

**COMMITTEE ON THE WELFARE  
OF SCHEDULED CASTES AND  
SCHEDULED TRIBES  
(1977-78)**

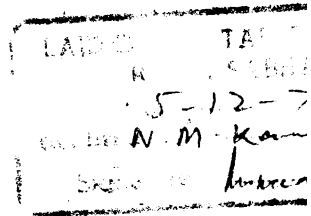
(SIXTH LOK SABHA)

(TENTH REPORT)

MINISTRY OF FINANCE

DEPARTMENT OF ECONOMIC AFFAIRS  
(BANKING DIVISION)

**Recruitment of Management Trainees  
in the Allahabad Bank**



PRESENTED IN LOK SABHA ON  
LAID IN RAJYA SABHA ON

**LOK SABHA SECRETARIAT  
NEW DELHI**

November, 1977/Kartika, 1899 (Saka)

Price : 40 Paise

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30.	Lakshmi Book Store, 42, Municipal Market, Jan-path, New Delhi.	23	<b>AGENTS IN FOREIGN COUNTRIES</b>		
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# CORRIGENDA

to

Tenth Report of the Committee on  
the Welfare of Scheduled Castes and  
Scheduled Tribes (Sixth Lok Sabha)

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**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND  
SCHEDULED TRIBES  
(1977-78)**

---

\*Shri Ram Dhan—*Chairman*

**MEMBERS**

*Lok Sabha*

2. Shri T. Balakrishnaiah
3. Shri B. Bhanwar
- \*\*4. Shri Chand Ram
5. Shri Somjibhai Damor
6. Shri Biren Singh Engti
7. Shri Hukam Ram
8. Shri Hukam Chand Kachwai
9. Shri B. C. Kamble
10. Shri Lahanu Shidava Kom
11. Shri Rama Chandra Mallick
- \*\*12. Shri Karia Munda
13. Shri Nathuni Ram
14. Shri Natwarlal Parmar
15. Shri Amar Roy Pradhan
16. Shri K. Pradhani
17. Shri B. Rachaiah
18. Shri Purna Sinha
- \*\*\*19. Shri Suraj Bhan
20. Shri Bhausahab Thorat

*Rajya Sabha*

21. Prof. N. M. Kamble
22. Shrimati Saroj Khaparde

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\*Proceeded abroad on the 23rd September 1977

\*\*Ceased to be members of the Committee on their appointment as Ministers of State w.e.f. the 14th August, 1977.

\*\*\*Appointed by the Speaker as Chairman with effect from 23rd September 1977 during the absence of Shri Ram Dhan, ~~proceeded~~ abroad.

*proceeded*

23. Shri S. Kumaran
24. Shri P. K. Kunjachen
25. Shri Yogendra Makwana
26. Shri Bhaiya Ram Munda
27. Shri Prabhu Singh
28. Shri V. C. Kesava Rao
29. Shri Leonard Solomon Saring
30. Shri Mahendra Bahadur Singh

SECRETARIAT

Shri Y. Sahai—*Chief Legislative Committee Officer.*

Shri H. L. Malhotra—*Senior Legislative Committee Officer.*

## INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee to submit the Report on their behalf, present this Tenth Report (Sixth Lok Sabha) on the Ministry of Finance—Department of Economic Affairs (Banking Division)—Recruitment of Management Trainees in the Allahabad Bank.

2. The subject was examined by the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (1976-77) and necessary information obtained and evidence taken by them. That Committee, however, could not finalise their Report due to the sudden dissolution of the Lok Sabha on the 18th January, 1977.

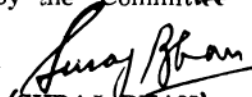
3. The Committee on the Welfare of Scheduled Castes and Scheduled Tribes (1977-78) have perused the minutes of evidence and have come to their own conclusions which have been embodied in the Report.

4. The Committee (1976-77) took evidence of representatives of the Ministry of Finance and of Allahabad Bank on the 17th January, 1977. The Committee wish to express their thanks to the officers of the Ministry of Finance and of the Allahabad Bank for placing before the Committee material and information they wanted in connection with the examination of the subject.

5. The Report was considered and adopted by the Committee (1977-78) on the 11th October, 1977.

NEW DELHI;  
November 4, 1977.

Kartika 13, 1899 (S).

x   
(SURAJ BHANA),

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



## REPORT

In their Ninth Report (Fifth Lok Sabha) on the Ministry of Finance (Department of Banking): Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the State Bank of India and its Subsidiaries, the Committee, had *inter alia* made the following recommendation:

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

2. The Government accepted the recommendation of the Committee. In their Eighteenth Report (Fifth Lok Sabha) on the Ministry of Finance (Department of Banking) showing action taken on the recommendations contained in the Ninth Report of the Committee (Fifth Lok Sabha), the Committee noted the following reply sent by the Ministry of Finance (Department of Banking):

"The Bank has decided to apply this recommendation of the Committee commencing from their 1973 advertisement and the minimum educational qualifications will be mere graduation for Scheduled Castes/Tribes candidates, as against second division for candidates from the open market."

3. In their Forty-eighth Report (Fifth Lok Sabha) on the Ministry of Finance (Department of Banking) regarding recruitment of Probationary Officers in the Bank of India, the Committee had *inter alia* made the following recommendation:

"The Committee understand that the Banking Service Commission would soon be constituted and this body would

conduct recruitment for all the nationalised banks. The Committee hope that the Banking Service Commission would take note of the views of the Committee and ensure that there is relaxation in the eligibility conditions for Scheduled Castes and Scheduled Tribes in the matter of competitive examination for recruitment of Probationary Officers in the various banks. The arbitrary Division Bar introduced by the Bank of India for the purposes of recruitment of Probationary Officers should be completely eliminated in future examinations, if any, conducted by them."

4. On the 27th April, 1976, the Department of Revenue and Banking (Banking Wing) issued the following circular letter to all the nationalised banks with regard to relaxations in educational qualifications for Scheduled Caste and Scheduled Tribe candidates for recruitment of Probationary Officers|Management Trainees in all the Nationalised Banks:—

"I am directed to forward herewith a copy of the 48th Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes and to say that the recommendation contained in para 19 of the Report has been accepted by Bank of India.

Similarly on a recommendation made by this Committee in their ninth Report earlier, State Bank of India had also agreed to relax the educational qualifications in respect of Scheduled Castes and Scheduled Tribe candidates to a mere pass in the Graduation examinations as compared to higher standards prescribed for candidates from other communities.

Your bank may also like to reconsider this question and fall in line with State Bank of India and Bank of India."

5. On the 26th December, 1976, an advertisement appeared in the 'Hindustan Times', New Delhi (Appendix) inviting applications from candidates having the undermentioned academic qualifications for appointment as Management Trainees in the Allahabad Bank:—

*"Academic Qualifications:*

Graduate|Post Graduate in Arts|Science|Commerce|Statistics and other disciplines in Humanities, from recognised Indian Universities, with 60 per cent marks in all the

examinations passed from Matriculation|School Final onwards. (In case of the candidates belonging to Scheduled Castes|Scheduled Tribes, with 50 per cent marks in all the examinations passed from Matriculation|School Final onwards)."

It has also been stated in the above advertisement that "15 per cent of the posts are reserved for Scheduled Castes and 7½ per cent for Scheduled Tribes".

6. It was observed that one of the eligibility conditions for applying for the post of Management Trainee in the Allahabad Bank in respect of Scheduled Caste and Scheduled Tribe candidate was 50 per cent marks in all the examinations passed from Matriculation|School Final onwards. It was also observed that the Bank had not stipulated the actual number of posts reserved for Scheduled Castes and Scheduled Tribes and only the percentage of posts reserved for Scheduled Caste and Scheduled Tribe candidates had been given in the advertisement.

7. The Committee considered this matter at their sitting held on the 30th December, 1976. As the conditions laid down for Scheduled Caste and Scheduled Tribe candidates were not in accordance with the instructions issued by the Department of Revenue and Banking (Banking Wing), the Committee decided to examine the representatives of the Department of Revenue and Banking (Banking Wing) and the Allahabad Bank on the 17th January, 1977.

8. Subsequently, the Allahabad Bank issued the following Addendum which appeared in the 'Hindustan Times' of the 16th January, 1977 modifying the educational qualifications for the post of Management Trainees:—

"Referring to the advertisement on the captioned subject published in this paper on 26th December, 1976, the following modifications in regard to the Educational Qualifications are announced:

All general candidates must be Graduate|Post Graduate, with 60 per cent marks, in Arts|Science|Commerce|Statistics and other disciplines in Humanities from recognised Indian Universities, regardless of percentage of marks in the lower examinations.

In case of Scheduled Caste and Scheduled Tribe candidates, the minimum qualification required is PASS in Graduation|Post-Graduation, including the lower examinations, in the aforesaid disciplines.

Last date for submission of application is extended to 29th January, 1977. Other conditions remain unaltered."

9. During the course of oral evidence, the Committee have been informed by the representative of the Allahabad Bank that in respect of the Allahabad Bank, the officer cadre has so far been filled by promotion from the lower cadre. As far as recruitment of lower cadre is concerned, the Bank has prescribed 50 per cent marks as the minimum for their educational qualifications, but in respect of Scheduled Caste and Scheduled Tribe candidates, no minimum percentage of marks has been prescribed. In 1976, the Bank has undertaken direct recruitment of specialised categories of staff like engineers, agricultural officers etc. and in respect of these recruitments also, no percentage of marks has been prescribed for Scheduled Caste and Scheduled Tribe candidates. In the present case, through an over-sight, a minimum percentage of marks has been prescribed for Scheduled Caste and Scheduled Tribe candidates and it has since been rectified by issuing another advertisement in the Press. Necessary steps have since been taken by the Allahabad Bank authorities to ensure that this is not repeated.

10. Asked during evidence whether it was a fact that even though a corrigendum has been issued by the Allahabad Bank extending the date of application, many candidates living in far off and remote places might not be able to apply due to shortage of time, the representative of the Allahabad Bank has replied that applications received even one week after the last date will be accepted.

11. The Committee also desired to know the number of persons promoted as officers in the Allahabad Bank after the Bank nationalisation in 1969 and the percentage of Scheduled Castes and Scheduled Tribes among them. In a note submitted to the Committee, the Department of Revenue and Banking (Banking Wing) have stated that the number of persons promoted as officers in the Allahabad Bank since 1969 are as follows:—

---

1969	94
1970	80
1971	110
1972	99
1973	100
1974	40
1975	120
1976	393

---

No Scheduled Caste/Tribe person has been promoted. In 1976 two Scheduled Caste candidates were called for promotion test but they did not appear in the test.

12. The Committee also desired to know the number of officers recruited in the Allahabad Bank since 1976 when the first recruitment of officers took place and the number and percentage of Scheduled Castes and Scheduled Tribes among them. In a written note submitted to the Committee, the Department of Revenue and Banking (Banking Wing) have stated as follows:—

#### SELECTED AND OFFERED APPOINTMENT

	General	SC	Percentage	ST	Percentage
1. Agricultural Field Officer	9 29	11 9	52.4 23.7	1	5 ..
2. Lady Branch Manager	1				..
3 O & M (Personnel)	3				
4 Law Officer	2				
5. Hindi Officer	a				
6 Security Officer	1	..	..		
7 Management Trainee	44	16	26.6		
8 S.S.I. Field Officer	8	..			..
9 Enquiry Officer	*1	..	..	..	..

\*On contract basis.

13. During the course of evidence, the Committee have also been informed that Allahabad Bank is one of the four or five banks where there has been no direct recruitment of officers before 1976. The agreement with the staff union has since been broken and there is opposition from the staff and the union in this regard.

14. The Committee then enquired as to why specific number of vacancies reserved for Scheduled Castes and Scheduled Tribes have not been given in the advertisement. In reply, the representative of the Allahabad Bank has stated:—

“I welcome the suggestion. But, we have never done it before for the last 30 years.....If I indicate the number, it will be difficult for me to take more, I would, therefore, like to keep it open, so that I can take more.”

15. In reply to a question, the Committee have been informed that an Officer of the status of Grade I has been appointed as Liaison Officer in the Allahabad Bank to look after the interests of Scheduled Caste and Scheduled Tribe employees.

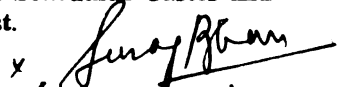
## RECOMMENDATIONS/OBSERVATIONS OF THE COMMITTEE

16. The Committee note that the Allahabad Bank has undertaken direct recruitment of specialised categories of staff like Engineers, Agricultural Field Officers for the first time in 1976 and in respect of these categories of staff, no percentage of marks in all the examinations passed from Matriculation/School Final onwards had been prescribed for Scheduled Caste and Scheduled Tribe candidates. In the case of Management Trainees, through an over-sight, a minimum percentage of marks has been prescribed for Scheduled Caste and Scheduled Tribe candidates. Subsequently, the Allahabad Bank issued an Addendum modifying the educational qualifications to a mere pass in Graduation/Post-Graduation, including the lower examinations, when the Committee took up this matter with the Department of Revenue and Banking (Banking Wing) and the Allahabad Bank. The Committee have also been informed that necessary steps have since been taken by the Allahabad Bank authorities to avoid repetition of such lapses. The Committee trust that claims of Scheduled Caste and Scheduled Tribe candidates for the post of Management Trainees would not be ignored in future. The Committee would also impress upon all the nationalised banks to adopt and implement in to to all the orders/instructions regarding reservations and other concessions/relaxations for Scheduled Castes and Scheduled Tribes issued by the Government of India from time to time.

17. The Committee note that the Allahabad Bank has appointed an Officer of the status of Grade I as Liaison Officer. One of the functions of the Liaison Officer, as laid down, is to ensure due compliance with the orders and instructions pertaining to reservation of vacancies in favour of Scheduled Castes and Scheduled Tribes and other benefits admissible to them. The Committee would like that the Liaison Officer should be held responsible for strict compliance of the orders of reservations for Scheduled Castes and Scheduled Tribes by all appointing authorities in the Bank and serious note should be taken of any lapses in this regard.

18. The Committee are greatly dissatisfied that no Scheduled Caste and Scheduled Tribe person has been promoted as Officer in the Allahabad Bank since the nationalisation of banks in 1969. The Bank has started direct recruitment of officers only in 1976.

The Committee hope that, with concerted efforts, the Bank will not only fulfil the reserved quota in future recruitments but will also clear completely the backlogs in the intake of Scheduled Castes and Scheduled Tribes in its services at the earliest.

x   
(SURAJ BHAN),  
Chairman,

NEW DELHI;  
November 4, 1977.

Committee on the Welfare of  
Scheduled Castes and Scheduled Tribes.

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Kartika 13, 1899 (S).

## **APPENDIX**

**(Vide Para 5 of the Report)**

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**Hindustan Times**

**Dated the 26th December, 1978.**

### **ALLAHABAD BANK**

**(A Govt. of India Undertaking)**

***Needs***

#### **MANAGEMENT TRAINEES**

**Applications are invited from young persons having the under-  
noted qualifications who wish to adopt banking as a career:**

##### ***Academic Qualifications:***

**Graduate/Post Graduate in Arts/Science/Commerce/Statistics and other disciplines in Humanities, from recognised Indian Universities, with 60 per cent marks in all the examinations passed from Matriculation/School Final onwards.**

**(In case of the candidates belonging to Scheduled Castes/Scheduled Tribes, with 50 per cent marks in all the examinations passed from Matriculation/School Final onwards).**

##### ***Age Limit:***

**Between 21 and 25 years as on 1-1-1977. The upper age limit is relaxable by 5 years for Scheduled Caste/Scheduled Tribe candidates.**

##### ***Reservation:***

**15 per cent of the posts are reserved for Scheduled Castes and 7½ per cent for Scheduled Tribes.**

##### ***Selection:***

**On the basis of performance in Written Test, the candidates will be called for interview. Final selection will be based on overall performance in Written Test as well as Interview. The place,**



date and venue of test/interview will be advised only to those eligible candidates who are called for the same.

Candidates who are called for final interview will be paid to and fro second class railway fare by the shortest route on production of a Money Receipt.

#### *Emoluments:*

Selected candidates, on appointment as Management Trainees, will be paid a consolidated remuneration of Rs. 700/- per month during the first year of training and Rs. 750/- per month during the second year. On successful completion of the training period, they will be placed in Bank's Officer Grade III i.e. Rs. 375—25—500—30—560—35—770—40—1050 starting with a monthly basic salary of Rs. 400.00 plus Dearness Allowance and other allowances applicable. The gross starting emoluments in the Grade, at the current rate, amounts to Rs. 1,078/- Rs. 1,138/- per month, depending upon the place of posting.

#### *General:*

1. Candidates currently in employment in Government/Public Sector Undertakings, must apply through Proper Channel. They may, however, send an advance copy of the application so as to reach the Bank within the prescribed date.

2. Candidates must apply in their own handwriting giving full particulars such as (1) Name (in block letters); (2) Father's Name; (3) Address (Mailing and Permanent Address); (4) Date of Birth and age as on 1st January, 1977; (5) State to which the candidate belongs; (6) Whether Scheduled Caste or Scheduled Tribe; (7) Academic Qualifications from Matriculation onwards with name of the Board/University, Main subjects, percentage of marks obtained and Class/Division; (8) Specific field of specialisation attained.

3. Applications complete in all respects, along with a crossed Postal Order for Rs. 10/- (Rs. 2/- for SC/ST) payable to ALLAHABAD BANK at G.P.O., Calcutta, a Passport-size photo and attested copies of marksheets/certificates, Caste certificate in case of SC/ST candidates, should reach the PERSONNEL MANAGER, ALLAHABAD BANK, 15, INDIA EXCHANGE PLACE, P.O. BOX NO. 165, CALCUTTA-700001, within 10th January, 1977. Envelope should be superscribed 'MANAGEMENT TRAINEES'.

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