right to be regularized by the Bank as the personal drivers have been engaged by the Executives of the Bank in their individual capacity.

1.15 The Committee earlier found the whole process of handing over of the application forms to be faulty. The Ministry has not at all addressed the above specific issue and chose to repeat their reply stating that "As stated earlier, the personal drivers engaged by the Executives have no right to be regularized by the Bank as the personal drivers have been engaged by the Executives of the Bank in their individual capacity." The Committee find little justification in handing over the application forms to the prospective drivers through the Executives. The Committee feel that when a decision was taken by the Bank to regularize the temporary drivers, the Bank should have dealt directly with the drivers by giving them application forms in person. The Committee, therefore, reiterate

their earlier recommendation and desire that all such temporary drivers, fulfilling the criteria, be issued application forms and considered for regularization.

**E. Framing of uniform policy
(Recommendation No.30)**

1.16 The Committee desired that necessary instructions be issued by the Ministry of Finance, Department of Financial Services, to all the Nationalized Banks for framing a uniform policy and transparent guidelines for recruitment of regular drivers in the Banks and also for regularization of drivers engaged continuously for five years and above.

1.17 In their action taken reply, the Ministry of Finance, Department of Financial Services stated that ...The matter relating to absorption of personnel drivers in banks was examined in detailed and it was observed that these drivers are engaged by the Executives of the banks and they are paid by the Executives out of the allowances being granted to them by the banks. There is, therefore, no relationship between the personal drivers engaged by the Executives and banks. The question of absorption on regular establishments of the banks does not arise, as there is no employer-employee relationship between banks and the drivers engaged by the Executives. This is also against the policy of public employment. Any such recruitment in banks can only be made through the regular recruitment channels which also provide for reservations to the reserved categories. It is for the Banks to have their own recruitment policies for the recruitment in driver cadres with the approval by the respective Board of Directors of the concerned banks with the broad frame work of Government guidelines. Government had issued instructions in the matter and reiterated its stand from time to time. Copies of instructions issued

vide letter No.9/5/92- IR dated 23.06.1997 and 27.03.2006 and F.No.7/4/9/2012-IR dated 26.10.2012 are enclosed (Annexure – I, II and III).

1.18 The Committee find that while providing managerial autonomy to the Public Sector Banks for framing their own HR policies and procedure for recruitment, the Ministry have issued instruction from time to time in this regard. The Committee like to draw attention of the Ministry towards the fact that leading Nationalised Banks are engaging drivers to drive Bank owned vehicles with all the paraphernalia but denying all the rights and privileges to these drivers which are otherwise available to regular drivers. To protect the interests of persons engaged as temporary drivers by these banks, the Committee, reiterate their recommendation and desire that the Ministry should come forward and frame a uniform policy and transparent guidelines for recruitment of regular drivers.

CHAPTER-II**RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY
THE GOVERNMENT****(Recommendation No.28)**

The Committee note that besides 121 drivers who had completed 5 years of regular service as on 31st March, 2010, there were 117 more drivers who had not completed 5 years of service as on 31st March, 2010. The Committee are dismayed to note that though the Bank has the information regarding number of drivers attached with the Executives, it could not have the names of the drivers and the date of their engagement. They, therefore, desire that a detailed database of all the drivers engaged by the Executives of Allahabad Bank be maintained and also furnished to them.

Reply of the Government

Allahabad Bank has reported that the personal drivers are engaged by the Executives. The number of left over personal drivers was a tentative figure estimated on the basis of the number of Executives eligible for Bank's car and the number of permanent drivers are available. The Bank is not required to maintain record of such engagement.

As the personal drivers have been engaged by the Executives of the Bank in their individual capacity, the question of maintaining database of such personal drivers does not arise.

**(Ministry of Finance, Department of Financial Services
O.M.F.No.7/4/9/2012-IR dated 15.01.2013)**

(Recommendation No.29)

The Committee further find that the Allahabad Bank have a policy of providing Bank owned vehicle to their Executives for which it bears the cost of petrol, maintenance and other attendant costs besides giving a fixed amount of Rs.6000/- to their Executives for hiring drivers. The Committee were also informed that the disbursement of this amount is available only to those Executives hiring the drivers and not for self driven vehicles. The Committee are of the view that since driving is a perennial nature of job, they, recommend that henceforth, after absorption/ regularization of the present drivers who have completed 5 years of continuous service, a transparent policy may be framed for recruitment of regular drivers to avoid/prevent further dispute/litigation in the matter. They desire to be apprised of the action taken in the matter.

Reply of the Government

Allahabad Bank has reported that the Bank owned vehicles are usually provided to the Executives in Scale V (Asstt. General Manager) and above. However, A.G.Ms. who are not availing Bank's car, are eligible for payment of lump sum amount for vehicle usage, irrespective of whether they possess own vehicles or not. The bank has also reported that the provision for recruitment of regular drivers is already available in the Bank's Recruitment Policy.

**(Ministry of Finance, Department of Financial Services
O.M.F.No.7/4/9/2012-IR dated 15.01.2013)**

(Recommendation No.30)

The Committee desired that necessary instructions be issued by the Ministry of Finance, Department of Financial Services, to all the Nationalized Banks for framing a uniform policy and transparent guidelines for recruitment of regular drivers in the Banks and also for regularization of drivers engaged continuously for five years and above.

Reply of the Government

The Ministry of Finance, Department of Financial Services stated that ...The matter relating to absorption of personnel drivers in banks was examined in detailed and it was observed that these drivers are engaged by the Executives of the banks and they are paid by the Executives out of the allowances being granted to them by the banks. There is, therefore, no relationship between the personal drivers engaged by the Executives and banks. The question of absorption on regular establishments of the banks does not arise, as there is no employer-employee relationship between banks and the drivers engaged by the Executives. This is also against the policy of public employment. Any such recruitment in banks can only be made through the regular recruitment channels which also provide for reservations to the reserved categories. It is for the Banks to have their own recruitment policies for the recruitment in driver cadres with the approval by the respective Board of Directors of the concerned banks with the broad frame work of Government guidelines. Government had issued instructions in the matter and reiterated its stand from time to time. Copies of instructions issued vide letter No.9/5/92-IR dated 23.06.1997 and 27.03.2006 and F.No.7/4/9/2012-IR dated 26.10.2012 are enclosed (Annexure – I, II and III).

Comments of the Committee

For comments of the Committee please refer to Para No.1.18 of Chapter I of this Report.

**(Ministry of Finance, Department of Financial Services
O.M.F.No.7/4/9/2012-IR dated 15.01.2013)**

CHAPTER-III

**RECOMMENDATIONS/OBSERVATIONS WHICH THE COMMITTEE DO NOT
DESIRE TO PURSUE IN VIEW OF THE GOVERNMENT'S REPLY**

- NIL -

CHAPTER-IV**RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH REPLIES OF THE GOVERNMENT HAVE NOT BEEN ACCEPTED BY THE COMMITTEE AND WHICH REQUIRE REITERATION****(Recommendation No.23)**

The Committee were of the considered view that if the Executives of the Bank avail facility of Bank owned vehicle and other concomitant benefits, then it was also incumbent upon the Bank to bring those chauffeurs in the regular employment of the bank.

Reply of the Government

The Ministry of Finance, Department of Financial Services stated that ... The personal drivers are engaged by the Executives of Banks in their individual capacity and are not associated with the Bank. The Bank has not prescribed any eligibility criteria for engagement of such personal drivers. The Bank is nowhere concerned with engagement of drivers by its Executives. Hence, there is no scope of "contractual arrangement" with the personal drivers on the part of the Bank. The drivers hired by the Executives of Bank have filed Writ Petitions, appeals and SLP regarding absorption/regularization in the Hon'ble Calcutta High Court/Supreme Court, which have been settled by the Court. The personal drivers engaged by the Executives have no right to be regularized by the banks.

Comments of the Committee

For comments of the Committee please refer to Para No.1.6 of Chapter I of this Report.

**(Ministry of Finance, Department of Financial Services
O.M.F.No.7/4/9/2012-IR dated 15.01.2013)**

(Recommendation No.24)

The Committee note that a dispute was raised before the Chief Labour Commissioner (Central) by the All India Allahabad Bank Employees' Coordination Committee in June, 2011 against the management of Allahabad Bank in the matter of absorption of personal/temporary drivers. After the conciliation proceedings, a Memorandum of Settlement was signed between the

Management and the Coordination Committee on 17.06.2011. The Committee, however, note that the conciliation proceedings were conducted without the participation of affected Drivers' Association. Resultantly, the main issue of age and educational qualification etc. were given consideration while overlooking more relevant aspects like driving skills, dedication and long duration of service etc. The Committee, therefore, feel that in such cases a humanitarian view need to be taken and therefore, recommend that the Allahabad Bank review their decision and extend relaxation to those uncovered drivers under the present settlement.

Reply of the Government

The Ministry of Finance, Department of Financial Services stated that ... As already stated, the Drivers' Association lost the protracted legal battle which they instituted against the Bank on the issue of absorption of the personal drivers in Bank's service. Thereafter, the majority workmen union of the Bank regularly took up the matter and also raised an industrial Dispute before the Chief Labour Commissioner and after conciliation proceedings, a Settlement was signed on 17.06.2011. It was provided in the Settlement that in case any candidate did not hold valid license for driving, he would obtain the same within six months. Further, those personal drivers who have completed at least 5 years of continuous engagement as personal driver as on 31.03.2010, in terms of the approval of the Bank's Board, were considered for appointment. The Association of the Drivers engaged by the Executives in their individual capacity do not have any locus standi to participate in any discussion or settlement with the Bank. As personal drivers engaged by the Executives in individual capacity have no right for regularization by Bank, there is no scope to review and extend any relaxation under the existing Settlement, as recommended by the Committee.

Comments of the Committee

For comments of the Committee please refer to Para No.1.9 of Chapter I of this Report.

**(Ministry of Finance, Department of Financial Services
O.M.F.No.7/4/9/2012-IR dated 15.01.2013)**

(Recommendation No.25)

The Committee find that the All India Allahabad Bank Employees' Coordination Committee raised an industrial dispute during June, 2011 with the CLC (C). After conciliation proceedings, a Tripartite Settlement was signed amongst the Management of the Bank, All India Allahabad Bank Employees' Coordination Committee and the Dy. CLC(C) on 17th June, 2011. However, the cut off date for completion of minimum five years of continuous engagement was set as 31st March, 2010. The Committee feel that the cut-off-date should have been the year of settlement i.e. 31st March, 2011. Had it been so, some more drivers could have been covered. They, therefore, desire that the cut-off-date be revised to meet the end of justice.

Reply of the Government

The Ministry of Finance, Department of Financial Services stated that ... Allahabad Bank has reported that the cut-off-date for completion of minimum five years of continuous engagement as personal driver was fixed as on 31st March, 2010 in terms of the decision taken in the Board meeting held on 26.06.2010. Since the MOS dated 17.06.2011 has been arrived at as a one-time exercise in full and final settlement of the issue, the cut-off-date cannot be revised at this juncture. As stated earlier, the personal drivers have been engaged by Executives of the Bank in their individual capacity and in absence of any Employer-Employee relationship, these personal drivers engaged by the Executives have no right to be regularized by the Banks.

Comments of the Committee

For comments of the Committee please refer to Para No.1.12 of Chapter I of this Report.

**(Ministry of Finance, Department of Financial Services
O.M.F.No.7/4/9/2012-IR dated 15.01.2013)**

(Recommendation No.26)

The Committee are, however, happy to note that pursuant to their examination, the Allahabad Bank have regularized 115 out of 121 temporary drivers who had applied for regularization after fulfilling the eligibility criteria with effect from 01.09.2011. The Committee find that the remaining drivers, were reportedly ineligible for want of requisite educational qualification. The Committee find little justification to withhold their regularization for want of prescribed educational qualification when the Executives of the Bank found

their services satisfactory for over such a long period of time. Having due consideration to their age, long and unblemished service record and the fact that at such a ripe age they would have bleak prospects of getting alternative employment, the Committee recommend that the condition of educational qualification be relaxed in case of these drivers as a onetime measure and they may also be considered for regularization on humanitarian ground.

Reply of the Government

Allahabad Bank has reported that the candidates were required to fulfill the educational qualification as prescribed by the Bank for appointment in subordinate cadre that is Class VIII passed. And out of the 6 applicants who were found ineligible, 1 applicant did not fulfill the requirement of minimum 5 years of engagement as personal driver, 1 applicant did not submit requisite document in support of his educational qualification and 3 applicants did not fulfill the requirement of minimum educational qualification. As stated earlier, the personal drivers engaged by the Executives of the Bank in their personal capacity have no right for their regularization/appointment in the Bank. Therefore, there is no scope to relax the criteria regarding educational qualification, as recommended by the Committee.

Comments of the Committee

For comments of the Committee please refer to Para No.1.9 of Chapter I of this Report.

**(Ministry of Finance, Department of Financial Services
O.M.F.No.7/4/9/2012-IR dated 15.01.2013)**

(Recommendation No.27)

The Committee find that the application forms were handed over to the prospective drivers through the Executives with whom they were attached. Such a mechanism does not inspire confidence and the Committee apprehend due to some chance slip some drivers might have been denied a fair chance to apply for regularisation. The Committee, therefore, recommend that all such temporary drivers, fulfilling the criteria, be issued application forms and considered for regularization.

Reply of the Government

The Ministry of Finance, Department of Financial Services stated that ... Allahabad Bank has reported that as the personal drivers were engaged by the Executives in their individual capacity, Bank is not required to maintain record of such engagement. All eligible personal drivers whose applications in terms

of the Settlement dated 17.06.2011 were received by the Bank, were considered for appointment. As stated earlier, the personal drivers engaged by the Executives have no right to be regularized by the Bank as the personal drivers have been engaged by the Executives of the Bank in their individual capacity.

Comments of the Committee

For comments of the Committee please refer to Para No.1.15 of Chapter I of this Report.

**(Ministry of Finance, Department of Financial Services
O.M.F.No.7/4/9/2012-IR dated 15.01.2013)**

CHAPTER-V

**RECOMMENDATION/OBSERVATION IN RESPECT OF WHICH REPLIES OF
THE GOVERNMENT ARE INTERIM IN NATURE**

NIL

New Delhi;

January, 2014

Agrahayana ,1935 (Saka)

DARA SINGH CHAUHAN,

CHAIRMAN,

STANDING COMMITTEE ON LABOUR

APPENDIX-I**Minutes of the Sitting of the Committee**

The Committee sat on 22nd January, 2014 from 1100 hrs. to 1340 hrs. in Committee Room `E', Parliament House Annexe, New Delhi.

PRESENT

Shri Dara Singh Chauhan - Chairman

MEMBERS**LOK SABHA**

2. Shri Ismail Hussain
3. Dr. Manda Jagannath
4. Shri Hari Manjhi
5. Shri Mahendra Kumar Roy
6. Shri Om Prakash Yadav
7. Shri Madhu Goud Yaskhi

Rajya Sabha

8. Smt. T. Ratna Bai
9. Shri Thaawar Chand Gehlot
10. Shri Mohd. Ali Khan
11. Shri Ranbir Singh Parjapati
12. Smt. Renubala Pradhan
13. Shri Rajaram
14. Shri G.N. Ratanpuri

SECRETARIAT

- | | | |
|--------------------------|---|------------------|
| 1. Shri A.K Singh | - | Joint Secretary |
| 2. Shri P.V.L.N. Murthy | - | Director |
| 3. Smt. Bharti S. Tuteja | - | Deputy Secretary |

2. At the outset, the Chairman welcomed the members and apprised them about the (i) Memorandum No. 5 on Action Taken by the Government on the 31st Report of the Committee on [‘Absorption/regularization of temporary Drivers of Allahabad Bank’](#) and Draft Action Taken Report thereon; (ii) Memorandum No. 6 on the stand taken by the Ministry of Finance, Department of Financial Services for not sending any officer during the study visit of the Standing Committee on Labour to Surat, Mumbai and Kolkata from 19-23 October, 2013.

3. The Committee considered and adopted the Draft Report without any modification.

4. The Committee then authorized the Chairman to present the report to both Houses of Parliament.

- | | | | |
|----|----|----|----|
| 5. | XX | XX | XX |
| 6. | XX | XX | XX |
| 7. | XX | XX | XX |
| 8. | XX | XX | XX |
| 9. | XX | XX | XX |

- | | | | |
|-----|----|----|----|
| 10. | XX | XX | XX |
| 11. | XX | XX | XX |
| 12. | XX | XX | XX |

The Committee then adjourned.

(Vide Para No. 3 of the Introduction)

ANALYSIS OF ACTION TAKEN BY THE GOVERNMENT ON OBSERVATIONS/RECOMMENDATIONS CONTAINED IN THE THIRTY-FIRST REPORT OF THE STANDING COMMITTEE ON LABOUR (FIFTEENTH LOK SABHA)

	Total	Percentage
I. Total number of Recommendations	08	
II. Recommendations/Observations which have been accepted by Government (Rec. Para. Nos.28, 29 and 30	03	37.5%
III. Recommendations/Observations which the Committee do not desire to pursue in view of Government's reply	NIL	NIL
IV. Recommendations/Observations in respect of which replies of Government have not been accepted by the Committee (Rec. Para. Nos.23, 24, 25, 26 and 27)	05	62.5%
V. Recommendations/Observations in respect of which final replies of Government are of interim in nature	NIL	NIL
	-----	100%
