

**COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(2017-2018)**

(SIXTEENTH LOK SABHA)

TWELFTH REPORT

ON

**MINISTRY OF FINANCE
(DEPARTMENT OF FINANCIAL SERVICES)**

Representation of SCs/STs in Services and Redressal of their grievances and credit facilities being provided by IDBI Bank to SCs/STs.

Presented to Lok Sabha on 10.08.2017

Laid in Rajya Sabha on 09.08.2017



**LOK SABHA SECRETARIAT
NEW DELHI**

August , 2017/ Shravana, 1939 (Saka)

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**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES (2017-2018)**

Dr. Kirit P. Solanki - Chairperson

MEMBERS - LOK SABHA

2. Shri Kanti Lal Bhuria
3. Shri P.K. Biju
4. Shri B.N. Chandrappa
5. Dr. (Smt.) Heena Vijaykumar Gavit
6. Dr. K. Gopal
7. Shri Rattan Lal Kataria
8. Dr. Virendra Kumar
9. Smt. Pratima Mondal
10. Prof. Ajmeera Seeta Ram Naik
11. Shri Ram Charitra Nishad
12. Shri Ravindra Babu Pandula
13. Shri Kamlesh Paswan
14. Shri Ram Chandra Paswan
15. Shri Vishnu Dayal Ram
16. Smt. Rita Tarai
17. Shri Krupal Balaji Tumane
18. Shri Vikram Usendi
19. Shri Bhanu Pratap Singh Verma
20. Shri Chintaman Navasha Wanaga

MEMBERS - RAJYA SABHA

21. Shri Shamsheer Singh Dullo
22. Shri D. Raja
23. Shri Amar Shankar Sable
24. Shri Veer Singh
25. Shri Tiruchi Siva
26. Smt. Wansuk Syiem
27. Shri Pradeep Tamta
28. Shri Dilip Kumar Tirkey
29. Mahant Shambhuprasadji Tundiya
30. Shri Ramkumar Verma

SECRETARIAT

- | | | | |
|----|---------------------|---|-------------------------|
| 1. | Shri N.C. Gupta | - | Joint Secretary |
| 2. | Shri D.R. Shekhar | - | Director |
| 3. | Shri Vinay P. Barwa | - | Deputy Secretary |
| 4. | Smt. Huma Iqbal | - | Sr. Committee Assistant |

INTRODUCTION

I, the Chairperson, 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 Twelfth Report (Sixteenth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the subject "Representation of SCs/STs in Services and Redressal of their grievances and credit facilities being provided by IDBI Bank to SCs/STs" under the Ministry of Finance (Department of Financial Services).

2. The Committee took evidence of the representatives of the Ministry of Finance (Department of Financial Services) on 30.03.2017 and 14.07.2017.
3. The Report was considered and adopted by the Committee on 03.08.2017
4. The Committee wish to express their thanks to the representatives of the Ministry of Finance (Department of Financial Services) and IDBI Bank for tendering evidence before the Committee and for furnishing requisite material and information in connection with the examination of the subject.

**New Delhi;
August, 2017
Shravana , 1939 (Saka)**

**DR. KIRIT P. SOLANKI
Chairperson,
Committee on the Welfare of
Scheduled Castes and
Scheduled Tribes.**

TWELFTH REPORT ON “REPRESENTATION OF SCs/STs IN SERVICES AND REDRESSAL OF THEIR GRIEVANCES AND CREDIT FACILITIES BEING PROVIDED BY IDBI BANK TO SCs/STs” UNDER THE MINISTRY OF FINANCE (DEPARTMENT OF FINANCIAL SERVICES).

CHAPTER I

REPORT

A. Organisational set up of IDBI Bank Ltd.

Industrial Development Bank of India (IDBI) was constituted under Industrial Development Bank of India Act, 1964 as a Development Financial Institution w.e.f. July 01, 1964. In the year 2004, Industrial Development Bank (transfer of undertaking and Repeal) Act, 2003 was passed under which a new company IDBI Ltd. was incorporated as a Govt. Company which worked as a bank in addition to its earlier role of a Financial institution. Towards achieving the faster inorganic growth of the Bank, IDBI bank Ltd., a wholly owned subsidiary of IDBI Ltd. was amalgamated with IDBI Ltd. in 2005. The United Western Bank Ltd. was amalgamated with IDBI Ltd. in 2006. Also IDBI Home Finance Ltd. and IDBI Gilts Ltd. were amalgamated with IDBI Bank Ltd. in 2011.

2. There are 10 Members who comprise the Board of Directors of the Bank. At present the MD & CEO of the Bank belongs to the SC category. The rest of the Members do not belong to either SC or ST category.

B. Rules of reservation followed for SC/ST employees in direct recruitment as well as promotion.

1. For direct recruitment the rules of reservation are as follows:

Officers: 15%SCs and 7.5%STs

Class III and Class IV: As per % specified by respective State Govt. From time to time.
Varies between 0 to 45.

2 There are no posts filled by temporary appointment .and also no categorisation is made for Technical and Non-Technical Posts. IDBI Bank has upgraded all the eligible Part-Time Sweepers on Full Time Basis.

3. For Promotion

Category	Reservation for SC	Reservation for ST	Remarks
Class IV to Word Processor(Class III)	Nil	Nil	Since the element of direct recruitment to these posts exceeds 75%, no reservations are provided and no rosters are maintained.
Class IV to Assistant Caretaker (Class III)	15%	7.5%	Roster are maintained. SC/ST candidates are judged by relax standard.
AC Plant Attendant to Asst. AC Plant Operator(Class III)	15%	7.5%	Those who complete 8 years of service as Attendants and acquire higher technical qualification are promoted as Asst. AC Plant operator subject to satisfactory service record and an interview. SC/ST candidates are judged by relax standards in interview.
Electrician Mistry to Electrician Grade II(Class III)	15%	7.5%	Those who complete 10 years of satisfactory service and qualify in interview.
Clerical Cadre to Officer J.M. Grade Scale I	15%	7.5%	(a) Seniority Promotion: Employees having completed 9 years of service in clerical cadre with satisfactory service record. (b) Qualifying Test Promotion: Employees with 7 years of satisfactory service are eligible to appear for written test for promotion. 5% grace marks are given to SC/ST candidates in test.

			(c) Merit Promotion: All Class III employees who have put in minimum 2 years of satisfactory service can appear for the competitive test and interview for promotion. 5% grace marks given to SC/ST candidates for test and interview.
Secretarial Assistants to Private Secretary Grade Á	15%	7.5%	Assistants who have completed 3 years of satisfactory service are eligible to appear for written test and interview for promotion. 5% grace marks to SC/ST candidates in written test and interview.
J.M. Grade Scale 1 to top Executive Grade Scale VII	-----	-----	IDBI bank follows Selection Method for promotion in officers grade which does not provide any reservation for SCs/STs. A "Basket" is drawn to include all such officers who meet the basic eligibility criteria in terms of years of service and Performance appraisal report. All these officers will be required to qualify a written test and give an undertaking to serve in mandatory rural/semi urban areas. Those who qualify are placed in the zone of consideration. The officers falling within ZOC will then be arranged in order of seniority and any SC/ST candidates falling within the number of vacancies earmarked for promotion will be included in the select list without any interview. Seniority in higher grade is based on inter-se seniority before promotion. For promotion to Grade B and grade C

			one member in the selection committee should belong to SC/ST. But for Grade B and above its not compulsory.
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4. There are no backlog of vacancies reserved for SC/ST as on June 30, 2016.
5. Pre-recruitment and pre-promotion training is arranged for SC/ST candidates to improve their chances of selection.
6. For recruitment at entry level the Bank is a member of consortium for which Institute of Banking and Personnel Selection (IBPS) which has been conducting Common Recruitment process.

C. Grievance Redressal of Scheduled Caste/Scheduled Tribe Employees

1. IDBI Bank has set up a Reservation Cell headed by a Deputy General Manager at Bank's Corporate Centre in Human Resource Department.
2. The Bank has appointed a Chief Liasion Officer (CLO) and Zonal Liasion Officer (ZLO) for SC/ST employees at Head office and Zonal offices for dealing with implementation of reservation guidelines.
3. Reservation Rosters are maintained to implement reservation policy.
4. The Bank conducts periodical meeting with the representatives of SC/ST Welfare Association to discuss issues relating to SC/ST employees.
5. A complaint register is maintained by the Bank and action taken against the complaint is verified by the CLO.
6. No cases of False caste certificate have been detected by the bank in recent past.

D. Outsourcing of non-core activities

1. IDBI Bank outsources certain non core activities to reduce operational cost and focus on core activities of the bank.

2. The following activities are outsourced:

(a) ATM maintenance, security, cash replenishment, housekeeping etc.,

(b) Data entry & Document processing services.

(c) Lead Generation activities including data and information collection

(d) Promotional activities for account opening, organise sales meetings, promoting third party insurance product.

(e) Contact point verification activities.

(f) Cash Management services including cash transportation.

3. IDBI Bank complies with all statutory and legal requirements with respect to outsourcing.

D. Appointment on Compassionate Grounds

The rules for appointment on compassionate grounds have been revised in 2014.

The year wise appointment on compassionate ground is as follows:

Year	CLERICAL	(CLASS-III)		Sub staff	Class(IV)	
		SC	ST		SC	ST
2014	1	0	0	0	0	0
2015	3	0	1	1	1	0
June 2016	4	0	0	2	2	0

E. FOREIGN TRAINING OF OFFICERS

IDBI Bank sends officers for foreign trainings which are relevant to their profile to update their knowledge. These officers are chosen on the basis of their role and performance in the organisation.

F. CREDIT FACILITIES FOR SCHEDULED CASTES AND TRIBES

In IDBI Bank there is no separate amount earmarked for disbursement to SC/ST. Bank is financing SC/ST /Weaker section beneficiaries through all loan products. Beneficiaries are selected based on the documents submitted by them. As per RBI guidelines, 10% of the total Bank credit shall be extended for 'Weaker Sections' of the society, which also include SC/ST. The achievement of the Bank is 8.94% of this target as on March 31,2016.The bank has not waived off any loans under any schemes in last five years. There are no schemes specifically for SC/ST for grant of Direct Home loans in the Bank. The Rate of Interest charged for loans are applicable to all customers. There is no specific RoI for SC/ST beneficiaries. A concession in Rate of Interest @0.25% is available for the students belonging to SC/ST category.

G. CORPORATE SOCIAL RESPONSIBILITY

IDBI Bank has a Board approved CSR policy which is compliant with the provisions of the Companies Act, 2013. The Bank does not have a specific Scheme under CSR for the welfare of Scheduled Castes and Scheduled Tribes. The Bank has adopted villages inhabited by SC/ST people for socio economic development. The Bank undertook a rehabilitation project in a disaster hit village of Ladakh named Taru which has a considerable SC/ST population. Further, the Bank has adopted Aamkota village in Morigaon district of Assam for transformation into a model village. The village has primarily SC population.

CHAPTER-II

RECOMMENDATIONS/OBSERVATIONS

1. The Committee note that the promotion policy followed by IDBI Bank for sub staff to clerical cadre is not favourable to SCs and STs. The promotion of Class I to V to Assistant Caretaker (Class III), AC Plant Attendant to Asst. AC Plant Operator(Class III), and Electrician Mistry to Electrician Grade II requires the candidate to appear in a interview. Though reservation of 15% and 7.5% has been provided, there are chances that the candidates are rejected in the interview despite giving in requisite years of service and experience. The argument given by the bank on relaxed standards for SC/ST candidates is very vague since there is no set criterion for such relaxation. The Committee therefore, recommends that when a candidate has already put in the requisite number years of service at a particular post he/she should not be subjected to interview for promotion making it an alibi for disqualification. The number of years of service and performance appraisal report of the candidate should be criterion enough to grant them timely promotion.
2. The Committee note that promotion from Clerical Cadre to Officer J.M. Grade Scale I is done through three different methods, namely Seniority Promotion, Qualifying Test Promotion and Merit Promotion.
3. The Committee note that in case of promotion within officer cadre i.e. from J.M. grade Scale 1 to Top Executive Grade Scale VII the bank follows "Selection Method". In this method of promotion no reservation is provided to SCs and STs. SC/ST officers, who are senior enough for promotion have to qualify a written test. Upon qualifying the written test, a Zone of Consideration (ZoC) is prepared and officers are promoted in order of seniority without interview. This method of promotion seems to be highly discriminatory against the SCs and STs. The Committee feel that the need for a written test for an employee is unjustified when he/she has the requisite experience and performance appraisal report. Secondly, why is there no system of grace marks for SC/ST candidates in the written test as is

being done in the Department./Ministries Government of India up to level of Director as per guidelines issued by DoPT for SC/ST officers for promotion. Thirdly, even after qualifying the written test and falling within the zone of consideration, it is upto the Selection Committee to qualify/disqualify a candidate arbitrarily. There are no checks and measures on the decision taken by selection committee to make them accountable for their decisions. Just placing a single SC/ST member in the selection committee cannot ensure that SC/ST candidates will get their due. The committee strongly recommends that a more transparent method of promotion be adopted to ensure due representation of SC and ST officers of Regional position and fair opportunities for all section of society especially for the SC/ST.

4. The Committee are given to understand that while conducting the promotion exercise for Grade E for Promotion Year 2016-17, the bank has not followed Board approved procedure in the 3rd Promotion Year 2016-17. The bank has obtained Board's approval for relaxing APAR eligibility criteria from 75% to 60% for next 3 promotion year. In 2013-14, promotion exercise for Grade E was not conducted hence, Bank was also supposed to avail the option in 3rd Promotion Year. The Bank has not complied with the same. The Committee recommend to review the process of Promotion for Grade E for 2016-17 and conduct the exercise ab-initio considering the APAR eligibility at 60% for last 3 promotion years. Since the Bank, in the abovementioned partisan act, has deprived nearly 80 Deputy General Manager (including SC/ST/OBC) from becoming eligible on account of change in promotion policy. The Committee also strongly recommend that APAR of the employees should be as per instruction, issued by the Hon'ble Supreme Court about sharing of APAR data with employees so that employees may be aware of their performance and future scope of improvement.

5. The Committee note that the Bank has appointed Chief Liasion Officer(CLO) and zonal Liaison Officer(ZLO)for dealing with matters relating to implementation of Reservation policy. The bank also maintains a complaint register for recording

grievances received from SC/ST employees and suitable action is initiated which is verified by CLO. The committee feels there should be a separate SC/ST Cell headed by SC/ST officer with due staff to take up their grievance/issues in a right direction.

6. The Committee has received various complaints regarding the arbitrary transfer policy followed by the Bank. Since there is no sound grievance redressal cell of the Bank for SC/ST employees most grievances remain unresolved. The Committee observe from the representation of IDBI SC/ST Employees Welfare Association that the officer bearer of the Association are deliberately transferred to different places flouting the Ministry of Finance guidelines, not to transfer office bearer of the SC/ST Association outside the Head Quarter. If it is extremely necessary they may be transferred to nearby Head Quarter/Station. The Committee strongly recommends that the Bank should follow transparent rules for transfer and postings and any complaint be dealt fairly with due seriousness.

7. The Committee strongly raise its objections with the way IDBI bank is undertaking outsourcing activities of the bank. The Committee is of the view that it reduces operational cost of the bank can be appreciated only when the Bank ensures that outsourcing does not deny employment opportunities to SC and ST. The bank is undertaking outsourcing of various activities which will employ about 17000 workforce which is almost equal to the total strength of IDBI . But while outsourcing these activates to other agencies the Bank does not ask the outsourcing agency to provide reservation to SC and ST. While the bank complies with all statutory and legal requirements, it should be mandatory for the Bank to ensure that the outsourcing agencies while recruiting work force, they must provide reservation to SC/ST as per provision of the Constitution of India. To implement this DoPT/DPE may frame rules to ensure socio economic justice for the weaker sections of society including for SC and ST. This is also a part of wider corporate social responsibility of the bank. The committee strongly recommends that the bank devises a policy wherein even if it outsources work to other agencies,

the agencies provide the employment to SCs and STs keeping in mind Governments reservation policy.

8. The Committee note that a Compassionate Appointment Scheme-2014 has been approved by the Board. The Committee recommends that in the cases of compassionate appointments extra care should be taken in case of SC and ST employees. Since they come from weaker section of the society the loss of an earning member hits SC/ST families very hard. Hence, compassionate appointments for SCs and STs should be dealt with more compassion, care and on priority.

9. The Committee note that while disbursing credit facilities the Bank has no separate funds earmarked for SC/ST. The number of borrowers of SC category in the year 2013-14 was 0.42%, in year 2014-15 was 0.74% and in the year 2015-16 was 0.92%. For STs the same figures stand at 0.16%, 0.35% and 0.45%. These figures give the dismal picture of the number of credit borrowers in SC and ST category. Though the Bank claims to finance weaker sections but the dismal no of borrowers present a very gloomy picture. The committee feels that the credit facilities of the bank are not reaching these level of 10% of the total credit to the weaker section of the society as prescribed by the RBI.

10. The Committee notes that there are no schemes specifically for SC/ST for grant of Direct Home Loans in the bank. Also there are no concessions in rate of interest in housing loan for SC/ST There are numerous new schemes for rural and urban home loans by the govt to bolster housing for all. The committee recommends that the Bank earmark separate funds for education, trade, business and home loans for SC and ST especially in rural areas. The Committee strongly recommends that minimum 10% out of total credit, IDBI must extend to SC and ST up to the amount of 10,00,000 (Ten Lakhs) and 5% for weaker section of the society with a nominal rate of interest and without collateral security for the purpose of education of ward, construction of house, trade & business.

11. The Committee note that SC/ST beneficiaries are selected on the basis of documents submitted by them. There are innumerable cases where false and forged documents are used by affluent people to take benefits earmarked for SCs and STs. The committee recommends that all documents submitted by SC/ST be properly checked and verified so that non SC/ST people not siphon away benefits meant for SCs and STs only.

12. In this connection, the Committee also recommends that concerns expressed by the Committee may also be taken up at highest level with RBI to relax the norms fixed disbursement of credit facilities for weaker section of society not only for IDBI but for all Public Sector Banks, PSU and other financial institutions.

13. The Committee note that the Government's policy of Reservation in jobs for SC/ST/OBC will no longer be observed in IDBI Bank if its either privatised or consolidated with other Public Sector Banks as has been observed in other Government entities like BALCO, CMC, VSNL etc. Hence, the Committee recommend that Government may not dilute its 51% stake in IDBI Bank Ltd. or consolidate it with other Public Sector Banks to save the interests of its SC/ST/OBC employees.

14. IDBI Bank's wage revision is pending since November 2012. The Committee observes that due to non revision of wages the staff at IDBI are feeling demotivated and the young workforce of the bank is shifting to other jobs. The Committee feels that the long pending demand of wage revision of the employees be looked into and the matter be taken up at the earliest.

New Delhi;
August, 2017
Shravana , 1939 (Saka)

DR. KIRIT P. SOLANKI
Chairperson,
Committee on the Welfare of
Scheduled Castes and
Scheduled Tribes.

**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES
(2016-2017)
(SIXTEENTH LOK SABHA)
SEVENTEENTH SITTING
(30.03.2017)
MINUTES**

The Committee sat from 1500 hrs. to 1700 hrs. in the Committee Room "E",
Basement, Parliament House Annexe, New Delhi

PRESENT

Shri Kirit Premjibhai Solanki - Chairperson

MEMBERS

LOK SABHA

2. Dr. Virendra Kumar
3. Smt. Sakuntala Laguri
4. Smt. Pratima Mondal
- 5.. Dr. Ravindra Babu Pandula
6. Shri Vishnu Dayal Ram
7. Shri Krupal Balaji Tumane
8. Shri Vikram Usendi
- 9.. Shri Bhanu Pratap Singh Verma
10. Shri Chintaman Navasha Wanaga

RAJYA SABHA

11. Shri Amar Shankar Sable
12. Shri Veer Singh
13. Shri Mahant Shambhuprasadji Tundiya
14. Shri Pradeep Tamta
15. Shri Ram Kumar Verma

SECRETARIAT

1. Shri N.C. Gupta, Joint Secretary
2. Shri D.R. Shekhar, Director
3. Shri Vinay P. Barwa, Deputy Secretary

LIST OF WITNESSES

ALL INDIA IDBI BANK SC,ST & OBC OFFICERS & EMPLOYEES WELFARE ASSOCIATION

1. Shri Jagmohan Samad, President
2. Shri Manohar B. Gangurde, Vice President
3. Shri B.B. Gawali, General Secretary
4. Shri Senapati Nag, Treasurer
5. Shri Ratnakar Wankhede
6. Smt.Surekha Yadav
7. Smt. Kumudini Rajesh Khadatare

MINISTRY OF FINANCE

(DEPTT. OF FINANCIAL SERVICES)

- | | | | |
|----|---------------------------|---|----------------------|
| 1. | Ms. Anil Kumar Khachi | - | Additional Secretary |
| 2. | Shri Madnesh Kumar Mishra | - | Joint Secretary |
| 3. | Shri Gulab Singh | - | Deputy Secretary |
| 4. | Shri Arun Kumar | - | Under Secretary |

Industrial And Development Corporation Ltd. (IDBI)

- | | | | |
|----|--------------------------|---|-------------------------|
| 1. | Shri Kishor Kharat | - | Managing Director & CEO |
| 2. | Shri G.A. Tadas | - | Executive Director |
| 3. | Shri S.G. Nadkarni | - | CGM |
| 4. | Shri Satish Goel | - | GM |
| 5. | Shri Pushkar Singh Rawat | - | AGM |

2. At the outset , the Chairperson welcomed the Members of the Committee. The Committee then considered the draft report on the subject, "Status of implementation of reservation policy in those companies who have 50% Government and 50% private equity, for example PETRONET LNG Limited and adopted the same without any modifications. The Committee also authorised the Chairperson to present the same to both the Houses in the current session of the Parliament.

3. Thereafter, the Chairperson welcomed the representatives of the All India IDBI Bank SC,ST,OBC Officers Employees Welfare Association. The Committee discussed with them the problems and grievances faced by SCs/STs employees in IDBI Bank Ltd.

4. The Committee then welcomed the representatives of the Ministry of Finance and IDBI Bank Ltd..The members raised issues regarding grievances of SC/ST employees of the bank and also follow up action taken by the Ministry and Bank on issues raised by the Committee during their study visit to Shillong on 17.10.2016. The Committee also sought

clarification on the issues which were responded to by the representatives of Department of Finance and IDBI Bank Ltd. On certain points on which the information were not readily available, the Committee directed the representatives of the Ministry to furnish the same to the Committee within 15 days.

5. The discussion was completed.

(The witnesses then withdrew)

A verbatim record of the proceedings was kept.

6. The sitting of the Committee then adjourned.

**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES
(2017-2018)
(SIXTEENTH LOK SABHA)
FIFTH SITTING
(14.07.2017)
MINUTES**

The Committee sat from 1100 hrs. to 1200 hrs. in the Committee Room "D",
Basement, Parliament House Annexe, New Delhi

PRESENT

Shri Kirit Premjibhai Solanki - Chairperson

MEMBERS

LOK SABHA

2. Shri Ram Charitra Nishad
3. Shri P.K. Biju
4. Shri Rattan Lal Kataria
- 5.. Shri B.N Chandrappa
6. Smt. Pratima Mandal
7. Shri Ram Chandra Paswan
8. Shri Krupal Balaji Tumane
- 9.. Shri Bhanu Pratap Singh Verma

RAJYA SABHA

10. Shri D.Raja
11. Shri Veer Singh
12. Shri Mahant Shambhuprasadji Tundiya
13. Shri Pradeep Tamta

SECRETARIAT

1. Shri D.R. Shekhar, Director
2. Shri Vinay P. Barwa, Deputy Secretary

LIST OF WITNESSES

MINISTRY OF FINANCE

(DEPTT. OF FINANCIAL SERVICES)

1. Ministry of Finance(Department of Financial Services)

- (1) Shri Girish Chandra Murmu, Additional Secretary
- (2) Shri Madnesh Kumar Mishra, Joint Secretary

2. IDBI BANK Ltd.

- (1) Shri Mahesh Kumar Jain, MD & CEO
- (2) Shri K.P. Nair, DMD
- (3) Shri SG Nadkarni, Chief General Manager

At the outset , the Chairperson welcomed the Members of the Committee.and the representatives of the Ministry of Finance and IDBI Bank Ltd..The Members raised issues regarding grievances of SC/ST employees of the bank and also follow up action taken by the Ministry and Bank on issues raised by the Committee during their study visit to Shillong on 17.10.2016 and the meeting held at New Delhi on 30.03.2017. The Committee also sought clarification on the issues related to outsourcing of jobs by IDBI Bank to subsidiaries. All these issues were responded to by the representatives of Department of Finance and IDBI Bank Ltd. On certain points on which the information were not readily available, the Committee directed the representatives of the Ministry to furnish the same to the Committee within a week.

- 2. The discussion was completed.

(The witnesses then withdrew)

A verbatim record of the proceedings was kept.

- 3. The sitting of the Committee then adjourned.

**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES
(2017-2018)
(SIXTEENTH LOK SABHA)**

SIXTH SITTING

(03.08.2017)

MINUTES

The Committee sat from 1630 hrs. to 1700 hrs. in Committee Room C, Parliament House
Annexe, New Delhi.

PRESENT

Shri Kirit Premjibhai Solanki - Chairperson

MEMBERS

LOK SABHA

2. Shri Kanti Lal Bhuria
3. Shri P.K. Biju
4. Dr.(Smt.) Heena Vijay Gavit
5. Shri Ratan :Lal Kataria
6. Dr. Virendra Kumar
7. Prof. Seetaram Azmeera Naik
8. Shri Ravindra Babu Pandula
9. Shri Ram Charitra Nishad
10. Shri Vishnu Dayal Ram
11. Smt. Rita Tarai
12. Shri Krupal Balaji Tumane
13. Shri Bhanu Pratap Singh Verma
14. Shri Chintaman Navasha Wanaga

RAJYA SABHA

15. Shri Amar Shankar Sable
16. Shri Pradeep Tamta
17. Shri Ram Kumar Verma

SECRETARIAT

1. Shri N.C. Gupta, Joint Secretary
2. Shri D. R. Shekhar, Director
3. Shri Vinay P. Barwa, Deputy Secretary
4. Shri Mukesh Kumar, Under Secretary

At the outset, the Chairperson welcomed the Members of the Committee. The Committee then considered the draft reports on the subjects “Representation of SCs/STs in Services and Redressal of their grievances and credit facilities being provided by IDBI Bank to SCs/STs under the Ministry of Finance(Department of Financial Services” and Action Taken Report by the Government on the recommendations contained in the Eighth Report(Sixteenth Lok Sabha) on the Ministry of Power regarding” Reservation for and Representation of SCs and STs in Bhakra Beas Management Board(BBMB)” . Both the Reports were considered and adopted by the Committee without any modifications. The Committee also authorized the Chairperson to present the same to both the Houses of Parliament in the current session of the Parliament.

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