

COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND  
SCHEDULED TRIBES

(1996-97)

(ELEVENTH LOK SABHA)

FOURTH REPORT

**AUTHENTICATED COPY**

ON

MINISTRY OF FINANCE

DEPARTMENT OF ECONOMIC AFFAIRS

(BANKING DIVISION)

Action taken by the Government on the Recommendation contained in the Fifty-Eighth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the Ministry of Finance Department of Economic Affairs (Banking Division) -Reservation for and employment of Scheduled Castes and Scheduled Tribes in National Bank for Agriculture and Rural Development.

Presented to Lok Sabha on 20 -12-1996

Laid in Rajya Sabha on 20-12-1996

LOK SABHA SECRETARIAT  
NEW DELHI

December, 1996/Agrahayana 1918 (Saka)

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**COMPOSITION OF THE COMMITTEE ON  
THE WELFARE OF SCHEDULED CASTES AND  
SCHEDULED TRIBES (1996-97)**

Shri Khagapati Pradhani - Chairman

**MEMBERS - LOK SABHA**

2. Shri Anandrao Vithoba Adsul
3. Shri Tara Chand Bhagora
4. Shri Anchal Das
5. Shri Paban Singh Ghatowar
6. Shri Thawar Chand Gehlot
7. Dr. M. Jagannath
8. Shri Anand Ratna Maurya
9. Shri Karia Munda
10. Shri Rupchand Murmu
11. Shri Lalit Oraon
12. Shri Kameshwar Paswan
13. Shri Mangal Ram Premi
14. Shri Bajuban Riyan
15. Dr. Jayanta Rongpi
16. Shri Ram Sagar
17. Shri Madhaba Sardar
18. Shri V.P. Shanmunga Sundaram
19. Shri Ratilal Kalidas Verma
20. Shri Nandi Yellaiah

**MEMBERS - RAJYA SABHA**

21. Shri Radhakrishan Malaviya
22. Shri Onward L.Nongtdu
23. Shri Jagir Singh Dard
24. Shri Ram Nath Kovind
25. Shri Jagannath Singh
26. Shri Anil Kumar
27. Shri Ish Dutt Yadav
28. Shri Dawa Lama
29. Shri Joyanta Roy
30. Shri Satish Pradhan

**Secretariat**

1. Shri J.P. Ratnesh - Joint Secretary
2. Shri B. R. Kanathia - Deputy Secretary
3. Shri Madan Lal - Under Secretary

## INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee to finalised and submit the Report on their behalf, present this 4th Report (11th Lok Sabha) on Action Taken by the Government on the recommendations contained in the 58th Report (10th Lok Sabha) on the Ministry of Finance (Banking Division)-regarding reservation for and employment of Scheduled Castes and Scheduled Tribes in National Bank for Agriculture and Rural Development.

2. The Draft Report was considered and adopted by the Committee on 18th December, 1996 .

3. The Report has been divided into the following Chapters:

- |             |   |
|-------------|---|
| Chapter I   | Report  |
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| Chapter III | Recommendations/Observations which the Committee do not desire to pursue in view replies of the Government.                                       |
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| Chapter V   | Recommendations/Observations in respect of which final replies of the Government have not been received.  |

4. An analysis of the Action Taken by the Government on the recommendations contained in the 58th Report of the Committee is given, in the Appendix. It would be observed therefrom that out of 15

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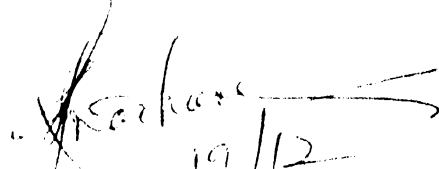
4. An analysis of the Action Taken by the Government on the recommendations contained in the 58th Report of the Committee is given in the Appendix. It would be observed therefrom that out of 15

(iii)

recommendations made in the Report, 8 recommendations i.e. 53.3% have been accepted by the Government. The Committee do not desire to pursue 3 recommendations i.e. 20%. In case of 1 recommendation i.e. 7 %, final replies have not been received; 3 recommendations i.e. 20% in respect of which replies of Government have not been accepted by the Committee, and require further comment.

NEW DELHI:  
DECEMBER, 1996

AGRAHYANA, 1918(S)

  
19/12  
KHAGAPATI PRADHANI  
CHAIRMAN  
COMMITTEE ON THE  
WELFARE OF SCHEDULED  
CASTES AND SCHEDULED  
TRIBES.

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## CHAPTER I

This Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes deals with the Action Taken by Government on the recommendations contained in the Fifty-Eighth Report (Tenth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the Ministry of Finance (Banking Division) regarding Reservation for and employment of Scheduled Castes and Scheduled Tribes in National Bank for Agriculture and Rural Development.

1.2 The Fifty-Eight Report was presented to Lok Sabha on 29-2-96. It contained 15 recommendations/observations. Replies of the Government in respect of these recommendations/observations have been examined and may be categorised as under:-

- (i) Recommendations/observations which have been accepted by the Government (Sl. No. 1,3,4,7,8,9,14,15).
- (ii) Recommendations/observations which the Committee do not desire to pursue taking into consideration the replies of the Government (Sl. No. 2,11,12).

- (iii) Recommendations/observations replies to which have not been accepted by the Committee and which need reiteration (Sl. No. 5,6,10)
- (iv) Recommendations/observations in respect of which final replies have not been received (Sl. No. 13)

1.3 The Committee will now deal with those Action Taken Replies of the Government which need reiteration and comments.

**(Recommendation No. 5 and Para 3.13)**

**Promotion**

1.4 In para 3.13 of the Fifty-Eighth Report (Tenth Lok Sabha) the Committee had recommended the Ministry to ensure that existing backlog of 2 and 9 of SCs and STs respectively in officers grade A to B and 14 and 7 SCs and STs respectively in officers grade B to C and also some backlog of STs in sub-staff category be wiped out.

1.5 The Ministry of Finance (Banking Division) in their reply have stated that the backlog mentioned in the promotion of officers from Grade 'A; to 'B', two SC and four ST officers were subsequently promoted. AS regards wiping out the backlog in the promotion of officers in Grade 'B' to Grade 'C', NABARD has reported that against the total reserved vacancies of 47 SCs and 24 STs representing the earlier backlog and current reservation in 1995, two SC candidates have already been promoted and 33 SCs and 17 STs are included in the



panel. With the appointment of these, the backlog for SCs would be 12 and for STs 7. It is submitted that this entire backlog in officers Grade 'B' to 'C' is in the specialised cadres like Technical, Economic Service etc. on account of which the backlog remains, where it is difficult to get the suitable candidates.

(COMMENTS OF THE COMMITTEE)

1.6 The Committee are not convinced with the reply of the Government and would like to reiterate their earlier recommendation that the NABARD should take immediate steps to wipe out, the backlog of vacancies of SCs and STs in all the Categories of posts as the sufficient number of SC and ST candidates are available in specialised cadres like technical, economic service etc.

(Recommendation No. 6 and Para 3.14)

1.7 In para 3.14 of the Fifty-Eighth Report (Tenth Lok Sabha) the Committee regret to note that there is no relaxation in the qualifying period of service for SCs/STs consequently, SC/ST employees are deprived of the benefits of reservation. The Committee therefore recommended that the Ministry of Finance, Department of Economic Affairs (Banking Division) should provide relaxation in the qualifying period of service for SC/ST employees with a view to ensure that adequate number of SCs/STs are available for the promotional posts.

1.8 The Ministry of Finance (Banking Division) in their had stated that reply in accordance with NABARD (Staff) Rules, 1982, an officer to be eligible for promotion as Grade 'B' and Grade 'C', should have put in a minimum of 4 years service in the lower grade. (All officers belonging to SCs/STs who fulfil this criteria are being considered for promotion while in the open category only a limited number of officers are considered who fall within the zone of consideration.) In case of SC/STs the zone of consideration is not restricted. This in itself is a concession to SC/ST candidates. In other words, while all SC/ST candidates who have completed the minimum requisite length of service are considered, for General category candidate the eligibility period becomes much longer. This is in accordance with the policy of Government and no further relaxation in eligibility appears necessary.

During promotion in case of open category candidates only a limited number of candidates, who fulfil the eligibility criteria and fall in the zone of consideration are considered. So, in fact, the length of service for open category candidates to be considered becomes much longer.

(Comments of the Committee)

1.9 The Committee are not convinced with the reply of the Government and would like to reiterate their earlier recommendation. The Committee emphasise that the rules applicable in NABARD with regard to promotions may be strictly followed and there should be no laxity or violation while implementing these rules. The Committee are

of the view that the Ministry of Finance, Deptt. of Economic Affairs (Banking Division) should take up the matter with the Ministry of Personnel, Public Grievances & Pension for suitable guidelines.

**(RECOMMENDATION NO. 10 PARA 4.12)**

**Departmental Promotions**

2.0 In para 4.12 of the Fifty-Eighth Report of (Tenth Lok Sabha) the Committee had noticed that the NABARD do not associate any SC/ST member with the Departmental Promotion Committee upto grade 'D', 'E' or 'F'. They are not convinced with the plea that NABARD is doing so since no reservation or concessions are provided to SCs/STs in promotion to Grade 'D', 'E' and 'F' posts.

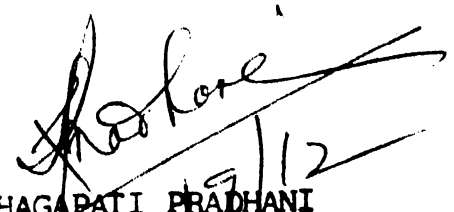
2.1 The Ministry of Finance (Banking Division) in their reply have stated that the promotion to Officers in Grades 'D', 'E' and 'F' is done by the selection committee consisting of three members, i.e. the Chairman, Managing Director and another eminent person. While it is not mandatory to have one member from SC/ST on the Committee for such selection, the sentiments of the Committee have been noted.

(COMMENTS OF THE COMMITTEE)

2.2 The Committee feel that merely noting of their sentiments would perhaps not serve the purpose unless and until the Government should take some practical and constructive steps. The Committee, therefore, urge upon the Government to amend the rules of NABARD so that associating the SC/ST members in the DPCs for promotion to posts in grade 'D', 'E' & 'F' is made mandatory.

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