

**COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND  
SCHEDULED TRIBES  
(2013-2014)**

**(FIFTEENTH LOK SABHA)**

**THIRTY-FOURTH REPORT**

**ON**

**MINISTRY OF FINANCE**

**DEPARTMENT OF FINANCIAL SERVICES**

**Reservation for and Employment of Scheduled Castes and  
Scheduled Tribes in United Bank of India and credit facilities  
provided by the Bank to them.**

**Presented to Lok Sabha on.....**

**Laid in Rajya Sabha on .....**



**LOK SABHA SECRETARIAT**

**NEW DELHI**

February, 2014/ Magha, 1935 (Saka)

## CONTENTS

Page No.

<b>COMPOSITION OF THE COMMITTEE.....</b>	<b>(iii)</b>
--	--------------

<b>INTRODUCTION.....</b>	<b>(iv)</b>
--------------------------	-------------

### **CHAPTER I Introductory**

A. Organisational set-up.....	1
B. Board of Directors.....	1
C. Appointment of Board of Directors.....	1

### **CHAPTER II Reservation in Services**

A. Reservation.....	5
B. Recruitment procedure.....	7
C. Recruitment made.....	9
D. Promotion procedure.....	12
E. Promotion made.....	14
F. Staff strength.....	17
G. Part-time employees.....	18

### **CHAPTER III Measures to improve representation of Scheduled Castes and Scheduled Tribes in services**

A. SC/ST Cell.....	20
B. Liaison Office.....	20
C. Rosters.....	21
D. Deputation.....	22
E. Training Abroad.....	23
F. Training in India.....	25
G. Pre-recruitment training.....	27
H. Complaints/Grievances of SC/ST employees.....	27
I. Disciplinary cases.....	29
J. Housing.....	30

### **CHAPTER IV Credit Facilities to SCs and STs**

A. Introductory.....	31
B. Extension of credit facilities to SCs/STs.....	31
C. details of schemes where credit facilities were extended by United Bank of India.....	33
D. Credit facilities disbursed to SCs/STs under major centrally sponsored schemes.....	36
E. Total Priority Sector Advances.....	38
F. Special schemes for SCs/STs.....	40
G. Loans to Rural Artisans.....	48
H. Amounts disbursed under various schemes.....	49

I.	Recovery of loans.....	49
J.	Loan applications.....	51
K.	Housing loan for SCs/STs.....	54
L.	Educational loans.....	55
M.	Lead Bank Scheme.....	58
N.	Socio-economic development.....	60

## **APPENDICES**

A.	Minutes of the sitting of the Committee held on 17.04.2013
B.	Minutes of the sitting of the Committee held on 28.01.2014
C.	Summary of Conclusions/Recommendations contained in the Report.....

**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF SCHEDULED CASTES  
AND SCHEDULED TRIBES (2013-2014)**

**Shri Gobinda Chandra Naskar - Chairman**

**MEMBERS – LOK SABHA**

2. Shri M. Anandan
3. Shri Khiladi Lal Bairwa
4. Shri Bhudeo Choudhary
5. Smt. Jyoti Dhurve
6. Dr. Manda Jagannath
7. Shri Mohan Jena
8. Shri Mohinder Singh Kaypee
9. Shri Kamal Kishor 'Commando'
10. Shri Mithilesh Kumar
11. Shri Basori Singh Masram
12. Shri Arjun Meghwal
13. Shri Kishanbhai V. Patel
14. Shri Ashok Kumar Rawat
15. Shri Baju Ban Riyan
16. Shri C.L. Ruala
17. Smt. Rajesh Nandini Singh
18. Shri Rajaiah Siricilla
19. Dr. Kirit Premjibhai Solanki
20. Shri Bhausahab Rajaram Wakchaure

**MEMBERS – RAJYA SABHA**

21. Dr. Pradeep Kumar Balmuchu
22. Shri Shashi Bhusan Behera
23. Shri Thaawar Chand Gehlot
24. Shri Faggan Singh Kulaste
25. Shri Lalhming Liana
26. Shri D. Raja
27. Shri Nand Kumar Sai
28. Shri Veer Singh
29. Smt. Wansuk Syiem
30. Shri Nandi Yellaiah

**SECRETARIAT**

1. Dr. R.K. Chadha - Additional Secretary
2. Shri D.R. Shekhar - Director
3. Shri S. Chatterjee - Additional Director
4. Shri R.C. Wadhwa - Under Secretary
5. Shri L. Singson - Sr. Committee Assistant

## INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee to finalise and submit the Report on their behalf, present this Thirty-fourth Report (Fifteenth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the subject "Reservation for and Employment of Scheduled Castes and Scheduled Tribes in United Bank of India (UBI) and credit facilities provided by the Bank to them".

2. The Committee took evidence of the representatives of the Ministry of Finance (Department of Financial Services) and United Bank of India on 17 April, 2013. The Committee wish to express their thanks to the officers of the Ministry of Finance (Department of Financial Services) and United Bank of India for placing before the Committee the materials and information the Committee required in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on 28.01.2014.

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

New Delhi;  
February, 2014  

---

Magha, 1935(Saka)

**GOBINDA CHANDRA NASKAR**  
Chairman,  
Committee on the Welfare of  
Scheduled Castes and  
Scheduled Tribes.

## CHAPTER I

### INTRODUCTORY

#### **A. Organisational Set-up**

1.1 The Committee have been informed that the United Bank of India was formed on December 18,1950 by merger of four Banks having Headquarters in Bengal. The United Bank of India was nationalized in the year 1967 along with 13 other Banks. The bank has a two tier organizational set up. The organisational set up of the Bank is headed by its Head Office located at Kolkata. Besides this, the bank has 33 Regional Offices spanning all over the country including 14 Regional Offices in the state of West Bengal and 6 Regional Offices in the North-East.

#### **B. Board of Directors**

1.2 The Committee have been informed that the composition of the Board of Directors of the Bank comprises Chairman & Managing Director, 2 Executive Directors, 1 Government of India Nominee Director, 1 Reserve Bank of India Nominee Director, 1 Nominee Director – CA Category, 3 Non Official Directors, 1 Workmen Employee Director, 1 Shareholder Director and 1 Non-Workmen Employee Director.

1.3 The Committee were also informed that the present RBI nominee Director, Smt. Surekha Marandi is from Scheduled Tribes community. Prior to her, Shri P.C. Zoram Sangliana was appointed RBI nominee Director in Bank's Board during the period from 19.01.2006 to 25.11.2008.

#### **C. Appointment of Board of Directors**

1.4 When asked about the policy of Government regarding appointment of SC/ST persons on the Board of Directors of Public Sector Banks/Financial Institutions under the administrative control of the Ministry of Finance, it was stated that as regards

reservation policy for Non-Official Members on the Boards of PSBs/FIs/PSICs and RBI, Part Time Directors in the Boards of PSBs etc. including RBI are appointed on part-time basis. Therefore, the same is not covered under the provisions of reservation as applicable to other appointments in the Government. They are appointed on the basis of guidelines approved by the ACC which clearly stipulates that “as far as possible, representation may also be given to women and persons belonging to SC/ST community”. The Appointments Committee of the Cabinet considers the background of the nominated members before appointing them as part-time members as Non-Official Members on the Board of PSBs/Fis/PSICs and RBI.

1.5 It was further clarified that Non-Official Members on the Boards of PSBs/FIs/PSICs and RBI, are appointed by the process of nomination. They are all persons of great eminence irrespective of the caste they belong. The matter of reservation of SCs/STs/OBCs for members on the Boards, it would be a larger policy issue for the Government at the highest level. This is not something which would be confined only to RBI or other PSBs etc.

1.6 The Committee were further informed that the Boards of the PSU Banks are formed as per the Provision of Section 9(l) of the Banking Companies (Acquisition & Transfer of U/T) Act, 1970/80. All the directors apart from the Shareholder Director are nominated/appointed by the Central Government. The Shareholder Directors are elected at the Extra Ordinary General Meeting by the shareholders.

**1.7 The Committee note that the Board of Directors of the United Bank of India has one woman Director nominated by RBI as part time Director who belongs to ST category. However, the Government have nominated no SCs and STs as full time or official Director on the Board of the Bank because of**

the reason that appointments of official Directors on the Board of Public Sector Banks/Financial Institutions does not come under the purview of reservation. The reply of the Bank further says that the matter of reservation of SCs/STs/OBCs for appointments as Members on the Boards would constitute a larger policy issue for the Government at the highest level and that the matter cannot be confined only to RBI or other Public Sector Banks etc. The Committee feel that the reply of the Bank is evasive because on the pretext of being a nationalised bank, it leaves the onus of bringing changes in the appointments of SCs/STs on the Board of nationalised banks/financing institutions to the Government and apparently limiting the role of the Bank to only carrying out the directives of Government. The Committee regret to say that despite repeated recommendations of the Committee in their earlier Reports on various nationalised banks for appointment of a SC/ST member as functional Director on the Board of all nationalised banks, neither any action nor any initiative has been taken by the Management and Government till date. The Committee would like to stress that if reservation is not applicable in appointments of Directors on the Board of the nationalised banks, the Government can amend the various provisions of the Constitution/policy/rules as a pathbreaking initiative for the welfare of SCs/STs. The Committee also draw attention of the Ministry in regard to Article 16(4) of the Constitution clearly states that "Nothing in this article shall prevent the State from making any provision for the reservation of appointments or posts in favour of any backward class of citizens which, in the opinion of the State, is not adequately represented in the services under the State"; and Article 16(4A) states that "Nothing in this article shall prevent the State from making any provision for



reservation in matters of promotion, with consequential seniority to any class or classes of posts in the services under the State in favour of the Scheduled Castes and Scheduled Tribes which, in the opinion of the State, are not adequately represented in the services under the State". The Committee opine that with these provisions of the Constitution, the Government is fully accountable to take certain steps to ensure adequate representation of SCs/STs on the Board of all nationalised banks and financial institutions. The Committee observe that even after more than 66 years of independence their representations on the Board of Directors of PSUs/Banks/Financial Institutions and various Government Departments are quite negligible. The Committee would also like to state that until or unless the Government formulate any mechanism to protect the interest of SCs/STs in appointments to higher echelon of the posts in nationalised banks and financial institutions, they will not be adequately represented in such posts. The Committee, therefore, strongly recommend that with this mandate of the Constitution and for inclusive growth of all sections of the society, the Government should take efficacious steps to ensure representations of SCs/STs on the Board of Directors of nationalised banks/financial institutions.

## CHAPTER II

### RESERVATION IN SERVICES

#### A. Reservation

##### (i) Posts filled by direct recruitment

2.1 The Committee have been informed that the United Bank of India has been implementing the rule of reservation for SCs and STs in direct recruitment with effect from 01.10.1971. The cadre-wise percentages of reservation in favour of SCs and STs are as under:

Cadre	SC	ST
Officer (Group – A)	15%	7.5%
Clerk (Group – C)	In proportion to the population of SCs and STs in the respective states/Union Territories.	
Sub-staff (Group – D)		

##### (ii) Posts filled by promotion.

2.2 The rule of reservation for SCs and STs in inter-cadre promotion has been enforced from the year 1976. The cadre-wise percentage of reservation in favour of SC s and STs are noted as under:

Cadre	SC	ST
Clerk (Group – C) to Officer (JMG Scale-I) (Group – A)	15%	7.5%
Subordinate (Group – D) to Clerk (Group – C)	15%	7.5%

2.3 The Committee were informed that reservation orders are applicable to all the categories of posts filled by direct recruitment in United Bank of India.

2.4 It was also informed that reservation orders are applicable in respect of promotion from subordinate to clerical cadre and clerical to the lowest rung in officer cadre (JMG Scale-I).

2.5 It was also clarified that Reservation for SCs and STs is applicable @ 15% and 7.5% respectively in the case of Officers from Scale-I to Scale-VII. In case of clerical and subordinate cadre, the percentage of reservation applicable to SCs & STs depends upon the representation of SCs and STs in the total population of the state. The details of post and pay scale to which reservation is applicable in direct recruitment in our Bank is given below. It was informed that the Bank has been consistently following the reservation policy. There is no backlog vacancy in recruitment in any category and cadre of employees at present.

Cadre	Pay Scale
Scale-I	14500-25700
Scale-II	19400-28100
Scale-III	25700-31500
Scale-IV	30600-36200
Scale-V	36200-40400
Scale-VI	42000-46800
Scale-VII	46800-52000
Clerical	7200-19300
Subordinate	5850-11350

- Scale – I to Scale – VII are different grades in Officers' cadre with Scale-I being the initial stage and Scale – VII the highest stage.

2.6 Replying to a query on posts under JMG Scale – I, it was stated that all posts under JMG Scale – I are initially termed as "Probationary Officer". Subsequent to their confirmation in the service of the Bank, the incumbents are designated as "Officers". However, some posts in JMG Scale-I also fall under Specialist category like Officer (HR), Officer (Law), Officer (IT), Officer (Risk Management), Officer (Forex), Officer (Engineer) etc.

2.7 The Committee were also informed that the Board of Directors of the Bank in its meeting held on 7th April, 2012 had reviewed the implementation of reservation orders in favour of SCs/STs. It was subsequently informed that the Board of

Directors was satisfied with the status of implementation of reservation orders for SCs/STs in the Bank. The Board of Directors had kindly noted the resolution with the direction to fill up the backlog of vacancies in different categories as soon as possible.

## **B. Recruitment Procedure**

2.8 The Committee have been informed that the procedure followed for recruitment of employees to different categories of posts in the United Bank of India are as under:

- (i) Officer (Group – A) – After abolition of BSRBs Recruitment was made on all India basis by inviting applications through newspaper advertisements and also by giving the same in Bank's website. In some categories, a few recruitment was also made through Campus. Usually the process of selection constituted written test followed by personal interview. In such cases, the Written Test was conducted by an outside Agency of repute. In case of Campus Recruitment, selection was made through Group Discussion and/or Personal Interview. Recently IBPS has been entrusted with the job relating undertaking Common Written Examination (CWE) for 20 Public Sector Banks twice a year followed by common Personal Interview for selection in Officers' cadre in all Banks.
- (ii) Officer (Group – B) - There is no such post in the Bank.
- (iii) Clerks (Group – C) – Similarly, after abolition of BSRB recruitment in clerical cadre was made state-wise by inviting applications through newspaper advertisement and through Bank's website. Written test and interview were the two stages that the candidates had to undergo

for final selection. The task of conducting the Written Test was entrusted to an outside agency of repute. Recently IBPS has been entrusted with the job relating undertaking Common Written Examination (CWE) for all Banks twice a year followed by common Personal Interview for selection in Clerical cadre in all Banks.

- (iv) Sub-ordinate Staff (Group – D) – Recruitment in subordinate cadre is made by inviting names from the local Employment Exchange/Sainik Board/Directorate of Resettlement of Ex-Serviceman as also by seeking applications from existing sweepers for switchover from Full-Time Sweepers/Absorption of Permanent Part-Time Sweepers. Selection is made through a process of screening of their ability to read and write through a process of written examination and/or interview.

2.9 The following concessions/relaxations are given to SC/ST candidates as per Government Guidelines:

- (a) Relaxation in upper age limit.
- (b) Relaxation in educational qualification.
- (c) Exemption of application fee.
- (d) Conduction of pre-examination training to SC/ST Candidates.
- (e) Relaxation in qualifying marks of Written Examination.
- (f) Separate slot is allotted while interviewing SC/ST employees.
- (g) Reimbursement of to and fro conveyance expenses to candidates called for interview etc.
- (h) Induction of the SC/ST representatives in the Interview Board/Committees.

2.10 For Direct Recruitment in Officer Cadre (Group – A) and Clerical Cadre (Group- C), the reserved posts are advertised through Employment News, Rozgar Samachar and other prominent newspapers including the Regional Newspapers.

However, for the purpose of filling of posts in subordinate Cadre vacancies vis-a-vis reserved posts notifications are sent to the local Employment Exchange/Sainik Board/Directorate of Regional Employment Exchange.

2.11 Posts reserved for SCs/STs are specified in the advertisement or in the requisitions sent to the Regional Employment Exchange.

2.12 A SC/ST representative is included in each of the Selection Committee/DPCs for the posts where reservation has been provided for SC/ST candidates. The panel for composition of Recruitment Board/Selection Committee/Departmental Promotional Committee for recruitment/selection of candidates is decided by the CMD/ED or any other Authority nominated for the purpose.

### C. Recruitment made

2.13 The details of category-wise and year-wise recruitment of SCs and STs during the years from 2009 to 2012 are furnished as under:

Year	Category	Total No. of direct vacancies occurred	Total No. of direct vacancies actually filled	No. of direct vacancies reserved for SCs			No. of SC candidates appointed	No. of direct vacancies reserved for STs			No. of ST candidates appointed	No. of vacancies carried forward	
				C/F from previous year	Reserved during the year	Total		C/F from previous year	Reserved during the year	Total		SCs	STs
1	2	3	4	5	6	7	8	9	10	11	12	13	14
2009	Officer (Group-A)	118	118	13	17	30	19	2	8	10	4	11	6
	Officer (Group-B)	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
	Clerk (Group-C)	1	1	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
	Sub-staff (Group-D)	2	2	32	NIL	32	NIL	10	NIL	10	NIL	32	10
2010	Officer (Group-A)	1100	1067	11	160	171	145	6	80	86	78	26	8
	Officer (Group-B)	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
	Clerk (Group-C)	500	475	NIL	59	59	59	NIL	61	61	61+19*	NIL	NIL
	Sub-staff (Group-D)	464	400	32	67	99	92+38*	10	28	38	12	7	26

2011	Officer (Group-A)	1072	942	26	142	168	138	8	70	78	38	30	40
	Officer (Group-B)	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
	Clerk (Group-C)	1334	1195	NIL	209	209	209	NIL	102	102	102	NIL	NIL
	Sub-staff (Group-D)	NIL	NIL	7	NIL	7	NIL	26	NIL	26	NIL	7	26
2012	Officer (Group-A)	499	294	30	44	74	74+5*	40	22	62	62+2*	NIL	NIL
	Officer (Group-B)	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
	Clerk (Group-C)	751	602	NIL	128	128	116	NIL	30	30	20	12	10
	Sub-staff (Group-D)	425	357	7	66	73	71+28*	26	30	56	26	2	30

\* denotes merit

2.14 When asked to state the reason for carried forward vacancies of 2 SCs and 30 STs in Sub-staff (Group D) posts in 2012, it has been stated that due to non-availability of eligible candidates in SC & ST cadre, the above vacancies could not be filled up. As such the said vacancies were carried forward to the current year. These shortfall vacancies will be filled up in the current year recruitment process by 30<sup>th</sup> September, 2013.

2.15 It has been further stated that the reasons for carried forward of 12 SCs and 10 STs vacancies in Clerk Grade (Group C) posts is due to non-availability of eligible candidates in SC & ST cadre, the above vacancies could not be filled up. As such the said shortfall vacancies were carried forward to the current year. However, the Bank is making endeavour to fill up these vacancies during the current year recruitment process by 30<sup>th</sup> September, 2013.

2.16 As regard the variations of the number of direct vacancies reserved for SC/ST during 2009 to 2012 occurred, the Ministry in its written reply have informed that they are dependant on total number of vacancies that occurred during a year (for

Group A Cadre vacancies on All India basis and for Group C & D Cadre vacancies on state-wise basis). Similarly, variation in the number of SC/ST candidates appointed during the above years is due to variation in the number of available eligible candidates against the declared vacancies.

**2.17 The Committee are surprised to note that in the year 2012, 2 SCs and 30 STs in Sub-staff (Group D) posts have been carried forward due to non-availability of eligible SC/ST candidates to fill the vacancies. The Committee are shocked to see such a peculiar situation wherein eligible SC/ST candidates are not available to fill low level posts in the Bank. The Committee would like to know the eligibility criteria fixed for appointments to these posts in the Bank, for which thousands of unemployed SC/ST youths are not able to fit into. The Committee may also be informed of the status of these vacancies.**

**2.18 It is also incredulous to note that 12 SCs and 10 STs vacancies in Clerk Grade (Group C) posts have been carried forward from the previous year due to non-availability of eligible SC/ST candidates. It is inconceivable to even think that SC/ST candidates are not available to fill 12 SCs and 10 STs vacancies of clerk grade posts when thousands of unemployed SCs/STs are roaming across the country seeking for employment. The Committee opine that there is no dearth of eligible SC/ST candidates to fill these vacancies. These posts could not be filled because of the lackadaisical attitude of the Bank and its agency responsible for recruitment of personnel. The Committee, therefore, recommend that the bank should take corrective steps to fill SC/ST vacancies as per vacancies notified in every recruitment exercise and under no circumstances should allow reserve vacancies to remain**



**unfilled. The Committee may also be apprised of the status of these vacancies which were to be filled by September, 2013.**

**D. Promotion Procedure**

2.19 The Committee have been informed that the promotion policy has been designed keeping in view the need and urgency of the Bank while ensuring quality in the process of selection.

2.20 The procedure followed for promotion of employees to various categories of posts are as under:

**I. Clerical Cadre to Officers Cadre (JMG Scale-I)**

Out of total vacancies for promotion from clerical cadre to Officers' Cadre, 50% of total vacancies are filled up through two tracks viz. Fast Track and Normal Track. The selection under Fast track is made through a process of Written Test followed by Interview and in case of Normal Track only interview. For final selection, weightage is given for performance appraisal, professional qualification, interview performance and seniority.

The percentages of reservation maintained promotional posts are 15% for SCs and 7.5% for STs.

**II. Sub-staff to Clerical Cadre**

In case of promotion from sub-staff to clerical cadre, 50% of the total vacancies are filled up through two groups viz. General Group and Qualified Group. The process of selection under General Group is based on performance appraisal & written test and under qualified group the process of selection is based on educational qualification, performance appraisal and personal interview.

2.21 The Committee have been informed that for both the aforesaid promotion processes undernoted concessions/relaxations are given to SC/ST employees of the Bank in terms of guidelines issued by the Govt. of India from time to time.

- (i) Reservation of posts is made in promotion in various cadres.
- (ii) Relaxation in qualifying marks of Written examination.
- (iii) Pre-examination training to candidates.
- (iv) Relaxation in standard in Interview/Written Tests subject to a minimum of 5% marks.
- (v) Separate interview date/slot.

2.22 When asked to state since when two tracks system has been resorted to when filling up 50% vacancies in promotion from clerical cadre to officers cadre, it has been stated that with due approval from the Bank's Board and after negotiation and settlement dated 2<sup>nd</sup> February, 2009 with the majority union, the policy for promotion from clerical cadre to officer cadre was introduced in the year 2009 as per which out of total vacancies created during the year 50% of vacancies in JMG Scale-I Officers' Cadre will be filled up through promotion and rest 50% of vacancies will be filled up through direct recruitment. Prior to 2009, said vacancies were filled up through a different ratio viz. 75% vacancies through promotion and 25% through direct recruitment. However, two track system of promotion viz. through fast track and normal track has been existing for a long time.

2.23 When further asked to state the reason for resorting to two tracks method for promotion from clerical cadre to officers cadre by the Bank, it has been informed that the practice of two track system of promotion from clerical cadre to officers' cadre has been in the bank with a view to get a blend of young and qualified officers and senior experienced hands to run the affairs of the Bank. This blend of old and new officers also helps to fulfill the aspiration of employees' career progression.

2.24 It has also been stated that the two tracks system of promotion procedure help the Bank to facilitate promotion of SCs/STs in clerical cadre to officers' cadre of the Bank.

**2.25 It has been observed that the Bank has designed its promotion policy keeping in view the need and urgency of the Bank while ensuring quality in the process. The Committee further note that the Bank followed two tracks system of promotion from clerical cadre to officers' cadre with a view to get a blend of young and qualified officers and senior experienced heads to run the affairs of the Bank. It has also been stated that this blend of old and new officers also helps to fulfill the aspiration of employees' career progression and at the same time the two tracks system of promotion procedure also help the Bank to facilitate promotion of SCs/STs in clerical cadre to officers cadre of the Bank. The Committee would, however, like to express its serious concern about this promotion policy followed by the Bank as it is not known whether such policy has really taken care of the interest of SC/ST employees of the Bank. The Committee, therefore, strongly urge that while following two tracks system of promotion from clerical cadre to officers' cadre, the prescribed percentage of reservation for SCs/STs should always be maintained consistently. The Committee would also like to know the details of SC/ST beneficiaries of two tracks system of promotion from clerical cadre to officers' cadre during the last five years.**

**E. Promotion made**

2.26 The Committee has been informed that details of employees promoted during the years 2009, 2010, 2011 and 2012 in various categories of posts and the number of SCs and STs amongst them are as under:

Year	Category of posts	Total No. of employees promoted	No. of posts filled		Percentage of		No. of backlog vacancies/ shortfall, if any		Remarks
			SC	ST	SC	ST	SC	ST	
1	2	3	4	5	6	7	8	9	10
2009	Clerical cadre to Officer JMG Scale-I	421	80	8	19.00%	1.90%	NIL	42 BL 31 SF	
	Subordinate Cadre to Clerical cadre	NIL	NIL	NIL	NIL	NIL	NIL	NIL	
2010	Clerical cadre to Officer JMG Scale-I	198	27	4	13.63%	2.02%	2	69 BL 14 SF	
	Subordinate Cadre to Clerical cadre	147	55	8	37.40%	5.44%	NIL	3 SF	
2011	Clerical cadre to Officer JMG Scale-I	NIL	NIL	NIL	NIL	NIL	2	83 BL	
	Subordinate Cadre to Clerical cadre	NIL	NIL	NIL	NIL	NIL	NIL	3 BL	
2012	Clerical cadre to Officer JMG Scale-I	301	50	15	16.61%	4.98%	NIL	68 BL 22 SF	
	Subordinate Cadre to Clerical cadre	198	47	3	23.74%	1.52%	NIL	14 SF	

2.27 The Committee were also informed that in promotion process, shortfall of reserved category is mainly due to non-availability of eligible candidates.

2.28 It was also informed that as an effort to wipe out backlog and shortfall in promotion of SCs/STs from clerical cadre to officers JMG Scale – I post, the Bank has carried out promotion process from clerical cadre to officers' cadre (JMGS-I) during the above years 2009, 2010 and 2012. However, due to non availability of eligible candidate in the feeder grade, the backlog and shortfall vacancies remained unfilled.

2.29 It was further informed that the Bank will undertake fresh promotion process from clerical cadre to JMGS – I (officer's cadre) during the current year to clear the backlog and shortfall vacancies.

2.30 When asked to state the reasons for low percentage of STs in various grade as against the prescribed percentage of 7.5 and the steps taken to overcome the problem, it was informed that the percentage of STs in various grades are low as against the prescribed percentage due to non availability of eligible ST candidates in

the feeder grade. In order to overcome this problem, the Bank has been conducting pre-promotion training for SC & ST candidates prior to every promotion process to ensure greater chance of success in the said cadre.

2.31 The Committee have been informed that all SC/ST employees who apply for promotion test are given pre-promotion training. The particulars of such pre-promotion training provided to intending SC/ST employees are given as under:

Sl. No.	Cadre	2009		2010		2011		2012	
		SC	ST	SC	ST	SC	ST	SC	ST
1	Clerk to Officer Cadre	151	6	75	11	NIL	NIL	70	23
2	Sub-staff to Clerical Cadre	NIL	NIL	203	28	NIL	NIL	136	19

**2.32 The Committee are constrained to note that to wipe out backlog and shortfall in promotion of SCs/STs from clerical cadre to officers JMG Scale-I posts, the Bank has carried out promotion exercises during the years 2009, 2010 and 2012 but due to non-availability of eligible candidates in the feeder grades, the backlog and shortfall vacancies remained unfilled. The Committee also note that the percentage of STs in various grades are low as compared against the prescribed percentage due to non availability of eligible ST candidates in the feeder grades and to overcome the problem the Bank conducted pre-promotion training for SC and ST candidates prior to every promotion process to ensure greater chance of success in the said cadre. The Committee would also like to point out that it appears in the first instance, that the Bank has not taken effective steps to ensure availability of ST candidates in the feeder grades for promotion to JMG Scale-I posts. The occurrence of backlog/shortfall vacancies of STs vacancies from subordinate cadre to clerical cadre and from clerical cadre to officer JMG Scale-I posts indicates**

that no serious attempts were made by the Bank to have eligible ST candidates in the feeder grades for promotion. The Committee, therefore, recommend that the Bank should take efficacious steps to wipe out the perpetual existence of backlog/shortfall of SCs/STs especially ST category in all feeder grades for promotion and also to ensure availability of sufficient SC/ST candidates in all feeder grades for promotion. The Committee also desire to know the status of backlog/shortfall vacancies of SCs/STs in promotion and ratio of success of SC/ST candidates who got pre-promotion training from the Bank.

#### F. Staff strength

2.33 The Committee have been informed that the position of staff strength including number of SCs/STs in the posts of officer, clerk and sub-staff in United Bank of India as on 31.12.2012 is as under:

Category of posts	Total No. of employees	No. of		Percentage of		No. of shortfalls		Percentage of shortfall	
		SC	ST	SC	ST	SC	ST	SC	ST
1	2	3	4	5	6	7	8	9	10
Officer	6636	1237	490	18.64%	7.38%	NIL	NIL	NIL	NIL
Clerk	6368	1207	401	18.45%	6.30%	12	10	0.79%	0.16%
Sub-staff	3120	649	136	20.80%	4.42%	2	30	0.06%	0.96%

2.34 When asked to state whether the shortfall of SCs and STs in officer cadre is either due to non-availability of eligible candidates for promotion in the feeder cadre or due to non-availability of eligible/suitable candidates in direct recruitment, it has been stated that the above shortfall vacancies in SC/ST category is on account of non-availability of eligible/suitable candidates in direct recruitment.

2.35 It has been informed that there are no backlog vacancies in Officer and Clerical Cadres as on 31.12.2012. However, the backlog vacancies as on 01.01.2012 was 7 SCs and 26 STs in the sub staff category. The said vacancies

were reduced to 3 SCs and 14 STs after special recruitment drive during 2012. However, subsequent to fresh recruitment during the year 2012, the above backlog vacancies viz. 3 SCs and 14 STs were filled up. But, due to existence of some shortfall vacancies during the year 2012, the fresh backlog vacancies stood at 2 SCs and 30 STs as on 01.01.2013.

2.36 It was also stated that the Bank is considering to wipe out the shortfall of 2 SC and 30 ST in Sub-ordinate cadre by undertaking fresh recruitment. It was further stated that the shortfall vacancies in sub-ordinate cadre will be filled up during the current recruitment year in 2013.

**2.37 The Committee note that the Bank did make attempt to wipe out the shortfall of 2 SCs and 30 STs in subordinate cadre by undertaking fresh recruitment. It is also stated that the shortfall vacancies in subordinate cadre in the overall staff strength would be filled up in 2013. The Committee desire to know if these shortfall of 2 SCs and 30 STs in subordinate cadre have been filled in the recruitment year in 2013 and if not, the reasons therefor.**

#### **G. Part-time Employees**

2.38 The Committee have been informed that the Bank do not have any casual labourers. However, it has been stated that the Bank has engaged part-time employees on regular basis only in Sweeper category that is not treated as Group-D employees of the Bank. It has further been stated that out of 1331 part-time employees, the number of Scheduled Castes and Scheduled Tribes is 600 and 50 respectively.

2.39 In reply to a query on the number of part-time employees who have applied for absorption including SCs and STs, it has been informed that 352 sweepers applied for absorption. Out of the said number, 334 appeared in the interview and

297 were finally absorbed in the subordinate cadre. Out of the said successful sweepers, 127 are SCs and 8 are STs.

2.40 When asked the details of SC/ST part-time employees who have been rejected by the Interview Committee for absorption, it was informed that there was no rejection of any candidate including SC/ST employees.

2.41 The Committee have been further informed that part-time employees who have completed 10 years of service in the post and meet the age criteria i.e.18 to 26 years and educational qualification (Class VIII passed but Class XII not passed) are eligible for absorption in subordinate cadre.

**2.42 The Committee are surprised to note that the number of ST part-time employees in Sweeper posts employed by the Bank is very less and also their absorption as a regular employees in the Bank is very negligible. The Committee, therefore, urge the Bank to increase the intake of ST people as part-time employees so that they are subsequently absorbed as regular employees in the Bank. The Committee would also like to know the concessions/relaxation provided to SC/ST candidates at the time of absorption.**



## **CHAPTER III**

### **MEASURES TO IMPROVE REPRESENTATION OF SCHEDULED CASTES AND SCHEDULED TRIBES IN SERVICES.**

#### **A. SC/ST Cell**

3.1 The Committee have been informed that a SC/ST Cell have been set up in the Head Office under the control of Personnel Department which report to the Chief Liaison Officer of the Bank. The main function of the SC/ST Cell is to ensure prompt disposal of grievances of employees belonging to SC/ST categories and to assist the Chief Liaison officer in discharging his duties effectively.

3.2 The SC/ST Cell at Head Office is manned by three officials one each in AGM cadre, Manager cadre and Clerical cadre. The officers and staff posted in the SC/ST Cell in the Head Office belong to SC/ST community. They are adequate in number to cope with the workload entrusted to them. The officer and staff posted in the SC/ST cell are fully acquainted with the Reservation Policy of the Government of India.

#### **B. Liaison Officers**

3.3 The Committee have also been informed that Chief Liaison Officer has been appointed to ensure due compliance by the appointing authorities of the various orders and instructions pertaining to reservation of vacancies in favour of SCs and STs and other concessions admissible to them.

3.4 The designation of the Chief Liaison Officer appointed in the Bank's Head Office is General Manager and the designation of the Liaison Officer for regional offices is Chief Manager.

3.5 The Chief Liaison Officer is selected by the Competent Authority of the bank. Liaison Officers at different Regional offices are selected by the Regional Head of the concerned Regional Office.

3.6 It was also informed that the Liaison Officers are entrusted with SC/ST matters in addition to other functional aspects. It was further informed that they are given formal training to acquaint themselves with the reservation policy of the Government.

**3.7 The Committee note that the post of Chief Liaison Officer and Liaison Officers for regional offices are of paramount importance because such posts are created to oversee and safeguards the interests of SC/ST employees in an organisation/institution. Whosoever has been appointed to such posts should justify his appointment and work to the best interests of the SC/ST employees. The Committee opine that it will be in the overall interest of the Bank and the SC/ST employees, if the CLO/LO are appointed preferably from SC/ST community because people belonging to same category can better understand their plight. The Committee, therefore, urge that wherever SC/ST officers are available, they should be appointed as Chief Liaison Officer and Liaison Officers of the Bank in Head Office and Regional Offices. Further, the Committee recommend that the Chief Liaison Officer and Liaison Officers should be well versed with the various orders of the Government of India, maintenance of rosters etc. and in this regard proper training should be imparted to them.**

### **C. Rosters**

3.8 The Committee were informed that rosters are prepared in accordance with the Government Guidelines. The rosters maintained for direct recruitment for Officers (Group-A), Clerks (Group-C) and Sub-staff (Group – D) separately. Further rosters for promotion from clerical cadre (Group-C) to Officers Cadre (Group – A) and Sub-staff (Group – D) to Clerical Cadre (Group – C) are also maintained.

3.9 It was further informed that rosters are maintained at Bank's Head office at Kolkata and that no roster has been maintained at Regional offices.

3.10 The Committee were also informed that rosters maintained at Head Office are periodically inspected by the Chief Liaison Officer for SC/ST. The Chief Liaison Officer for SC/ST from the Department of Financial Services, Ministry of Finance, Government of India also inspected the rosters for Reservation from time to time. The last inspection of rosters has been carried out by Chief Liaison Officer and his team in Department of Financial Services on 03.04.2013. No discrepancy in the rosters has been pointed out.

3.11 In reply to a query on whether any complaint regarding negligence/manipulation in maintenance of rosters has been brought to the notice of the Bank, it has been stated that no complaint regarding negligence/manipulation in maintenance of rosters has been brought to the notice of the Bank by the SC/ST Employees Welfare Association.

#### **D. Deputation**

3.12 The Committee have been informed that no post is filled in United Bank of India on deputation from Government Departments during the years 2009, 2010, 2011 & 2012. However, seventeen officers (one SC, two ST and one OBC) and two clerks have been deputed to various organisations. One ST Officer has been deputed in 2010 and one officer each belonging to ST category and OBC category have been deputed in 2012.

## **E. Training Abroad**

3.13 The Committee have been informed that the Bank has conducted foreign training/assignment/symposia, etc. as under:

### **(i) Foreign Training**

Year	No. of programme	No. of participants	Out of which	
			SC	ST
2009	8	12	1	NIL
2010	6	10	NIL	1
2011	3	3	NIL	NIL
2012	9	12	NIL	1

### **(ii) Attending seminars/symposia/conferences etc. during the years 2009, 2010, 2011 and 2012.**

Year	No. of programme	No. of participants	Out of which	
			SC	ST
2009	NIL	NIL	NIL	NIL
2010	2	2	NIL	NIL
2011	1	1	NIL	NIL
2012	4	7	NIL	NIL

3.14 The Committee were further informed that taking into consideration the areas covered in the program and the level of participation required, people with desired level and with necessary domain knowledge are nominated for participating in the program.

3.15 It was also informed that one of the reasons for nomination of only 1 SC and 2 STs during the years 2009, 2010, 2011 and 2012 is due to non-availability of SC and ST candidates having domain knowledge and level of participation required for the program.

3.16 The Committee were further informed that these seminars/symposia/conferences are organized at foreign countries primarily meant for senior executives having requisite experience and expertise in the related field.

3.17 It was also informed that the reason for not having nominated SC/ST official for attending seminars/symposia/conferences during the years 2009, 2010, 2011 and 2012 is due to non-availability of SC/ST candidates in desired level of participation/target group required for the program.

**3.18 It has been stated that one of the reasons for nomination of only 1 SC and 2 STs for training abroad during the years 2009, 2010, 2011 and 2012 is due to non-availability of SC and ST candidates having domain knowledge and level of participation required for the program. Moreover, it has also been stated that no SC/ST officers are nominated for attending seminars/symposia/conferences organized at foreign countries due to non-availability of SC/ST candidates in desired level of participation/target group required for the program. The Committee are shocked to note that for any shortfall relating to representation of SCs/STs in staff strength, promotion, recruitment etc. the main reasons attributed is non-availability of eligible SC/ST candidates. The Committee have had enough excuses of the Bank that eligible SC/ST candidates are not available for nomination for training abroad and for attending seminars/conferences organized in foreign countries. The Committee feel that if desired level of SC/ST candidates are not available for nomination then the Management has to own up responsibility for such unenviable situation and ought to take immediate steps to redress the problem. The Committee are of the view that unless and until a person will get an opportunity of exposure through attending training programme, it is difficult to acquire and enhance skill, expertise, knowledge and innovative ideas and the Ministry will always take a plea of non-availability of SC/ST candidates in desired level. The Committee, therefore, strongly recommend**

that the Management should always nominate SC/ST officers for training program abroad at par with other candidates. The Committee as a supplementary measure also recommend that new recruit SC/ST officers should be given the opportunity to be posted in big branches and also in specialised departments so that they get sufficient inhouse exposure and acquire experience to enable them to be eligible for nomination for training abroad.

#### **F. Training in India**

3.19 The Committee have been informed that the details of in-service training given to all employees including SCs and STs during the years 2009, 2010, 2011 and 2012 are as under :-

#### External

Year	No. of Programme	No. of participants	Out of which		
			SC	ST	General
2009	161	263	37	10	216
2010	131	226	38	6	18
2011	55	99	12	4	83
10`1	121	216	7	5	204

#### Internal

Year	No. of Programme	No. of participants	Out of which		
			SC	ST	General
2009	379	6482	1423	340	4429
2010	283	5947	937	266	3171
2011	78	1497	297	89	1013
2012	329	6133	1118	501	4515

3.20 Replying to query on external and internal training, it has been stated that trainings conducted by outside agencies like IIBF, NIBM etc. against payment of participation fees for employees are known as external training. However, training conducted by the in-house faculties including Bank's senior and experienced officers using in-house training infrastructure are called internal training.

3.21 As regard criteria and norms for nomination officers for external and internal training, it has been stated that the recommendation for external/internal training is made by the concerned department related to the subject of training. The person who is dealing with the related department is nominated for the purpose.

3.22 It has been further stated that there is no reservation as such. However, any SC/ST employee who fits the required area of training is nominated. This is the reasons for nomination of less numbers of Scheduled Castes and Scheduled Tribes for external and internal training.

**3.23 It has been stated that the number of SCs/STs nominated for external training is very less because there is no reservation as such but any SC/ST employees who fits the required area of training is nominated. The Committee are of the view that the Management must be aware that employees are basically sent on training so as to enhance their knowledge, skill and to acquire aptitude, experiences etc. so that they can contribute more to the growth of the organisation. In many instances it has also been stated that eligible SC/ST officers are not available for nomination for training abroad or even available in the feeder grades for promotion. The Committee feel that if sufficient SC/ST employees cannot be nominated for external and internal training, then hardly there will be eligible SCs/STs for nomination for training abroad. Moreover, for their better performance and enhance their skill SCs/STs employees should be nominated for training on regular basis. The Committee, therefore, recommend that irrespective of the prescribed eligibility criteria, the number of SC/ST employees in clerical as well as officers level be nominated for external and internal training every year so that they can contribute more in the growth of the Bank.**

## G. Pre-recruitment Training

3.24 The Committee have been furnished the details of pre-recruitment training during years 2009, 2010, 2011 and 2012 are as under:-

Year	Officer				Clerk			
	No. of pre-recruitment training programme conducted	Duration	No. of persons trained		No. of pre-recruitment training programme conducted	Duration	No. of persons trained	
			SC	ST			SC	ST
2009	1	6 days	469	565	1	6 days	595	1179
2010	1	6 days	344	104	1	6 days	1388	334
2011	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
2012	1	6 days	314	157	1	6 days	1082	541

3.25 When asked to state how many SCs/STs candidates out of 1082 SCs and 541 STs who had been given pre-recruitment training are able to get into the job for which they were given training, it was stated that as the above training was conducted by the IBPS, Mumbai which is the recruiting agency for all banks both in clerical and officers' cadre, the said comparative data is not available with the Bank.

## H. Complaints/Grievances of SC/ST Employees

3.26 The Committee have been informed that a Complaint Register is there exclusively for recording matters related to the SCs/STs. Any grievance or complaint received from the SC/ST employees are recorded. Efforts are made for immediate redressal and the matter is reported to the higher authorities and as per their advice action follows.

3.27 The details of complaints received from SC/ST employees during the years 2009, 2010, 2011 and 2012 are as under:-

Year	No. of complaints received and disposed of
2009	NIL
2010	One
2011	One
2012	One



3.28 It was stated that the nature of complaint pertains to non-confirmation in the post of Permanent Head Cashier. However, on examination it was found that he was not entitled for the same due to availability of a senior eligible employee. He was sent a clarification in the matter within a period of one month. In one case of complaints Shri S. Gopinath, Officer, Belgaon Branch under Bangalore Region had sought for transfer to a favourable place in or around Bangalore. He had been transferred to Bangalore branch and has since retired from Bank's service. In another case Shri Tapan Biswas had alleged harassment due to transfer. However, the employee had already been charge sheeted prior to his transfer and the case is currently under investigation.

3.29 The Committee were also informed that the Competent Authority to redress the grievances of SCs/STs is Chief General Manager.

3.30 In reply to query on periodic meetings with the Management, it was informed that the Bank holds quarterly meetings with Scheduled Castes/Scheduled Tribes Employees Welfare Associations to sort out the problems of SC/ST employees, if any. The minutes of such meetings are prepared and a copy of such minutes are endorsed to SC/ST Employees Welfare Association.

**3.31 The Committee note that complaints/grievances of SC/ST employees of the Bank is pretty less as compared to other organisations. However, the Committee feel that in so far as the complaints and grievances of SC/ST employees are concerned, even trivial matters should be accorded due importance and resolved at the earliest by the Management so as to dispel the notion that the Management is not receptive to their problems. Each and every complaint received should be recorded in the complaint register and thoroughly examined at appropriate level and dispose of to the satisfaction of**

the complainant. The Committee desire that complainants are not harassed and victimized by the administration for putting up their grievances. While dealing with complaints/grievances of SC/ST employees, the Management should be emphatic and sensitive to their feelings and should take utmost care to redress their grievances. The Committee also opine that the best way to mitigate the complaints and grievances of SC/ST employees is to have regular quarterly meetings with the SC/ST Employees' Welfare Association and address their problems across the table. The Committee would like to know the updated status of complaints under investigation.

#### **I. Disciplinary Cases**

3.32 The Committee have also been furnished with the details of departmental proceedings/vigilance cases initiated against officials/staff members of the Bank during the year 2008, 2009, 2010, 2011 and 2012 as under:-

<b>Sl. No.</b>	<b>Cadre</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>
<b>1</b>	Officer	94	62	40	183
<b>2</b>	Clerk	51	18	21	36
<b>3</b>	Substaff	8	1	3	7
<b>Total</b>		<b>153</b>	<b>81</b>	<b>64</b>	<b>226</b>

3.33 The Committee were informed that all cases of SC category officers pertaining to the year 2010 and 2011 have been disposed of. However, 5 out of 13 cases pertaining to 2012 are pending which are expected to be completed by June, 2013. Further, all the ST category cases pertaining to the year 2010 and 2011 have been disposed of. However, 4 out of 11 cases pertaining to year 2012 are pending which are expected to be completed by June, 2013.

**3.34 The Committee note that out of 13 SCs disciplinary cases pertaining to the year 2012, 5 cases were expected to be completed by June, 2013. Further, out of 11 STs disciplinary cases pertaining to the year 2012, 4 pending cases were expected to be completed by June, 2013. The Committee may be**

**apprised of the updated status of these 5 SCs and 4 STs disciplinary cases pending finalization by the competent authority. Further concerted efforts should be made to conclude the pending cases within time frame to be fixed.**

**J. Housing facilities**

3.35 The Committee were informed that UBI is providing housing facilities to its employees at different locations. Bank's residential accommodation is allotted to the employees on first come first serve basis. There is no specific reservation for SCs/STs.

3.36 A total of 279 quarters were allotted out of which 23 quarters were allocated to Scheduled Caste and 11 quarters were allocated to Scheduled Tribes.

3.37 The Committee were further informed that United Housing Loan is given upto a maximum of Rs. 100 lac. In case of House Building Loan, Officers are eligible for maximum of Rs. 20.00 lac, Award Staff are eligible for maximum of Rs. 12.00 lac and Subordinate Staff are eligible for maximum of Rs. 8.00 lac.

3.38 All confirmed employees who completed 5 years of service in the Bank are eligible for House Building Loan as per the limit stated above.

3.39 The Committee have been informed that no concession in the rate of interest is allowed to SC/ST employees.

**3.40 The Committee are dismayed to note that neither reservation in accommodation is provided nor any concession in the rate of interest is allowed to SC/ST employees. The Committee desire that either reservation in accommodation should be provided to Scheduled Castes and Scheduled Tribes employees or concession in the rate of interest for House Building Loan should be allowed to them.**

## **CHAPTER IV**

### **CREDIT FACILITIES TO SCs/STs**

#### **A. Introductory**

4.1 The Committee have been informed that credit facilities to SCs and STs are generally covered under Weaker Sections in Priority Sector Lending (PSL). Rural Credit Policy Planning & Operation Department of the Bank is monitoring Priority Sector Lending (PSL), including credit activity concerning weaker section. The targets vis-a-vis achievement are regularly reviewed at various levels like at the meetings of State Level Bankers' Committee.

4.2 Overall flow of credit to the weaker sections has been growing. It has increased from 22 % of PSL as on last reporting Friday on March,2009 to 31.87 % as on last reporting Friday of March, 2013. The flow of credit to weaker sections has also increased from Rs.2613 crores to Rs.8083 crores during the corresponding period.

4.3 The PSL is mainly monitored by RBI on quarterly basis. However, the targets are regularly reviewed at various levels including at State Level Bankers' Committee Meetings, which are also attended by representatives of Ministry of Finance (Nodal Officer for SLBC).

4.4 Beside RBI regularly monitors the Central Government sponsored schemes to ensure smooth credit flow to SCs and STs. RBI periodically issues instructions/guidelines to the Banks in this regard. RBI has stipulated targets for these sectors for the Banks.

#### **B. Extension of Credit Facilities to SCs/STs**

4.5 The Committee have been informed that United Bank of India having its Head Office at Kolkata extends credit facilities to SCs and STs for their socio-economic

development through its 1729 branches across the country. The Bank has also 33 Regional Offices to monitor the functioning of the branches.

4.6 One General Manager heads the Priority Sector Department at Head Office of the Bank. The Priority Sector Department at Head Office formulates various schemes for the benefit of Scheduled Castes and Scheduled Tribes for their socio-economic development and also monitors credit flow to SCs / STs through all the regional offices and branches.

4.7 It was also informed that the Bank has 33 Regional Offices across the country. All the Regional Offices are headed by Senior Executives (Deputy General Manager/Assistant General Manager). Branch heads are also posted depending upon volume of business and potentiality of the area for augmenting the flow of credit to SCs/STs. Regional Heads regularly review and monitor such performance of the branches under their control while reviewing the business target of the branches. There is endeavour on the part of the Bank to post SC/ST Officers in the locations having large SC/ST community.

**4.8 The Committee note that the United Bank of India extends credit facilities to SCs and STs for their socio-economic development through its 1729 branches across the country. One General Manager heads the Priority Sector Department at Head Office of the Bank at Kolkata. The Priority Sector Department at the Head Office formulates various schemes for the benefit of SCs/STs for their socio-economic development and also monitors credit flow to SCs/STs through all the regional offices and branches. The Committee draw the attention of the Bank about the updated Master Circular on priority sector lending- credit facilities to SCs/STs issued by the RBI dated 1 July, 2011 to all the scheduled commercial banks, it has specially stated that a**

**Special Cell should be set up at the Head office for monitoring the flow of credit to SC/ST beneficiaries. Apart from ensuring the implementation of the RBI guidelines, the Cell would also be responsible for collection of relevant information/data from the branches, consolidation thereof and submission of the requisite returns to RBI and Government. The Committee note that presently the United Bank of India does not have such a special cell. The Committee, therefore, recommend that the UBI should set up a Special Cell to monitor flow of credit to SC/ST beneficiaries at the earliest so that it may fulfill the job entrusted to it as per the instructions given by RBI.**

**C. Details of Schemes where Credit facilities were extended by United Bank of India**

4.9 The Committee have been informed that the United Bank of India is providing credit to SC & ST beneficiaries under major centrally sponsored schemes, namely Swarnajayanti Gram Swarozgar Yojana (SGSY), Swarna Jayanti Shahari Rozgar Yojana (SJSRY), Differential Rate of Interest (DRI), Scheme for Liberation and Rehabilitation of Scavengers (renamed as Scheme for Rehabilitation of Manual Scavengers- SRMS).

4.10 The salient features of the major centrally sponsored schemes are as under:

<b>Scheme</b>	<b>Extent of credit</b>	<b>Rate of Interest</b>	<b>Other terms &amp; conditions</b>
SGSY	No Upper Limit	Linked to BPLR	Under SGSY Scheme, beneficiaries belonging to SC/ST are entitled to subsidy of 50% of the project cost with a maximum ceiling of Rs. 10,000/- as against the subsidy of 30% of project cost with a maximum ceiling of Rs. 7500/- in case of beneficiaries under general category.  For groups subsidy is 50% of project cost subject to per capita subsidy of Rs.10,000/- or Rs.1.25 Lac , whichever is less.

SJSRY	Maximum allowable unit Project cost Rs. 2.00Lac	Linked to BPLR / Base Rate	Margin-5% of the project Cost Subsidy-25% of project cost subject to maximum of Rs.50000/-
DRI	Quantum of Credit- up to Rs.20,000/- for Housing Loan. and Rs.15,000/- for other than Housing activity.	4%	No subsidy
PMEGP	Maximum Project Cost- Rs.25.00 Lac for manufacturing & Rs. 10.00 Lac for service activities.	Linked to BPLR/ Base Rate	Margin-5% of project cost.(for special category including SC/ST) & 10%for Gen. Category. Subsidy-25% & 35% of project cost in urban & rural areas respectively for special category including SC/ST; 15% & 25% respectively in case of general category.

4.11 The Committee were informed that the Central and State Governments formulate and implement welfare schemes for Scheduled Caste and Scheduled Tribes through various agencies namely National Scheduled Castes Finance Corporation (NSFDC) and Scheduled Castes and Scheduled Tribes Development and Finance Corporations (SCDC), etc.

4.12 Replying to a query on procedure followed for selection of SC/ST beneficiaries, it was stated that SCs/STs living below the poverty line are the primary target group. The beneficiaries under SGSY are selected through the process of joint inspection at the Gram Panchayat level by the Pradhan of the Gram Panchayat, representative of the bank and the representative of Block Development Office. Similarly, in case of SJSRY, SRMS, etc. beneficiaries are primarily identified by the representatives of the urban local bodies and finally selected through a process of joint inspection. At the time of joint inspection, availability of raw material and market feasibility and the aptitude of the beneficiary are considered and the scheme is selected as per choice of the beneficiary.

4.13 When asked to state the role of the Bank in selection of beneficiaries, it was informed that the representative of the Bank takes active role in selection of beneficiaries through participation in the process of joint inspection along with the Line Departments of the State Government. Besides, the Bank also help the poor borrowers in filling up the forms and completing other formalities so that they are able to get credit facility within a stipulated period from the date of receipt of applications.

4.14 In order to encourage SC/ST borrowers to take advantage of credit facilities, greater awareness among them about various schemes formulated by banks is created. As a majority of the eligible borrowers would be illiterate persons, publicity through brochures, other literature, etc. is of limited utility. The more desirable method is for the field staff of banks that contact such borrowers and explain to them the salient features of the schemes as also the advantages that will accrue.

4.15 It was also informed that Bank branches organize meetings more frequently exclusively for SC/ST beneficiaries to understand their credit needs and to incorporate the same in the credit plan.

**4.16 The Committee are of the view that for the successful implementation of various central government sponsored schemes for the benefits of the poor especially the SCs/STs, all nationalized Banks need to play a pro-active role. The Committee note that UBI takes active role in selection of beneficiaries through participation in the process of joint inspection along with the Line Departments of the State Government. Besides, the Bank also helps the poor borrowers in filling up the forms and completing other formalities to ensure that they get credit facility within a stipulated period from the date of receipt of application. The Bank branches also organize frequent meetings for SC/ST**



beneficiaries to understand their credit needs and to incorporate them in the credit plan. The Committee acknowledge the vital role are being played by the Bank in facilitation of credit facilities to SCs/STs for their socio-economic development. The Committee, therefore, urge that to penetrate more SC/ST beneficiaries especially in rural areas the Bank should hold regular Financial Literacy and Credit Counselling Camp and explain to them all banking related matters such as deposit schemes, credit facilities, mobile banking, internet banking etc. and also emphasize on the need to open basic savings account to avail various State Government/Central Government social benefits schemes. The Committee also note that the quantum of credit in DRI Scheme is very less. The Committee desire that the amount of credit should be enhanced upto 1 lakh.

**D. Credit Facilities Disbursed to SCs/STs Under Major Centrally Sponsored Schemes**

4.17 The Committee were informed that Credit facilities disbursed to Scheduled Castes and Scheduled Tribes under major centrally sponsored schemes during the years 2008-09, 2009-10, 2010-11 and 2011-12 are furnished below:

Amount Rs. in crore

Schemes	2008-09				2009-10				2010-11			
	Total		SC/ST		Total		SC/ST		Total		SC/ST	
	A/C	Amt.	A/C	Amt.	A/C	Amt.	A/C	Amt.	A/C	Amt.	A/C	Amt.
SGSY	6008	31.99	3049	16.19	12980	36.62	6504	18.66	13978	52.70	6993	26.39
SJSRY	1230	2.92	272	0.64	1942	5.06	406	7.06	2417	8.10	498	1.68
DRI	1165	0.88	470	0.35	2390	4.03	995	1.65	7130	9.46	2960	3.94
SLRS/ SRMS	223	0.53	223	0.53	1038	2.40	1038	2.40	1114	2.61	1114	2.61
PMRY / PMEGP	1735	19.96	385	4.83	2498	46.24	602	11.36	3413	62.10	822	14.96

Amount Rs. in crore

Schemes	2011-12				2012-13			
	Total		SC/ST		Total		SC/ST	
	A/C	Amt.	A/C	Amt.	A/C	Amt.	A/C	Amt.
SGSY	11006	73.57	5510	36.83	9905	64.38	5448	33.41
SJSRY	1991	11.99	402	2.43	2492	16.06	507	3.25
DRI	7181	8.84	2962	3.76	6463	7.69	2844	3.18
SLRS / SRMS*	SCHEME DISCONTINUED							
PMRY / PMEGP	5043	76.69	1363	17.64	7110	105.12	2246	28.07

\* Scheme not in operation.

**4.18 The Committee note that the performance of the Bank with regard to disbursement of credit facilities to SCs/STs during the years 2008-09, 2009-10, 2011-12 and 2012-13 under various centrally sponsored schemes is less than satisfactory. The Committee note that under the SGSY scheme, the number of SC/ST beneficiaries have increased from the year 2008-09 upto 2010-11 but from the year 2011-12 to 2012-13 the beneficiaries have depreciated considerably. Likewise, under SJSRY scheme, SC/ST beneficiaries have increased from the year 2008-09 to 2010-11 and decreased in 2011-12 and again increased in 2012-2013. The Committee are surprised to note these inconsistency in the performance of the Bank with regard to SC/ST beneficiaries of centrally sponsored schemes. As in the case of PMRY/PMEGP, there should be progressive increase in the SC/ST beneficiaries of SGSY and SJSRY. The Committee opine that these centrally sponsored socio-economic welfare schemes are aimed at strengthening the weaker section of the society especially the SCs/STs. The Committee, therefore, urge that keeping in view the aim and objective of the schemes, the Bank should introspect as to why its performance under SGSY and SJSRY has not improved and accordingly take a corrective steps in this regard.**

4.19 The Committee also note that the beneficiaries under DRI Scheme has considerably increased from the year 2009-10 to 2010-11 but from the year 2011-12 to 2012-13 it has slightly decreased. The Committee desire that the Bank should improve its performance under DRI scheme and take utmost care to enhance the number of SC/ST beneficiaries under the scheme. The Committee also would like to know under what circumstances the SLRS/SRMS schemes were discontinued from the year 2011-2012 onward.

**E. Total Priority Sector Advances**

4.20 The details of total Priority Sector Advances given to weaker sections by the Bank under Agriculture, Small Scale Industries (SSI), Small Business and Service Sector for the years 2008-09, 2009-10, 2010-11, 2011-12 and 2012-13 are as under:

Amount in Rs.crore

Sector	2008-09		2009-10		2010-11		2011-12		2012-13	
	No	Amt	No	Amt	No	Amt	No	Amt	No	Amt
Total Priority Sector Advance	921075	11757	771405	14396	830457	17751	1072593	22258	1206827	25361
Advance to Weaker Section	393995	2613	446202	3750	563055	5143	645331	7616	788387	8083
Of which Agri	257690	1354	292017	1829	370425	2508	424553	4278	513398	4462
S.S.I	13186	62	13186	62	13186	62	16801	79	22706	210
Small Business & Service	129119	1197	141019	1859	179444	2573	203977	3259	252283	3411

4.21 The share of Scheduled Castes and Scheduled Tribes out of Priority Sector advances under different sectors for the years 2009-10 , 2010-11, 2011-12 and 2012-13 are as under:

Amount in Rs.crore

Sector		2009-10		2010-11		2011-12		2012-13	
		No	Amt	No	Amt	No	Amt	No	Amt
Total Priority Sector Advance		771405	14396	830457	17751	1072593	22258	1206827	25361
Advance to Weaker Section		446202	3750	563055	5143	645331	7616	788387	8083
Out of which to SC/STs		280219	1750	312036	2206	328332	4094	374116	4818
Agriculture	SC	86837	299.18	96939	386.89	149658	900.11	172842	1055
	ST	61329	213.38	71049	248.32	81962	512.12	92660	594
Total		148166	512.56	167988	635.21	231620	1412.23	265502	1649
S.S.I	SC	22259	324.12	26614	421.19	11180	572.68	13169	813
	ST	12065	262.36	14337	333.82	6726	324.64	8071	209
Total		34324	586.49	40951	755.01	17906	897.32	21240	1022
Small Business & Services	SC	58376	361.73	61398	503.62	43745	687.12	48817	778
	ST	32524	155.02	33280	105.43	9376	147.21	11162	176
Total		90900	516.95	94678	609.05	53121	834.33	59979	954

**4.22 The Committee note that advances provided to SCs under SSI during the years 2009-10, 2010-11, 2011-12 and 2012-13 show marginal increase over the years. Whereas during the same period, there was no such increase in the amount of advances provided to STs. In fact from the year 2011-12 to 2012-13, there was steep fall in the advances provided for the STs in SSI sector. It is apparent that the Bank has not paid serious attention to the needs of STs entrepreneurs. The Committee desire that the reasons for these fall in priority sector advances to ST people and corrective measures taken in this regard should be apprised to the Committee.**

**4.23 The Committee also note that in Small Business and Services sector, the number of beneficiaries has been up from 90900 in 2009-10 to 94678 in 2010-11. But in the year 2011-12 and 2012-2013, the number of beneficiaries has considerably come down to 53121 and 59979 respectively. The Committee is at loss to understand as to why the number of beneficiaries has gone down so steeply instead of increasing the number of beneficiaries. The Committee**

would like to impress that effective steps be taken by the Ministry to increase the number of beneficiaries.

**F. Special schemes for SCs/STs**

4.24 Besides, the Bank has also introduced the following 5 (five) Special Schemes for the SC /ST people to meet their credit requirement.

**Sl. No. Name of the Scheme**

- i. United Awas Yojana for SC / ST community
- ii. United Siksha Yojana for SC / ST community
- iii. United New Life Yojana for SC / ST community
- iv. United LPG connection for SC / ST community in rural areas
- v. United Land Purchase scheme

4.25 The salient features of these schemes are as under:

**i) United Awas Yojana for SC/ST community :**

1. Objective : For providing financial assistance to SC/ST community for purchase/construction of new/old house/flat.
2. Purpose :
  - i. Purchase/construction of new/old (not more than 35 years) house/flat.
  - ii. Renovation/extension/repair of house.
  - iii. Taking over of housing loan taken from other bank / financial institution.
3. Eligibility : Individual belonging to SC/ST community, aged 21 years or above, having regular income (including agriculture income) who is not a defaulter borrower of any bank/financial institution up to maximum age limit of 65 years.
4. Maximum limit : Rs.5.00 lacs.
5. Margin : 10% of the project cost.

6. Repayment : Maximum 20 years, but before borrower's attainment of 65 years of age.
7. Security : Primary – Mortgage of the property accrued out of bank finance.
8. Rate of Interest : 10.45% p.a.to 10.95%p.a depending upon repayment period with monthly rest.
9. Special feature : i. Low rate of interest.  
ii. No processing charge.  
iii. No additional security.  
iv. Property is to be insured against fire and other hazards with bank clause with Personal Accident benefits for the borrowers at a concessional rate of premium.  
v. 1% pre-payment charge shall be levied in case of take over of loans by banks / financial institutions / housing companies, etc.

**ii) United Siksha Yojana for SC/ST community :**

1. Objective : Providing financial assistance to brilliant and needy students of SC/ST community for pursuing higher / professional / technical education.
2. Eligibility : The student should be an Indian National belonging to SC/ST community seeking admission to a professional / technical course through entrance test/selection process either inland or abroad.
3. Courses eligible : Courses conducted by reputed Indian / Foreign Institutions in Graduation / Post Graduation / Professional etc. approved by AICTE / University Grant commission (UGC) / Govt. / AIBMS/ ICMR, etc.

4. Expenses to be covered : Course fee, examination / library / laboratory fee, purchase of books/equipments/instruments/uniforms, caution deposit / building fund / refundable deposit, travel expenses / passage money for studies in abroad, purchase of computer/laptop, if required and other expenses to complete the course like study tours, project work, thesis, etc.
5. Quantum of Loan : 1. For study in India - Max. Rs.10.00 lac  
2. For study abroad - Max. Rs.20.00 lac
6. Concession : 1% interest concession shall be allowed if the interest is serviced during the moratorium period.
7. Margin : a) For study in India - Nil  
b) For study abroad - 10%
8. Interest : Limit up to Rs.4.00 lac- 12.20% & Limit above Rs.4.00lac- 13.10%.
9. Processing Fee : Nil
10. : a) Up to Rs.4.00 lac – No collateral security.

### Security

- b) Above Rs.4.00 lac & up to Rs.7.50 lac – Collateral security in the form of satisfactory third party guarantee. In case parent/co-obligator's worth is sufficient to cover the loan amount, no third party guarantee is required.
- c) Above Rs.7.50 lac – Collateral security of suitable value or third party guarantee along with the assignment of future income of the student.

The documents shall be signed by the student and the parents / guardians jointly.

11. Repayment : The loan is to be repaid in 5 to 7 years after moratorium period.

12. Moratorium : Course period plus one year or six months after getting the job whichever is earlier.

13. Documents : 1) Demand Promissory Note  
2) Letter of Authority executed by student  
3) Letter of Guarantee (for loan above Rs.4.00 lac)  
4) Assignment of future income (for loan above Rs.7.50 lac)

Required caste certificate issued by the appropriate authority is to be produced before bank.

**iii) United New Life Yojana for SC/ST Community :**

1. Objective : Providing financial assistance for daughter's marriage of SC/ST community.

2. Purpose : Providing fund for daughter's marriage.

3. Eligibility : i. In case of employees min. 3 years of permanent service.  
ii. In case of others the applicant must be the resident of the locality for at least 3 years.

4. Maximum Limit : 15 month' gross income or Rs.40, 000/- (maximum) where employer will ensure realization of EMI and attach terminal benefits or Rs.30, 000/- (maximum) where above undertaking will not be available. For professional and self employed persons as well as farmers the maximum loan amount shall be Rs.30, 000/-. The quantum of loan of a farmer shall be determined on his farm and non-farm income.

5. Rate of interest : 14 % p.a. with monthly rest.

6. Repayment period : By 36 EMIs

Provided take home pay / net income should not go below 40% of the gross salary / income after all deductions including proposed EMI and adequate length of service shall remain to cover the repayment period.



7. Special feature : No processing charge.

**iv) United LPG Connection Scheme for SC/ST community in Rural Areas :**

1. Objective : For providing LPG connection with oven to SC/ST women.
2. Purpose : To improve the economic activities and social status of women of SC/ST community.
3. Eligibility :
  - i. Beneficiary should be SC/ST (individual or SHG)
  - ii. Annual family income should not exceed Rs.1.00 lac.
4. Limit : Rs.5,000/- (maximum)
5. Margin : Nil
6. Repayment : Rs.75/- p.a.
7. Security : Primary – Hypothecation of cylinder, oven, burner and accessories.  
Addl. – Nil
8. Rate of Interest : 10.50% p.a. with monthly rest.
9. Special feature :
  - i. Low rate of interest.
  - ii. No processing charge.
  - iii. No additional security.

v) **United Land Purchase Scheme for SC/ST community :**

1. Objective : To provide institutional credit to small and marginal farmers, share cropper, tenant farmers belonging to SC/ST community to purchase of land for agriculture purpose.
2. Purpose : Purchase of land for cultivation / undertaking allied agriculture activities.
3. Eligibility : Small and marginal farmers, , share cropper, tenant farmers belonging to SC/ST community
4. Limit : Rs.50,000/- (minimum) and Rs.2,00,000/- (maximum)
5. Margin : 10%
6. Repayment : Loan is to be repaid within 7 to 10 years including moratorium period of maximum 2 years.
7. Security : Primary – Charge of land to be purchased out of bank loan  
Addl. – Any other collateral security or 3<sup>rd</sup> party guarantee with sufficient net worth acceptable to the bank.
8. Rate of Interest : Upto Rs.50000/- 10.50% p.a and above Rs.50000/- 11.50%.

4.26 The Committee have been informed that the year wise number of SC/ST beneficiaries under United Awas Yojana are as under:

FY	2010	2011	2012
No.	577	641	192

4.27 The Committee have also been furnished the details of year wise beneficiaries of SCs/STs under United Siksha Yojana as under:

FY	2010	2011	2012
No.	682	660	111

4.28 The moratorium period for availing loan under United Siksha Yojana is the duration of the course plus 6 months after completion of the course or getting employment whichever is earlier. The loan amount has been fixed as per RBI guidelines on Priority Sector Lending and the same may be revised on receipt of revised guidelines from RBI.

4.29 The Committee were also informed that beneficiaries of United Siksha Yojana who secured employment after completion of the course remains in a better position to repay the loan on time in comparison to the others.

4.30 The Committee were also informed that the year wise number of SC/ST beneficiaries under United New Life Yojana as under:

FY	2010	2011	2012
No.	359	181	108

4.31 Replying to query on plan to increase the quantum of loan provided under the United New Life Yojana, it has been stated that the matter of increasing the loan quantum is under examination.

4.32 When asked to furnish the details of SC/ST beneficiaries of United LPG Connection Scheme to SC/ST community in rural areas during the years 2010, 2011 and 2012, the details of SC/ST beneficiaries has been furnished as under:

FY	2010	2011	2012
No.	875	1412	107

4.33 The Committee have been informed that the year wise number of SC ST beneficiaries under United Land Purchase Scheme is furnished as under:

FY	2010	2011	2012
No.	61	51	277

4.34 Replying to a query on whether the loan amount of Rs.50,000/- to Rs.2,00,000/- under United Land Purchase Scheme for SCs/STs is sufficient enough to purchase a cultivable land, it has been informed that the adequacy of the loan quantum to purchase cultivable land depends upon various factors like location of the plot, size of the plot, availability of irrigation facilities etc. With the existing amount of loan certain quantum of cultivable land can be purchased and the beneficiaries availing loan have so purchased also.

4.35 It has also been informed that the matter of increasing the loan quantum under United Loan Purchase Scheme is under examination.

**4.36 The Committee note that the number of SC/ST beneficiaries of United Awas Yojana has steeply decreased from 641 in 2011 to 192 in 2012. The Committee desire to know the reason for this steep decline in the number of SC/ST beneficiaries.**

**4.37 The Committee are concerned to note that the number of SC/ST beneficiaries of United Siksha Yojana has remarkably come down to 111 in 2012 from 660 in 2011. The Committee note with pleasure that the number of beneficiaries who secured employment after completion of the course remains in a better position to repay the loan on time in comparison to others. The Committee would like to know the reasons as to why the number of SC/ST beneficiaries under United Shiksha Yojana has dropped to 111 in 2012**

particularly when SC/ST students are in a position to repay the loans. The Committee may also be apprised about the effective steps taken by the Ministry to overcome this issue.

4.38 The Committee observe that there is significant increase in the number of SC/ST beneficiaries under United Land Purchase Scheme in 2012. It has also been stated that the matter of increasing the loan quantum is under examination. The Committee may be apprised the outcome of examination for increasing the quantum of loan under United Land Purchase Scheme.

#### **G. Loans to Rural Artisans**

4.39 In reply to a query on guidelines of the Reserve Bank of India in regard to grant of loans under Differential Rate of Interest (DRI) to rural artisans and small units set up by SCs/STs, it was stated that Rural artisans are those who are engaged in small industrial activities (manufacturing, progressing and servicing of goods) involving utilization of locally available natural resources and/or human skills whose individual credit requirements do not exceed Rs.15,000/-.

4.40 The DRI Scheme is operative in the entire country. To be eligible under the scheme the income of the borrower from all sources should not exceed Rs.18,000/- in rural areas and Rs.24,000/- in urban and semi urban areas per annum. Land holding should not exceed 1 acre of irrigated land and 2.5 acres of unirrigated land.

4.41 Concessions to SC/ST beneficiaries- Minimum 40% of the bank credit under the Scheme should flow to SCs/STs. The land holding criteria is not applicable to beneficiaries belonging to SC/ST communities.

## H. Amounts Disbursed Under Various Schemes

4.42 The Committee have been informed that the United Bank of India has introduced the following five schemes for hassle-free credit to the beneficiaries belonging to Scheduled Castes and Scheduled Tribes. The amounts disbursed along with number of beneficiaries during the years 2009-10, 2010-11, 2011-12 and 2012-13 are as under:

Amount in Rs. crore

Scheme	2009-10		2010-11		2011-12		2012-13	
	No	Amt	No	Amt	No	Amt	No	Amt
United Awas Yojana for SC / ST community	577	12.11	641	13.91	192	2.65	208	2.87
United Siksha Yojana for SC / ST community	682	24.20	660	22.96	111	0.41	146	0.54
United New Life Yojana for SC / ST community	359	1.16	181	0.56	108	0.19	137	0.24
United LPG connection for SC / ST community in rural areas	875	0.44	1412	0.71	107	0.05	131	0.06
United Land Purchase scheme	61	0.85	51	0.37	277	1.39	339	1.70

## I. Recovery of Loans

4.43 The Committee were also informed that the percentage of recovery of loans from SCs & STs borrowers and others under different centrally sponsored schemes as under:

Schemes	Overall % of recovery	% of recovery from SC & ST borrowers
SGSY	34	35
SJSRY	36.17	41.50
DRI	33.50	40.22
PMRY	32.28	33.75

4.44 When asked to state the difficulty faced by the Bank in recovery of loans, the Committee were informed that the Bank faces difficulty in recovery of loans for the following reasons:

- (i) Diversion of credit for consumption.
- (ii) Non-creation of any viable economic activity.
- (iii) Income generation from the activity is not enough to pay the installment of loan.

4.45 In reply to a query on steps taken for recovery of loans, it was stated that Bank officials make pre-sanction and post-sanction visits for creation of assets out of loan amount. Bank officials help the borrowers for running the business / activity through financial counselling. For recovery of loans, the Bank officials also personally meet with the borrowers along with the representatives of Panchayats or Urban Local Bodies besides issuance of reminders for recovery of loans. United Bank also arranges for holding of regular recovery camps and awareness camps with the SC/ST borrowers. If the borrower fails to repay loans for genuine reasons, loan account is reviewed and further assistance is also provided for running the activity/business. If the loan account becomes overdue in spite of Bank's positive gesture, the Bank tries to recover the dues through compromise settlement of the loan account.

**4.46 It has been cited that some of the difficulty faced by the Bank in recovery of loans is due to diversion of credit for consumption, non-creation of any viable economic activity and income generation from the activity is not enough to pay the installment of loan. In so far as diversion of credit for consumption is concerned, the Bank should inform the applicants before hand that diversion of credit for other activities will render them ineligible for future loan and that the loan should be strictly utilize for the particular**

projects/schemes for which it was sanctioned. Whereas, for non-creation of any viable economic activity and income generation from the activity not being sufficient to pay the installment of loan, the Bank should give them proper counseling and training before sanction of loan so as to enable them to run their income generation activities and business activities with expertise and skills to run small entrepreneurships. The Committee also note that the percentage of recovery of loans from SC/ST borrowers under centrally sponsored schemes are much better than overall percentage of recovery. The Committee, therefore, recommend that the Bank should give SC/ST borrowers maximum benefits before going for compromise settlement of the loan account. The Committee may also be informed about the overall loan extended to SC/STs under the various schemes launched by UBI and ratio of recovery from them as compare to others.

#### J. Loan Applications

4.47 The Bank branches maintain records for receipt of application under various Government-sponsored schemes along with disposal of proposals. Details of proposal received, sanction, rejection, pending, etc are furnished as under:

Scheme	2007-08			2008-09			2009-10		
	Recv.	San	Rej	Recv	San	Rej	Recv.	San	Rej
<b>SGSY</b>									
<b>Total</b>	<b>6012</b>	<b>5874</b>	<b>138</b>	<b>6150</b>	<b>6008</b>	<b>142</b>	<b>13185</b>	<b>12980</b>	<b>205</b>
SC	2075	2060	15	2170	2167	3	4564	4553	12
ST	887	880	7	884	882	2	1958	1951	7
<b>SJSRY</b>									
<b>Total</b>	<b>1225</b>	<b>996</b>	<b>229</b>	<b>1295</b>	<b>1230</b>	<b>65</b>	<b>1992</b>	<b>1942</b>	<b>50</b>
SC	201	195	6	225	218	7	327	320	7
ST	57	54	3	58	54	4	94	86	8
<b>DRI</b>									
<b>Total</b>	<b>1080</b>	<b>1080</b>	<b>0</b>	<b>1165</b>	<b>1165</b>	<b>0</b>	<b>2390</b>	<b>2390</b>	<b>0</b>
SC	390	390	0	376	376	0	796	796	0
ST	45	45	0	94	94	0	199	199	0
<b>SLRS / SRMS</b>									
<b>Total</b>	<b>114</b>	<b>114</b>	<b>0</b>	<b>223</b>	<b>223</b>	<b>0</b>	<b>1038</b>	<b>1038</b>	<b>0</b>



SC	80	80	0	156	156	0	735	735	0
ST	34	34	0	67	67	0	303	303	0
<b>PMRY/PMEGP</b>									
<b>Total</b>	<b>3070</b>	<b>2644</b>	<b>426</b>	<b>1947</b>	<b>1735</b>	<b>212</b>	<b>3150</b>	<b>2498</b>	<b>652</b>
SC	571	530	41	324	308	16	492	481	11
ST	153	131	22	91	78	13	131	121	10

Scheme	2010-11			2011-12			2012-13		
	Recv.	San	Rej	Recv.	San	Rej	Recv.	San	Rej
<b>SGSY</b>									
Total	14083	13978	105	11056	11006	50	12162	11997	165
SC	4916	4895	21	5530	5501	29	6324	6290	34
ST	2106	2098	8	1655	1649	6	1810	1803	07
<b>SJSRY</b>									
Total	2570	2417	153	2165	1991	174	2382	2192	190
SC	398	390	8	385	360	25	453	431	22
ST	113	108	5	48	42/62	6	52	47	05
<b>DRI</b>									
Total	7135	7130	5	7223	7181	42	7946	7906	40
SC	2370	2370	0	2473	2460	13	2861	2847	14
ST	590	590	0	509	502	7	636	631	05
<b>SLRS / SRMS</b>				SCHEME DISCONTINUED					
Total	1121	1114	7						
SC	787	780	7						
ST	334	334	0						

Scheme	2010-11			2011-12			2012-13		
	Rec	San	Rej	Recv.	San	Rej	Rec	San	Rej
<b>PMRY/PMEGP</b>									
Total	4096	3413	683	6098	5045	1093	6708	5574	1134
SC	681	665	16	1082	1060	22	1274	1246	28
ST	168	157	11	319	303	16	369	351	18

4.48 It was informed that some of the reasons for rejection of loan proposals are as under:

- (i) Defaulter to some other banks and financial institutions.
- (ii) Non-compliance of terms and conditions.
- (iii) Selection of non-bankable schemes.
- (iv) Beneficiary of other Government Schemes.

4.49 Besides, it has been stated that other reasons for rejection of loan applications of SC/ST for SGSY, SJSRY, DRI and PMRY/PMEGP during the year 2011-12 is that some deficiencies were observed in the application forms and other papers for which the proposals were returned for resubmission after rectifications.

4.50 The Committee were also informed that the Bank has undertaken the following steps to ensure that rejection of applications are minimum in future.

- (i) Holding of regular credit camp along with awareness camp to sensitize the potential borrower.
- (ii) Counseling of the borrowers through FLCC (Financial Literacy and Credit Counseling centre).
- (iii) Training of the proposed borrowers through our R-SETI (Rural Self Employment Training Institute).
- (iv) Identification of the borrowers through joint inspection.
- (v) Inclusion of good borrowers in the joint inspection team.
- (vi) Rejection of SC/ST proposals compulsorily at an one stage higher level instead of at the level of sanctioning authority.

**4.51 The Committee observe that many loan applications received from SCs/STs for various Government sponsored schemes during the years from 2007-08 to 2012-13, have been rejected due to default to some other banks and financial institutions, non-compliance of terms and conditions, selection of non-bankable schemes and beneficiaries of other Government schemes. Besides, it was also informed that the Bank has undertaken various steps**

such as holding of regular credit camp alongwith awareness camp to sensitise potential borrower, counseling of the borrowers through Financial Literacy and Credit Counselling Centre, training of the proposed borrowers through R-SETIs (Rural Self Employment Training Institutes), identification of borrowers through joint inspection, inclusion of good borrowers in the joint inspection team and rejection of SC/ST proposals compulsorily at one stage higher level instead of at the level of sanctioning authority. The Committee feel that if the Bank sincerely applies the above steps, there would be no question of rejection of loan applications of SCs/STs. The Committee opine that if the Bank has to fulfil its obligation of channelizing government funds to SCs/STs, it needs to play more pro-active role. The Committee are of the view that if SCs/STs default in payment to banks and financial institutions and had already benefited from other government schemes, they may be rejected for fresh loans, but in case of non-compliance of terms and conditions and selection of non-bankable schemes, the Bank should facilitate and provide all possible assistance to the SCs/STs applicants so that they can avail benefits of Government sponsored schemes for their socio-economic development.

#### **K. Housing Loan for SCs/STs**

4.52 The Committee were informed that the general guidelines to extend Housing Loan has been put in place by RBI for the commercial Banks in order to ensure growth of dwelling place in the country keeping in view escalating Housing problem in City, Town etc. The guidelines of RBI stipulates general norms, inter-alia for granting of direct Housing Loan to SCs & STs. However to provide specific attention for growth of Housing Loan to SCs & STs the Bank has formulated separated scheme with relaxed norms like lower margin, lower rate of Interest etc.

4.53 The total amount of housing loans granted by the United Bank of India to Scheduled Castes and Scheduled Tribes separately during each of the last three years and the number of such borrowers are as under:

(Rs. in crore)

Year	Scheduled Castes		Scheduled Tribes	
	No. of Beneficiary	Amount	No. of Beneficiary	Amount
2008-09	2262	102.48	985	28.65
2009-10	3564	104.16	1754	52.52
2010-11	4775	191.40	2368	69.25
2011-12	5895	235.80	3089	91.26
2012-13	6989	279.64	4126	121.53

#### L. Educational Loans

4.54 The Committee have been informed that the laid down procedure for granting Education Loan to poor and meritorious students is as under:

- (i) For study in India: Loan for Rs.10 Lacs
- (ii) For Study abroad: Loan for Rs,20 Lacs
- (iii) For deserving cases the Bank may consider higher amount of loan.
- (iv) Eligible students are entitled to get interest subsidy under the scheme. Students not entitled to get such subsidy due to ceiling in parental income are eligible to get concession in interest rates provided the interest is serviced regularly.
- (v) Students can apply on-line and proposal is disposed of within 48 hours from receipt of the complete application.
- (vi) A student can also approach through a branch located nearest to his place of residence.
- (vii) The Bank has put in place a system of grievance redressal mechanism starting from Branch. RO & Head Office. Special attention is given for complaints lodged by SC / ST applicants.

4.55 The total amount of educational loan granted by United Bank of India to SCs and STs during the last three years are furnished as under:

Amount Rs. in crore

Year	Scheduled castes		Scheduled Tribes	
	No. of Beneficiaries	Amount	No. of Beneficiaries	Amount
2008-09	526	10.25	278	5.51
2009-10	689	14.35	375	7.39
2010-11	952	2.29	537	10.15
2011-12	1579	33.15	904	16.28
2012-13	2540	55.51	1436	27.29

4.56 The Committee were also informed that terms and conditions for grant of educational loans to SC and ST applicants and others are as under:

Terms & conditions	General Educational Loan	Educational loan to SC and ST Students under United Siksha Yojana
Loan Limit	For Study in India- Rs 10.00 lacs For study in abroad – Rs 20.00 lacs	For Study in India- Rs 10.00 lacs For study in abroad – Rs 20.00 lacs
Rate of interest	Upto Rs 4.00 lacs- 12.25% p.a. Above Rs 4.00 lacs – 13.00% p.a.	Upto Rs 4.00 lacs- 10.95% p.a. Above Rs 4.00 lacs – 11.70% p.a.
Margin	For loan upto Rs 4.00 lacs- Nil For Loan above Rs 4.00 lacs a) Study in India- 5% b) Study abroad-15%	Study in India- NIL Study abroad-10%
Processing Fee	Study in India- NIL Study abroad- 0.20% of loan amount.	Study in India- NIL Study abroad- NIL

4.57 The United Bank has also recently launched another scheme namely "United Superb Education Loan" for assisting the meritorious and needy students including SCs & STs for pursuing higher studies in all IITs, IIMs and other premium institutions in India.

4.58 The details of SC/ST students who had availed the "United Superb Education" for pursuing higher studies in IIT, IIMs and other premier institutions in India during the last three years (2010-11, 2011-12 and 2012-13) are under:

Year	Scheduled Castes		Scheduled Tribes	
	No. of Beneficiaries	Amount	No. of Beneficiaries`	Amount

		(in lacs)		(in lacs)
2010-2011*	NIL	NIL	NIL	NIL
2011-2012	NIL	NIL	1	2.00
2012-2013	5	10.36	1	1.71

**\*“United Superb Education Loan” has been launched on 02.07.2011.**

**4.59 The Committee appreciate that over the years there is a steady rise in the SC/ST beneficiaries of educational loan granted by United Bank of India. However, it is not known whether all applications received from SC/ST students are approved by the Bank, because no such data has been provided to the Committee. Moreover, the Committee would like to know if surety/guarantor are pre-requisite for sanctioning of educational loans to SCs/STs students. The Committee would like the Bank to give more publicity for educational loans especially amongst SCs/STs in rural areas so that other meritorious and aspiring students can avail the schemes offered by the Bank.**

**4.60 The United Bank has also recently launched an another scheme namely "United Superb Education Loan" for assisting the meritorious and needy students including SCs/STs for pursuing higher studies in IIT, IIMs and other premier institutions in the country. However, it is disheartening to note that the SC/ST beneficiaries of such a noble and novel scheme are very negligible. The Committee, therefore, recommend that with a view to promote higher technical education amongst SC/ST students, the Bank should give this scheme extensive and wide publicity amongst SCs/STs community so that SC/ST meritorious students having no financial support but desirous of pursuing academic excellence can be benefited from the scheme.**

## **M. Lead Bank Scheme**

4.61 It has been informed that the United Bank of India is the Convener of State Level Banker's Committee (SLBC) in the States of West Bengal and Tripura. The Bank is the lead bank in 34 districts – 10 in West Bengal, 12 in Assam and 4 in Manipur and 8 in Tripura. The role of the Bank under Lead Bank Scheme in the matter of extending credit facilities to SC/ST communities is as under;

- (i) Starting from the planning process at the Block level, due care is taken to ensure adequate share of credit flow to SC/ST communities.
- (ii) Loan proposals of SC/ST communities are given due weightage to facilitate larger flow of credit to them.
- (iii) The District Level Consultative Committees (DCCs) formed under the Lead bank Scheme continue to be the principal mechanism of co-ordination between banks and development agencies in the District.
- (iv) Formulating PLP / District Credit Plan with due share to SC/ST communities.
- (v) Lead Banks are also to oversee that reservation for SC/ST beneficiaries under major Centrally sponsored schemes viz. SGSY, SJSRY, DRI, PMEGP, and SRMS are adhered to.
- (vi) Flow of credit to SC/St beneficiaries is one of the Agenda of SLBC meetings. In the said meetings representatives of National Commission for SCs/STs are invited to attend. Besides, representatives of National Scheduled Castes and Scheduled Tribes Financial Development Corporation (NSFDC) are also invited from time to time. The State Scheduled Castes and Scheduled Tribes Financial and Development Corporation (SCDC) are also invited to participate in the meeting on a regular basis.

4.62 The United Bank of India organizes credit camps in all the 34 Lead Districts regularly along with awareness camps to the beneficiaries belonging to weaker sections. The Bank organized credit camps in all the 34 Lead Districts during the last 3 years and details of disbursement of credit are furnished below:

2009-10		2010-11		2011-12		2012-13	
No. of Credit Camps organized	Amt. of Loan Disbursed Rs./crore	No. of Credit Camps organized	Amt. of Loan Disbursed Rs./crore	No. of Credit Camps organized	Amt. of Loan Disbursed Rs./crore	No. of Credit Camps organized	Amt. of Loan Disbursed Rs./crore
54	594.60	63	742.30	52	378.39	58	421.05

4.63 It was also informed that the number of beneficiaries granted loans belonging to SCs and STs in the credit camps organized during the last 3 years and their percentage to the total number of beneficiaries are as under:

2009-10		2010-11		2011-12		2012-13	
No. of Credit Camp organized	Loan Disbursed to beneficiaries	No. of Credit Camp organized	Loan Disbursed to beneficiaries	No. of Credit Camp organized	Loan Disbursed to beneficiaries	No. of Credit Camp organized	Loan Disbursed to beneficiaries
54	(a)Total- 18560 (b)SC-3213 (17%) (c) ST- 920 (5%)	63	(a) Total - 22950 (b) SC-3905 (17%) (c) ST- 1148 (5%)	52	(a) Total -33259 (b) SC- 5654 (17%) (c) ST-1330 (4%)	58	(a) Total -37096 (b) SC- 6603 (17.8%) (c) ST-1539 (4.15%)

4.64 The Bank has set up 11 RSETIs across the country of which 10 are located at our Lead Districts. The RESTIs are providing Skill and Entrepreneurship Development Training to rural unemployed youth and women SHGs with special thrust on SC&ST beneficiaries. During the training, boarding and lodging are provided free of cost. Loans are provided on completion of training for taking up self employment activities. In 2012-13, 11 number of RSETIs of UBI imparted training to 1850 SC and 1104 ST beneficiaries.

**4.65 The Committee note that during the years 2009-10, 2010-11, 2011-12 and 2012-13 the Bank organized 54, 63, 52 and 58 credit camps respectively in which Rs. 594.60 crore, Rs.742.30 crore, Rs.378.39 crore and Rs.421.05 crores respectively were disbursed to 18560, 22950, 33259 and 37096 beneficiaries. The amounts disbursed in these camps especially in 2011-12 and 2012-13**



have come down considerably to 378.39 and 421.05 respectively. Moreover, the loan amounts disbursed to SC/ST beneficiaries as well as others have not been indicated. The Committee is also not satisfied with the figures of ST beneficiaries which has gradually gone down over the years from 2009-10 to 2012-13. The Committee, therefore, urge the Bank to take necessary steps to increase the number of ST beneficiaries. The Committee also desire that the amount of loans disbursed to SCs/STs during the credit camps organized during the years 2009-10, 2010-11, 2011-12 and 2012-13 respectively may be furnished for information of the Committee.

4.66 The Committee note that the Bank has 11 Rural Self Employment Training Institutes (RSETIs) across the country out of which 10 are located at the Lead Districts of the Bank. In 2012-13, 11 number of RSETIs imparted training to 1850 SC and 1104 ST beneficiaries. The Committee opine that since the RSETIs has considerably empowered the SC/ST beneficiaries in many ways, it should be set up in other Lead Districts which are predominantly inhabited by SCs/STs. The Committee, therefore, recommend that the Bank should set up RSETIs in all districts where the Bank is the Lead Bank in that districts and if required the Bank should not hesitate to request the State Governments concerned for providing land for setting up RSETIs in the State.

#### **N. Socio-economic Development**

4.67 The United Bank of India has adopted several villages pre-dominantly inhabited by SC/ST population to uplift the socio-economic position of those people. A list of the adopted villages and clusters financed by the Bank are as under:

Sl. No.	State / District	Name of the village/cluster	Project / Scheme	No. of beneficiaries
1.	Orissa/Cuttack	Nua Patna	Handloom weavers cluster financed	135
2.	Orissa/Bolangir	Motijhara	SC/ST village adopted for total development	121
3.	Assam/Tinsukia	Lapidary	-- Do--	96
4.	W.B./24 Pgs (S)	Barpara	-- Do --	101
5.	-- Do --	Dakhin Ramnagar	-- Do --	83
6.	-- Do --	Moukhali	Silverware cluster	98
7.	W.B./Howrah	Gabberia	Zari work cluster	105
8.	WB/Murshidabad	Fulban-Haldi	Total development	500

4.68 The Bank has financed to SC/ ST families in the above said adopted villages mainly through SHG, KCC, DRI and MSE(Rural Artisans) loan accounts. Details are furnished as under:

Schemes	2009-10	2010-11	2011-12	2012-13
	No. of Families (SC/ST)	No. of Families (SC/ST)	No. of Families (SC/ST)	No. of Families (SC/ST)
SHG	28	25	36	37
KCC	130	130	292	338
DRI	110	220	121	125
MSE (Rural artisan)	101	88	49	54
<b>Total</b>	<b>369</b>	<b>463</b>	<b>498</b>	<b>554</b>

4.69 It has been stated all financial assistance provided to SC/ST families though SHG, KCC, DRI and MSE (Rural Artisan) are treated as loan. The terms and conditions of the loans and rate of interest are as per RBI guidelines on Priority Sector Lending. In case of KCC, rate of interest is 7% p.a. for short term production for credit up to Rs.3,00,000/- per borrower under interest subvention scheme. In case of DRI, the rate of interest is 4% p.a.

4.70 SCs/ STs forming SHGs are financed at the earliest after growing banking habit and on attaining stability. Group's economic activity and natural trait of the group members are duly considered when they are selected for financial assistance.

4.71 While financing SCs/STs under KCC, their farming status is considered, such as whether they are owner farmer, share cropper, pattadar, oral lease etc. As per extant scale of finance of particular crop fixed by the respective District Level Technical Committees, loan quantum is determined.

4.72 While financing SCs/ STs under DRI, annual income (Rs.18000/- in rural areas & Rs.24000/- in urban areas) of the applicant is considered apart from the trade and activity in which he/she is engaged or intends to undertake. Members of SCs/STs satisfying the income criteria of the scheme can also avail of housing loan up to Rs.20,000/- per beneficiary over and above the individual loan of Rs.15,000/- available under the scheme.

4.73 While financing Rural Artisans, natural trait of the entrepreneur is considered apart from the economic viability of the manufacturing/ processing activity being undertaken by the SC/ST borrowers.

4.74 As per RBI guidelines on Priority Sector Lending, there is fixed target to cover SC/ST beneficiaries under different scheme, viz. 10 % of ANBC will go to advances under Weaker Section which comprises of all SC/ST beneficiaries, not less than 40 per cent of the total advances granted under DRI scheme will go to scheduled caste/scheduled tribes.

4.75 Year wise disbursement made to SC/ST beneficiaries under various schemes are furnished hereunder:

(Rs. In Lakh)

<b>Financial Year</b>	<b>Amount Disbursed</b>
2009-10	4113
2010-11	4958
2011-12	6066
2012-13	6791

4.76 The Committee were also informed that the United Bank of India has conducted orientation and training programme for officers to equip them to have a positive approach towards socio-economic development of Scheduled Castes and Scheduled Tribes at the Branch level. The details of such programmes held are as under:

<b><u>Name of the course</u></b>	<b><u>Duration</u></b>	<b><u>No.of times held in year</u></b>
1. Lending to Agriculture & Allied activities.	6 days	8
2. Course for the 1 <sup>st</sup> time Branch Head	6 days	6
3. Course for the Branch Managers	6 days	7
4. Workshop on "Financial Inclusion & Micro Finance" for officers.	6 days	8
5. Induction Programme for newly recruited P.Os	6 days	12

4.77 The Committee note that the United Bank of India has adopted several villages pre-dominantly inhabited by SC/ST people in the State of Assam, Odisha and West Bengal for their socio-economic development. It has also been stated that SC/ST families in these adopted villages are financed mainly through SHG, KCC, DRI and MSE (Rural artisans) loan accounts which are treated as loan. The terms and conditions of the loans and rate of interest are as per RBI guidelines on Priority Sector Lending. It has been further stated that in case of KCC rate of interest is 7% p.a. for short term production for credit upto Rs.3,00,000/- per borrower under interest subvention scheme. In

case of DRI, the rate of interest is 4% p.a. The Committee are constrained to note the principle on which the UBI has adopted villages predominantly inhabited by SCs/STs for their socio-economic development. The Committee feel that when Banks/PSUs, adopted villages for the socio-economic development of the targeted population i.e. the SCs/STs etc. the expenses are met from corporate social funds which are not treated as loan. The Committee feel that UBI has seemingly gone wrong in regard to adoption of villages inhabited by SC/ST people for their socio-economic development because the villages were adopted with a view to enhance the commercial interest of the Bank. The Committee, therefore, urge the Bank to state the reasons as to why adopted villages were financed through SHG, KCC, DRI and MSE and also to clarify the yardstick used for adoption of SC/ST villages for their socio-economic development.

4.78 The Committee also would like to know the amount spent by the Bank under Corporate Social Responsibility with details of schemes, projects, activities, programmes during the last 3 years.

4.79 The Committee note that the UBI has conducted regular orientation and training programme for officers to equip them to have a positive approach towards socio-economic development for SCs and STs at the Branch level. The Committee strongly recommend that all grades of officers dealing with credit related and welfare schemes of the government should undergo such training programmes regularly so as to imbibe in them a positive sense of approach towards the SCs/STs beneficiaries.

## APPENDIX XIII

(Vide Para 4 of Introduction)

### Summary of Conclusions/Recommendations contained in the Report

Sl. No.	Para No.	Conclusions/Recommendations
1.	2.	3.
1.	1.7	<p>The Committee note that the Board of Directors of the United Bank of India has one woman Director nominated by RBI as part time Director who belongs to ST category. However, the Government have nominated no SCs and STs as full time or official Director on the Board of the Bank because of the reason that appointments of official Directors on the Board of Public Sector Banks/Financial Institutions does not come under the purview of reservation. The reply of the Bank further says that the matter of reservation of SCs/STs/OBCs for appointments as Members on the Boards would constitute a larger policy issue for the Government at the highest level and that the matter cannot be confined only to RBI or other Public Sector Banks etc. The Committee feel that the reply of the Bank is evasive because on the pretext of being a nationalised bank, it leaves the onus of bringing changes in the appointments of SCs/STs on the Board of nationalised banks/financing institutions to the Government and apparently limiting the role of the Bank to only carrying out the directives of Government. The Committee regret to say that despite repeated recommendations of the Committee in their earlier Reports on various nationalised banks for appointment of a SC/ST member as functional Director on the Board of all nationalised banks, neither any action nor any initiative has been taken by the Management and Government till date. The Committee would like to stress that if reservation is not applicable in appointments of Directors on the Board of the nationalised banks, the Government can amend the various provisions of the Constitution/policy/rules as a pathbreaking initiative for the welfare of SCs/STs. The Committee also draw attention of the Ministry in regard to Article 16(4) of the Constitution clearly states that "Nothing in this article shall prevent the State from making any provision for the reservation of appointments or posts in favour of any backward class of citizens which, in the opinion of the State, is not adequately represented in the services under the State"; and Article 16(4A) states that "Nothing in this article shall prevent the State from making any provision for reservation in matters of promotion, with consequential seniority to any class or classes of posts in the services under the State</p>

		<p>in favour of the Scheduled Castes and Scheduled Tribes which, in the opinion of the State, are not adequately represented in the services under the State". The Committee opine that with these provisions of the Constitution, the Government is fully accountable to take certain steps to ensure adequate representation of SCs/STs on the Board of all nationalised banks and financial institutions. The Committee observe that even after more than 66 years of independence their representations on the Board of Directors of PSUs/Banks/Financial Institutions and various Government Departments are quite negligible. The Committee would also like to state that until or unless the Government formulate any mechanism to protect the interest of SCs/STs in appointments to higher echelon of the posts in nationalised banks and financial institutions, they will not be adequately represented in such posts. The Committee, therefore, strongly recommend that with this mandate of the Constitution and for inclusive growth of all sections of the society, the Government should take efficacious steps to ensure representations of SCs/STs on the Board of Directors of nationalised banks/financial institutions.</p>
2.	2.17	<p>The Committee are surprised to note that in the year 2012, 2 SCs and 30 STs in Sub-staff (Group D) posts have been carried forward due to non-availability of eligible SC/ST candidates to fill the vacancies. The Committee are shocked to see such a peculiar situation wherein eligible SC/ST candidates are not available to fill low level posts in the Bank. The Committee would like to know the eligibility criteria fixed for appointments to these posts in the Bank, for which thousands of unemployed SC/ST youths are not able to fit into. The Committee may also be informed of the status of these vacancies.</p>
3.	2.18	<p>It is also incredulous to note that 12 SCs and 10 STs vacancies in Clerk Grade (Group C) posts have been carried forward from the previous year due to non-availability of eligible SC/ST candidates. It is inconceivable to even think that SC/ST candidates are not available to fill 12 SCs and 10 STs vacancies of clerk grade posts when thousands of unemployed SCs/STs are roaming across the country seeking for employment. The Committee opine that there is no dearth of eligible SC/ST candidates to fill these vacancies. These posts could not be filled because of the lackadaisical attitude of the Bank and its agency responsible for recruitment of personnel. The Committee, therefore, recommend that</p>

		the bank should take corrective steps to fill SC/ST vacancies as per vacancies notified in every recruitment exercise and under no circumstances should allow reserve vacancies to remain unfilled. The Committee may also be apprised of the status of these vacancies which were to be filled by September, 2013.
4.	2.25	It has been observed that the Bank has designed its promotion policy keeping in view the need and urgency of the Bank while ensuring quality in the process. The Committee further note that the Bank followed two tracks system of promotion from clerical cadre to officers' cadre with a view to get a blend of young and qualified officers and senior experienced heads to run the affairs of the Bank. It has also been stated that this blend of old and new officers also helps to fulfill the aspiration of employees' career progression and at the same time the two tracks system of promotion procedure also help the Bank to facilitate promotion of SCs/STs in clerical cadre to officers cadre of the Bank. The Committee would, however, like to express its serious concern about this promotion policy followed by the Bank as it is not known whether such policy has really taken care of the interest of SC/ST employees of the Bank. The Committee, therefore, strongly urge that while following two tracks system of promotion from clerical cadre to officers' cadre, the prescribed percentage of reservation for SCs/STs should always be maintained consistently. The Committee would also like to know the details of SC/ST beneficiaries of two tracks system of promotion from clerical cadre to officers' cadre during the last five years.
5.	2.32	The Committee are constrained to note that to wipe out backlog and shortfall in promotion of SCs/STs from clerical cadre to officers JMG Scale-I posts, the Bank has carried out promotion exercises during the years 2009, 2010 and 2012 but due to non-availability of eligible candidates in the feeder grades, the backlog and shortfall vacancies remained unfilled. The Committee also note that the percentage of STs in various grades are low as compared against the prescribed percentage due to non availability of eligible ST candidates in the feeder grades and to overcome the problem the Bank conducted pre-promotion training for SC and ST candidates prior to every promotion process to ensure greater chance of success in the said cadre. The Committee would also like to point out that it appears in the first instance, that the Bank has not taken effective steps to ensure availability of ST candidates in the feeder grades for promotion to JMG Scale-I posts. The



		<p>occurrence of backlog/shortfall vacancies of STs vacancies from subordinate cadre to clerical cadre and from clerical cadre to officer JMG Scale-I posts indicates that no serious attempts were made by the Bank to have eligible ST candidates in the feeder grades for promotion. The Committee, therefore, recommend that the Bank should take efficacious steps to wipe out the perpetual existence of backlog/shortfall of SCs/STs especially ST category in all feeder grades for promotion and also to ensure availability of sufficient SC/ST candidates in all feeder grades for promotion. The Committee also desire to know the status of backlog/shortfall vacancies of SCs/STs in promotion and ratio of success of SC/ST candidates who got pre-promotion training from the Bank.</p>
6.	2.37	<p>The Committee note that the Bank did make attempt to wipe out the shortfall of 2 SCs and 30 STs in subordinate cadre by undertaking fresh recruitment. It is also stated that the shortfall vacancies in subordinate cadre in the overall staff strength would be filled up in 2013. The Committee desire to know if these shortfall of 2 SCs and 30 STs in subordinate cadre have been filled in the recruitment year in 2013 and if not, the reasons therefor.</p>
7.	2.42	<p>The Committee are surprised to note that the number of ST part-time employees in Sweeper posts employed by the Bank is very less and also their absorption as a regular employees in the Bank is very negligible. The Committee, therefore, urge the Bank to increase the intake of ST people as part-time employees so that they are subsequently absorbed as regular employees in the Bank. The Committee would also like to know the concessions/relaxation provided to SC/ST candidates at the time of absorption.</p>
8.	3.7	<p>The Committee note that the post of Chief Liaison Officer and Liaison Officers for regional offices are of paramount importance because such posts are created to oversee and safeguards the interests of SC/ST employees in an organisation/institution. Whosoever has been appointed to such posts should justify his appointment and work to the best interests of the SC/ST employees. The Committee opine that it will be in the overall interest of the Bank and the SC/ST employees, if the CLO/LO are appointed preferably from SC/ST community because people belonging to same category can better understand their plight. The Committee, therefore, urge that wherever SC/ST officers are available, they should be appointed as Chief Liaison Officer and Liaison Officers of the Bank in Head Office and Regional Offices.</p>

		Further, the Committee recommend that the Chief Liaison Officer and Liaison Officers should be well versed with the various orders of the Government of India, maintenance of rosters etc. and in this regard proper training should be imparted to them.
9.	3.18	It has been stated that one of the reasons for nomination of only 1 SC and 2 STs for training abroad during the years 2009, 2010, 2011 and 2012 is due to non-availability of SC and ST candidates having domain knowledge and level of participation required for the program. Moreover, it has also been stated that no SC/ST officers are nominated for attending seminars/symposia/conferences organized at foreign countries due to non-availability of SC/ST candidates in desired level of participation/target group required for the program. The Committee are shocked to note that for any shortfall relating to representation of SCs/STs in staff strength, promotion, recruitment etc. the main reasons attributed is non-availability of eligible SC/ST candidates. The Committee have had enough excuses of the Bank that eligible SC/ST candidates are not available for nomination for training abroad and for attending seminars/conferences organized in foreign countries. The Committee feel that if desired level of SC/ST candidates are not available for nomination then the Management has to own up responsibility for such unenviable situation and ought to take immediate steps to redress the problem. The Committee are of the view that unless and until a person will get an opportunity of exposure through attending training programme, it is difficult to acquire and enhance skill, expertise, knowledge and innovative ideas and the Ministry will always take a plea of non-availability of SC/ST candidates in desired level. The Committee, therefore, strongly recommend that the Management should always nominate SC/ST officers for training program abroad at par with other candidates. The Committee as a supplementary measure also recommend that new recruit SC/ST officers should be given the opportunity to be posted in big branches and also in specialised departments so that they get sufficient inhouse exposure and acquire experience to enable them to be eligible for nomination for training abroad.
10.	3.23	It has been stated that the number of SCs/STs nominated for external training is very less because there is no reservation as such but any SC/ST employees who fits the required area of training is nominated. The Committee are of the view that the

		<p>Management must be aware that employees are basically sent on training so as to enhance their knowledge, skill and to acquire aptitude, experiences etc. so that they can contribute more to the growth of the organisation. In many instances it has also been stated that eligible SC/ST officers are not available for nomination for training abroad or even available in the feeder grades for promotion. The Committee feel that if sufficient SC/ST employees cannot be nominated for external and internal training, then hardly there will be eligible SCs/STs for nomination for training abroad. Moreover, for their better performance and enhance their skill SCs/STs employees should be nominated for training on regular basis. The Committee, therefore, recommend that irrespective of the prescribed eligibility criteria, the number of SC/ST employees in clerical as well as officers level be nominated for external and internal training every year so that they can contribute more in the growth of the Bank.</p>
11.	3.31	<p>The Committee note that complaints/grievances of SC/ST employees of the Bank is pretty less as compared to other organisations. However, the Committee feel that in so far as the complaints and grievances of SC/ST employees are concerned, even trivial matters should be accorded due importance and resolved at the earliest by the Management so as to dispel the notion that the Management is not receptive to their problems. Each and every complaint received should be recorded in the complaint register and thoroughly examined at appropriate level and dispose of to the satisfaction of the complainant. The Committee desire that complainants are not harassed and victimized by the administration for putting up their grievances. While dealing with complaints/grievances of SC/ST employees, the Management should be emphatic and sensitive to their feelings and should take utmost care to redress their grievances. The Committee also opine that the best way to mitigate the complaints and grievances of SC/ST employees is to have regular quarterly meetings with the SC/ST Employees' Welfare Association and address their problems across the table. The Committee would like to know the updated status of complaints under investigation.</p>
12.	3.34	<p>The Committee note that out of 13 SCs disciplinary cases pertaining to the year 2012, 5 cases were expected to be completed by June, 2013. Further, out of 11 STs disciplinary cases pertaining to the year 2012, 4 pending cases were expected to be completed by June,</p>

		2013. The Committee may be apprised of the updated status of these 5 SCs and 4 STs disciplinary cases pending finalization by the competent authority. Further concerted efforts should be made to conclude the pending cases within time frame to be fixed.
13.	3.40	The Committee are dismayed to note that neither reservation in accommodation is provided nor any concession in the rate of interest is allowed to SC/ST employees. The Committee desire that either reservation in accommodation should be provided to Scheduled Castes and Scheduled Tribes employees or concession in the rate of interest for House Building Loan should be allowed to them.
14.	4.8	The Committee note that the United Bank of India extends credit facilities to SCs and STs for their socio-economic development through its 1729 branches across the country. One General Manager heads the Priority Sector Development at Head Office of the Bank at Kolkata. The Priority Sector Department at the Head Office formulates various schemes for the benefit of SCs/STs for their socio-economic development and also monitors credit flow to SCs/STs through all the regional offices and branches. The Committee draw the attention of the Bank about the updated Master Circular on priority sector lending-credit facilities to SCs/STs issued by the RBI dated 1 July, 2011 to all the scheduled commercial banks, it has specially stated that a Special Cell should be set up at the Head Office for monitoring the flow of credit to SC/ST beneficiaries. Apart from ensuring the implementation of the RBI guidelines, the Cell would also be responsible for collection of relevant information/data from the branches, consolidation thereof and submission of the requisite returns to RBI and Government. The Committee note that presently the United Bank of India does not have such a special cell. The Committee, therefore, recommend that the UBI should set up a Special Cell to monitor flow of credit to SC/St beneficiaries at the earliest so that it may fulfill the job entrusted to it as per the instructions given by RBI.
15.	4.16	The Committee are of the view that for the successful implementation of various central government sponsored schemes for the benefits of the poor especially the SCs/STs, all nationalized Banks need to play a proactive role. The Committee note that UBI takes active role in selection of beneficiaries through participation in the process of joint inspection along with the Line Departments of the State Government. Besides, the

		<p>Bank also helps the poor borrowers in filling up the forms and completing other formalities to ensure that they get credit facility within a stipulated period from the date of receipt of application. The Bank branches also organize frequent meetings for SC/ST beneficiaries to understand their credit needs and to incorporate them in the credit plan. The Committee acknowledge the vital role are being played by the Bank in facilitation of credit facilities to SCs/STs for their socio-economic development. The Committee, therefore, urge that to penetrate more SC/ST beneficiaries especially in rural areas the Bank should hold regular Financial Literacy and Credit Counselling Camp and explain to them all banking related matters such as deposit schemes, credit facilities, mobile banking, internet banking etc. and also emphasize on the need to open basic savings account to avail various State Government/Central Government social benefits schemes. The Committee also note that the quantum of credit in DRI Scheme is very less. The Committee desire that the amount of credit should be enhanced upto 1 lakh.</p>
16.	4.18	<p>The Committee note that the performance of the Bank with regard to disbursement of credit facilities to SCs/STs during the years 2008-09, 2009-10, 2011-12 and 2012-13 under various centrally sponsored schemes is less than satisfactory. The Committee note that under the SGSY scheme, the number of SC/ST beneficiaries have increased from the year 2008-09 upto 2010-11 but from the year 2011-12 to 2012-13 the beneficiaries have depreciated considerably. Likewise, under SJSRY scheme, SC/ST beneficiaries have increased from the year 2008-09 to 2010-11 and decreased in 2011-12 and again increased in 2012-2013. The Committee are surprised to note these inconsistency in the performance of the Bank with regard to SC/ST beneficiaries of centrally sponsored schemes. As in the case of PMRY/PMEGP, there should be progressive increase in the SC/ST beneficiaries of SGSY and SJSRY. The Committee opine that these centrally sponsored socio-economic welfare schemes are aimed at strengthening the weaker section of the society especially the SCs/STs. The Committee, therefore, urge that keeping in view the aim and objective of the schemes, the Bank should introspect as to why its performance under SGSY and SJSRY has not improved and accordingly take a corrective steps in this regard.</p>

17.	4.19	The Committee also note that the beneficiaries under DRI Scheme has considerably increased from the year 2009-10 to 2010-11 but from the year 2011-12 to 2012-13 it has slightly decreased. The Committee desire that the Bank should improve its performance under DRI scheme and take utmost care to enhance the number of SC/ST beneficiaries under the scheme. The Committee also would like to know under what circumstances the SLRS/SRMS schemes were discontinued from the year 2011-2012 onward.
18.	4.22	The Committee note that advances provided to SCs under SSI during the years 2009-10, 2010-11, 2011-12 and 2012-13 show marginal increase over the years. Whereas during the same period, there was no such increase in the amount of advances provided to STs. In fact from the year 2011-12 to 2012-13, there was steep fall in the advances provided for the STs in SSI sector. It is apparent that the Bank has not paid serious attention to the needs of STs entrepreneurs. The Committee desire that the reasons for these fall in priority sector advances to ST people and corrective measures taken in this regard should be appraised to the Committee.
19.	4.23	The Committee also note that in Small Business and Services sector, the number of beneficiaries has been up from 90900 in 2009-10 to 94678 in 2010-11. But in the year 2011-12 and 2012-13, the number of beneficiaries has considerably come down to 53121 and 59979 respectively. The Committee is at loss to understand as to why the number of beneficiaries has gone down so steeply instead of increasing the number of beneficiaries. The Committee would like to impress that effective steps be taken by the Ministry to increase the number of beneficiaries.
20.	4.36	The Committee note that the number of SC/ST beneficiaries of United Awas Yojana has steeply decreased from 641 in 2011 to 192 in 2012. The Committee desire to know the reason for this steep decline in the number of SC/ST beneficiaries.
21.	4.37	The Committee are concerned to note that the number of SC/ST beneficiaries of United Siksha Yojana has remarkably come down to 111 in 2012 from 660 in 2011. The Committee note with pleasure that the number of beneficiaries who secured employment after completion of the course remains in a better position to repay the loan on time in comparison to others. The Committee would like to know the reasons as to why the number of SC/ST beneficiaries under United Shiksha Yojana has dropped to 111 in 2012 particularly when SC/ST

		students are in a position to repay the loans. The Committee may also be apprised about the effective steps taken by the Ministry to overcome this issue.
22.	4.38	The Committee observe that there is significant increase in the number of SC/ST beneficiaries under United Land Purchase Scheme in 2012. It has also been stated that the matter of increasing the loan quantum is under examination. The Committee may be apprised the outcome of examination for increasing the quantum of loan under United Land Purchase Scheme.
23.	4.46	It has been cited that some of the difficulty faced by the Bank in recovery of loans is due to diversion of credit for consumption, non-creation of any viable economic activity and income generation from the activity is not enough to pay the installment of loan. In so far as diversion of credit for consumption is concerned, the Bank should inform the applicants before hand that diversion of credit for other activities will render them ineligible for future loan and that the loan should be strictly utilize for the particular projects/schemes for which it was sanctioned. Whereas, for non-creation of any viable economic activity and income generation from the activity not being sufficient to pay the installment of loan, the Bank should give them proper counseling and training before sanction of loan so as to enable them to run their income generation activities and business activities with expertise and skills to run small entrepreneurships. The Committee also note that the percentage of recovery of loans from SC/ST borrowers under centrally sponsored schemes are much better than overall percentage of recovery. The Committee, therefore, recommend that the Bank should give SC/ST borrowers maximum benefits before going for compromise settlement of the loan account. The Committee may also be informed about the overall loan extended to SC/STs under the various schemes launched by UBI and ratio of recovery from them as compare to others.
24.	4.51	The Committee observe that many loan applications received from SCs/STs for various Government sponsored schemes during the years from 2007-08 to 2012-13, have been rejected due to default to some other banks and financial institutions, non-compliance of terms and conditions, selection of non-bankable schemes and beneficiaries of other Government schemes. Besides, it was also informed that the Bank has undertaken various steps such as holding of regular

		<p>credit camp alongwith awareness camp to sensitise potential borrower, counseling of the borrowers through Financial Literacy and Credit Counselling Centre, training of the proposed borrowers through R-SETIs (Rural Self Employment Training Institutes), identification of borrowers through joint inspection, inclusion of good borrowers in the joint inspection team and rejection of SC/ST proposals compulsorily at one stage higher level instead of at the level of sanctioning authority. The Committee feel that if the Bank sincerely applies the above steps, there would be no question of rejection of loan applications of SCs/STs. The Committee opine that if the Bank has to fulfil its obligation of channelizing government funds to SCs/STs, it needs to play more proactive role. The Committee are of the view that if SCs/STs default in payment to banks and financial institutions and had already benefited from other government schemes, they may be rejected for fresh loans, but in case of non-compliance of terms and conditions and selection of non-bankable schemes, the Bank should facilitate and provide all possible assistance to the SCs/STs applicants so that they can avail benefits of Government sponsored schemes for their socio-economic development.</p>
25.	4.59	<p>The Committee appreciate that over the years there is a steady rise in the SC/ST beneficiaries of educational loan granted by United Bank of India. However, it is not known whether all applications received from SC/ST students are approved by the Bank, because no such data has been provided to the Committee. Moreover, the Committee would like to know if surety/guarantor are pre-requisite for sanctioning of educational loans to SCs/STs students. The Committee would like the Bank to give more publicity for educational loans especially amongst SCs/STs in rural areas so that other meritorious and aspiring students can avail the schemes offered by the Bank.</p>
26.	4.60	<p>The United Bank has also recently launched an another scheme namely "United Superb Education Loan" for assisting the meritorious and needy students including SCs/STs for pursuing higher studies in IIT, IIMs and other premier institutions in the country. However, it is disheartening to note that the SC/ST beneficiaries of such a noble and novel scheme are very negligible. The Committee, therefore, recommend that with a view to promote higher technical education amongst SC/ST students, the Bank should give this scheme extensive and wide publicity amongst SCs/STs community so that</p>



		SC/ST meritorious students having no financial support but desirous of pursuing academic excellence can be benefited from the scheme.
27.	4.65	The Committee note that during the years 2009-10, 2010-11, 2011-12 and 2012-13 the Bank organized 54, 63, 52 and 58 credit camps respectively in which Rs. 594.60 crore, Rs.742.30 crore, Rs.378.39 crore and Rs.421.05 crores respectively were disbursed to 18560, 22950, 33259 and 37096 beneficiaries. The amounts disbursed in these camps especially in 2011-12 and 2012-13 have come down considerably to 378.39 and 421.05 respectively. Moreover, the loan amounts disbursed to SC/ST beneficiaries as well as others have not been indicated. The Committee is also not satisfied with the figures of ST beneficiaries which has gradually gone down over the years from 2009-10 to 2012-13. The Committee, therefore, urge the Bank to take necessary steps to increase the number of ST beneficiaries. The Committee also desire that the amount of loans disbursed to SCs/STs during the credit camps organized during the years 2009-10, 2010-11, 2011-12 and 2012-13 respectively may be furnished for information of the Committee.
28.	4.66	The Committee note that the Bank has 11 Rural Self Employment Training Institutes (RSETIs) across the country out of which 10 are located at the Lead Districts of the Bank. In 2012-13, 11 number of RSETIs imparted training to 1850 SC and 1104 ST beneficiaries. The Committee opine that since the RSETIs has considerably empowered the SC/ST beneficiaries in many ways, it should be set up in other Lead Districts which are predominantly inhabited by SCs/STs. The Committee, therefore, recommend that the Bank should set up RSETIs in all districts where the Bank is the Lead Bank in that districts and if required the Bank should not hesitate to request the State Governments concerned for providing land for setting up RSETIs in the State.
29.	4.77	The Committee note that the United Bank of India has adopted several villages pre-dominantly inhabited by SC/ST people in the State of Assam, Odisha and West Bengal for their socio-economic development. It has also been stated that SC/ST families in these adopted villages are financed mainly through SHG, KCC, DRI and MSE (Rural artisans) loan accounts which are treated as loan. The terms and conditions of the loans and rate of interest are as per RBI guidelines on Priority Sector Lending. It has been further stated that in case of

		<p>KCC rate of interest is 7% p.a. for short term production for credit upto Rs.3,00,000/- per borrower under interest subvention scheme. In case of DRI, the rate of interest is 4% p.a. The Committee are constrained to note the principle on which the UBI has adopted villages predominantly inhabited by SCs/STs for their socio-economic development. The Committee feel that when Banks/PSUs, adopted villages for the socio-economic development of the targeted population i.e. the SCs/STs etc. the expenses are met from corporate social funds which are not treated as loan. The Committee feel that UBI has seemingly gone wrong in regard to adoption of villages inhabited by SC/ST people for their socio-economic development because the villages were adopted with a view to enhance the commercial interest of the Bank. The Committee, therefore, urge the Bank to state the reasons as to why adopted villages were financed through SHG, KCC, DRI and MSE and also to clarify the yardstick used for adoption of SC/ST villages for their socio-economic development.</p>
30.	4.78	<p>The Committee also would like to know the amount spent by the Bank under Corporate Social Responsibility with details of schemes, projects, activities, programmes during the last 3 years.</p>
31.	4.79	<p>4.79 The Committee note that the UBI has conducted regular orientation and training programme for officers to equip them to have a positive approach towards socio-economic development for SCs and STs at the Branch level. The Committee strongly recommend that all grades of officers dealing with credit related and welfare schemes of the government should undergo such training programmes regularly so as to imbibe in them a positive sense of approach towards the SCs/STs beneficiaries.</p>

**APPENDIX I**

**MINUTES**

**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES  
AND SCHEDULED TRIBES  
(2012-2013)**

**(FIFTEENTH LOK SABHA)**

**EIGHTEENTH SITTING**

**(17.4.2013)**

The Committee sat from 1200 to 1315 hrs. in Committee Room 'E', Basement, Parliament House Annexe, New Delhi

**PRESENT**

Shri Gobinda Chandra Naskar - Chairman

**MEMBERS**

**LOK SABHA**

2. Shri M. Anandan
3. Shri Bhudeo Choudhary
4. Smt. Paramjit Kaur Gulshan
5. Dr. M. Jagannath
6. Shri Mithilesh Kumar
7. Shri Arjun Ram Meghwal
8. Shri Bharat Ram Meghwal
9. Shri Bajju Ban Riyan
10. Shri C.L. Ruala
11. Shri Bhausaheb Rajram Wakchaure

**RAJYA SABHA**

12. Shri Thaawar Chand Gehlot
13. Shri Faggan Singh Kulaste
14. Dr. Bhalchandra Mungekar
15. Shri D. Raja
16. Shri Veer Singh
17. Shri A.V. Swamy

## **SECRETARIAT**

1. Dr. R.K. Chadha, Additional Secretary
2. Shri D.R. Shekhar, Director
3. Shri S. Chatterjee, Additional Director

## **WITNESSES**

### **DEPARTMENT OF FINANCIAL SERVICES**

1. Smt. Snehlata Shrivastava, Additional Secretary
2. Dr. A. Bhattacharya, Joint Secretary

### **OFFICIALS OF UNITED BANK OF INDIA**

1. Shri Deepak Narang, Executive Director
2. Shri Ranjan Kumar Mohanty, Chief General Manager

At the outset, the Chairman welcomed the Members of the Committee. The Committee then considered the draft Report on the subject "Implementation of schemes for Beedi Workers with particular reference to Scheduled Castes and Scheduled Tribes" and adopted the same.

(The witnesses were called in)

2. The Chairman welcomed the representatives of the Ministry of Finance (Department of Financial Services) and United Bank of India.
3. The Committee then took evidence of the official of the Ministry of Finance (Department of Financial Services) and representatives of the United Bank of India on the subject "Reservation for and Employment of Scheduled Castes and Scheduled Tribes in United Bank of India and credit facilities provided by the Bank to them". Hon'ble Members raised certain issues on the subject and sought clarifications which were responded to by the official of Ministry of Finance and representatives of United Bank of India. On certain points on which information was not readily available, Ministry of Finance/United Bank of India assured to furnish later on.
4. The evidence was completed.

(The witnesses then withdrew)

5. A verbatim record of the proceedings was kept.

**The Committee then adjourned.**

## **APPENDIX II**

### **MINUTES**

#### **COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES (2013-2014)**

**(FIFTEENTH LOK SABHA)**

**ELEVENTH SITTING**

**(28.1.2014)**

The Committee sat from 1530 to 1645 hrs. in Committee Room 'B', Ground Floor,  
Parliament House Annexe, New Delhi

#### **PRESENT**

Shri Gobinda Chandra Naskar - Chairman

#### **MEMBERS**

##### **LOK SABHA**

2. Shri M. Anandan
3. Dr. M. Jagannath
4. Shri Mohinder Singh Kaypee
5. Shri Mithilesh Kumar
6. Shri Mohan Jena
7. Shri Ashok Kumar Rawat
8. Shri Bajju Ban Riyan
9. Shri Khiladi Lal Bairwa
10. Shri Kamal Kishor 'Commando'

##### **RAJYA SABHA**

11. Dr. Pradeep Kumar Balmuchu
12. Shri D. Raja
13. Shri Thaawar Chand Gehlot

#### **SECRETARIAT**

1. Dr. R.K. Chadha, Additional Secretary
2. Shri R.C. Wadhwa, Under Secretary

## **WITNESSES**

### **MINISTRY OF CIVIL AVIATION**

- |    |                    |   |           |
|----|--------------------|---|-----------|
| 1. | Shri Ashok Lavasa  | - | Secretary |
| 2. | Dr. Balmiki Prasad | - | Director  |

### **AIRPORTS AUTHORITY OF INDIA (AAI)**

- |    |                 |   |                                 |
|----|-----------------|---|---------------------------------|
| 1. | Shri Alok Sinha | - | Joint Secretary & Chairman, AAI |
| 2. | Shri K.K. Jha   | - | Member (HR)                     |

At the outset, the Chairman welcomed the Members of the Committee. The Committee then considered the draft Report on the subject "Reservation for Scheduled Castes and Scheduled Tribes in United Bank of India and credit facilities provided by the Bank to them" and adopted the same.

2. Members raised the issue concerning appointment of DRMs in Indian Railways. The Committee adopted the following resolution. A communication may be sent to Ministry of Railways that "Upper age limit of 52 years should not be there for an officer to be eligible to become DRM in Indian Railways". The clause of upper age limit of 52 years is causing lot of concern among SC & ST officers working in Indian Railways.

#### **(The witnesses were called in)**

3. The Chairman welcomed the representatives of the Ministry of Civil Aviation and Airports Authority of India.

4. The Committee then took evidence of the representatives of the Ministry of Civil Aviation and Airports Authority of India regarding grievances of Scheduled Castes and Scheduled Tribes employees of Airports Authority of India. Hon'ble Members raised certain issues on the subject and sought clarifications which were not responded to by the officials of the Ministry of Civil Aviation and the Airports Authority of India to the satisfaction of the Committee. The Committee therefore, decided to take evidence on the same subject again on 12.02.2014.

5. The evidence was remained incomplete.

#### **(The witnesses then withdrew)**

6. A verbatim record of the proceedings was kept.

**The Committee then adjourned.**