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**COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES
(2022-23)**

(SEVENTEENTH LOK SABHA)

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

**[MEASURES UNDERTAKEN TO SECURE REPRESENTATION OF OBCs
IN EMPLOYMENT AND FOR THEIR WELFARE IN CANARA BANK]**

FIFTEENTH REPORT



**LOK SABHA SECRETARIAT
NEW DELHI
*December, 2022/ Agrahayana, 1944 (Saka)***

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employment and for their welfare in Canara Bank]**

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(DEPARTMENT OF FINANCIAL SERVICES)**

*Presented to Lok Sabha on 21/12/2022
Laid in Rajya Sabha on 21/12/2022*



सत्यमेव जयते

**LOK SABHA SECRETARIAT
NEW DELHI
December, 2022/ Agrahayana, 1944 (Saka)**

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COMPOSITION OF THE COMMITTEE ON WELFARE OF OBCs (2021-22)

SHRI RAJESH VERMA- CHAIRPERSON

MEMBERS
LOK SABHA

2. Shri T.R. Baalu
3. Shri Sanjay Kumar Bandi
4. Shri Chandra Sekhar Bellana
5. Shri Ramesh Bidhuri
6. Ms. S. Jothimani
7. Shri Dileshwar Kamait
8. Smt. Raksha Nikhil Khadse
9. Shri Jyotirmay Singh Mahato
10. Dr. Sanghamitra Maurya
11. Shri Anubhav Mohanty
12. Dr. Pritam Gopinath Munde
13. Shri Balak Nath
14. Shri Ajay Nishad
15. Shri Parbhatbhai Savabhai Patel
16. Shri Ram Shiromani Verma
17. Shri K. Sudhakaran
18. Shri Ashok Kumar Yadav
19. Shri Pradan Baruah
20. Shri Chunni Lal Sahu

RAJYA SABHA

21. Smt. Geeta *alias* Chandraprabha
22. Shri T.K.S. Elangovan
23. Shri Narayana Koragappa
24. Shri Jaiprakash Nishad
25. Shri Vishambhar Prasad Nishad
26. Smt. Chhaya Verma
27. Shri Harnath Singh Yadav
28. Shri Sakaldeep Rajbhar
29. Shri Dineshchandra Jemalbai Anavadiya
30. Shri Jugalsinh Lokhandwala*

**Elected w.e.f. 16.03.2022*



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7. Smt. Raksha Nikhil Khadse
8. Dr. Sakshi Ji Swami Maharaj
9. Ms. S. Jothi Mani
10. Shri P.C. Mohan
11. Dr. Pritam Gopinath Rao Munde
12. Shri Rodmal Nagar
13. Shri Balak Nath
14. Shri Ajay Nishad
15. Shri Parbhatbhai Savabhai Patel
16. Shri Chunni Lal Sahu
17. Shri Chandra Sekhar Sahu
18. Shri Kumbakudi Sudhakaran
19. Shri Ashok Kumar Yadav
20. Shri Shyam Singh Yadav

RAJYA SABHA

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23. Shri Rajendra Gehlot
24. Shri Narayana Koragappa
25. Shri Jugalsinh Lokhandwala
26. Shri Subhas Chandra Bose Pilli
27. Shri Sakaldeep Rajbhar
28. Shri Ram Nath Thakur
29. Shri Harnath Singh Yadav
30. Vacant*

* Vice Shri Vishambhar Prasad Nishad retired from Rajya Sabha.

SECRETARIAT

1. Shri Pulin B. Bhutia - Joint Secretary
2. Shri Maheshwar - Director
3. Smt. Neena Juneja - Deputy Secretary

INTRODUCTION

I, the Chairperson, Committee on Welfare of Other Backward Classes (2022-23) having been authorised by the Committee to present the Report on their behalf, present this Fifteenth Report on 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Canara Bank" pertaining to 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) and Canara Bank on 15.03.2022. The Committee wish to express their thanks to the representatives of the Ministry of Finance (Department of Financial Services) and Canara Bank for appearing before the Committee for evidence and furnishing the information desired by the Committee in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee at their sitting held on 15th December, 2022.

4. The Committee place on record their appreciation for the valuable assistance rendered to them by the officials of the Lok Sabha Secretariat attached to the Committee.

5. For facility of reference and convenience, the observations and recommendations of the Committee have been printed in bold letters in Part-II of the Report.

NEW DELHI
15 December, 2022
24 Agrahayana, 1944 (Saka)

RAJESH VERMA,
Chairperson,
Committee on Welfare of OBCs

Part I

Narration

A. Introductory

Canara Bank was founded by Shri Ammembal Subba Rao Pai, in July 1906, at Mangalore, then a small port town in Karnataka. The Bank has gone through the various phases of its growth trajectory over hundred year of its existence. Growth of Canara Bank was phenomenal, especially after nationalization in the year 1969, attaining the status of a national level player in terms of geographical reach and clientele segments. Eighties was characterized by business diversification for the Bank. In June 2006, the Bank completed a century of operation in the Indian banking industry.

Canara Bank has several firsts to its credit. These include:

- Launching of Inter-City ATM Network
- Obtaining ISO Certification for a Branch
- Articulation of Good Banking – Banks Citizen Charter
- Commissioning of Exclusive Mahila Banking Branch
- Launching of Exclusive Subsidiary for IT Consultancy
- Issuing credit card for farmers
- Providing Agricultural Consultancy Services

Over the years, the Bank has been scaling up its market position to emerge as a major Financial Conglomerate with as many as ten subsidiaries/sponsored institutions/joint ventures in India and abroad.

1.2 Canara Bank is a Public Sector Bank having its headquarters at Bangalore. As per statutory provisions, the general superintendence, direction and monitoring of the affairs of the Public Sector Banks organization are vested with the Board of Directors. Like other Public

Sector Banks, Canara Bank also functions as an autonomous entity under the broad framework of Government guidelines and is directly responsible for carrying out the implementation of government policies including protection of interest and representation of various categories of employees as per guidelines of Department of Personnel and Training (DoPT).

Organisation Set-up of Canara Bank

1.3 The Directors on its Board are appointed in terms of provisions of the Banking Companies (Acquisition and Transfer of Undertakings) Act 1970.

The composition of Board of Directors of the Canara Bank consists of 16

Directors as under:

Sl. No.	Post/Category of Director	Number of Directors	Section of the Act under which appointed
1.	Non-Executive Chairman	01	9(3)(h)
2.	Managing Director and Chief Executive Officer	01	9(3)(a)
3.	Executive Directors	04	9(3)(a)
4.	Government Nominee Director	01	9(3)(b)
5.	RBI Nominee Director	01	9(3)(c)
6.	Workmen Employee Director	01	9(3)(e)
7.	Officer Employee Director	01	9(3)(f)
8.	Non-official Directors	03	9(3)(g)
9.	Shareholder Directors	03	9(3)(i)

1.4 The Committee were informed that at present none of the Directors in Canara Bank belonged to OBC category. The Committee desired to know

as to whether there was any provision to give representation to OBCs in the Board of Directors of Public Sector Banks (PSBs)/Financial Institutions (FIs), etc. In evidence, the representative of Canara Bank deposed:-

" Out of the 16 vacancies, recruitment has been completed on 11. Even now 5 vacancies are there. Out of that, 1 Executive Director belongs to direct schedule caste, but out of the 5 posts left, we are expecting that we will have Directors from OBC category."

In the above context, the Committee desired to know about the steps taken by the Department/Bank to ensure representation of OBCs at all levels in Canara Bank, in written reply, the Ministry stated:-

"As such, the employees who have been recruited prior to 08.09.1993 though belonging to OBC, are shown as "General" as they have not got the employment based on reservation to OBCs. As a result, there is less representation of OBCs at higher levels in the Bank."

B. Reservation in Recruitment

1.5 The Committee were informed that the guidelines on reservation in recruitment for Other Backward Classes (OBCs) are being implemented in the Canara Bank since 1993 when OBC reservation policy was initiated. Giving an overview of the implementation of the policy for reservation of OBCs in various categories of posts along with the details of the appointments made under various categories of posts since 1993 till date the Canara Bank in a note stated:-

" There are three categories of posts in Canara Bank i.e. Officers, Clerical & Sub staff category.

Mode of recruitment	Percentage of reservation	Date from which reservation is implemented in the Bank
Posts filled by direct recruitment		
(a) Officers: The vacancies of Officers' Cadre are filled on All India basis	27%	08.09.1993
(a) Clerical and Sub-staff: The recruitments to the posts of Clerical and Sub-staff Cadre are done on State-wise basis.	The percentage of reservations provided for each State / Union Territory is as per the letter of the Dept of Personnel & Training, Ministry of Personnel, Public Grievances & Pensions, Government of India, vide O M No 36017/1/2004-Estt (Res) dt 05.07.2005.	08.09.1993
Posts filled by promotion	There is no reservation prescribed for OBCs to any scale/cadre in promotion.	

1.6 Furthermore, elaborating on the procedure of recruitment to Group A and C posts and kind of concession given to OBC candidates for providing fair opportunity, the Ministry in written reply stated:-

Recruitment Procedure:

(a) Officers (Group – A)

As per the Government of India/IBA guidelines, the Bank has mandated the Institute of Banking Personnel Selection (IBPS) for conduct of Common Recruitment Process (CRP) for Probationary Officers in Junior Management Grade Scale I, Specialist Officers. Bank will place category-wise indent with IBPS before commencement of CRP. The Common eligibility criteria for the respective post will be decided by the IBPS in tune with Government norms. Thereafter, IBPS will conduct Common Written Examination and the Interview. After completion of the Common Recruitment Process, IBPS will allot dossiers to the Banks as per the indent placed.

In case of Bank specific posts where IBPS does not conduct the CRP, the selection of candidates in Officers' cadre is made on All India basis by the Bank by issuing a public advertisement in the leading News Papers and Employment News/RozgarSamachar. The common eligibility criteria are decided by the Bank. The advertisement is also hosted in the Bank's Website as and when released for the information of public.

The IBPS being a common selection body for all PSBs duly follows the Government guidelines for providing all concessions/relaxations/reservation to SC/ST/OBC, Ex-servicemen, PWD and other eligible candidates as mandated by the Government from time to time.

The procedure involved in recruitment of personnel through IBPS is by way of selection through qualifying in the written test and performance in interview.

The eligible candidates are interviewed by a committee of members which include a Member belonging to SC/ST/OBC, Women as well as Minorities category.

Apart from Scale I, the Bank also recruit separately specialist officers in various cadres and selection is by way of test and/or group-discussion and interview with the help of IBPS.

In case of Bank specific posts' recruitment, whenever advertisement is issued for recruitment, simultaneously with the advertisement, the bank is intimating about the vacancies to the various OBC Welfare Associations/organizations as per the Government guidelines.

(b) Clerical (Group – C)

As per the Government of India/IBA guidelines, the Bank has mandated the Institute of Banking Personnel Selection (IBPS) for conducting of Common Recruitment Process (CRP) for Clerks. Bank will place State-wise, category-wise indent with IBPS before commencement of CRP. Thereafter, IBPS will conduct Common Written Examination and Interview. After completion of the Common Recruitment Process, IBPS will allot dossiers to the Banks as per State wise indent.

Reservation, as per Government guidelines, is provided at prescribed percentages applicable to the respective States where the recruitment in Clerical cadre is undertaken.

(c) Concession given to OBC candidates in recruitment:

Bank is extending 3 years upper age relaxation to candidates belonging to OBC category as per Government guidelines. Further, the Bank is providing 5% relaxation in Minimum qualifying marks in GD and Interview for OBC candidates in the Recruitment processes.

The recruitment for Group 'A' & 'C' posts are presently being done through IBPS. As such, there is no selection committee in Bank for Group 'A' & 'C' posts. However, whenever Bank is making special recruitment projects, Bank is including one member belonging to OBC in the Selection Committee/Board constituted for making recruitment to 10 or more vacancies in all the cadres".

1.7 On being asked about the total staff strength at various levels of posts/Classes/Scales and the number of OBC employees therein as on 8 September, 1993, the Ministry in a written note stated:-

"The total staff strength at various levels in Canara Bank and number of OBC employees therein as on 1st December, 2021 is as under:

Grade	Total No. of posts	No. of OBCs
Officers (Group A)	51300	15519
Clerk (Group C)	24045	7278
Sub-staff & Sweepers (Group D)	12446	3506
Grand Total	87791	26303"

1.8 Further, elaborating the above details, the representatives of Canara Bank made the following submission during the course of evidence:-

"Today, I am stating the figures of 1 December, 2021, which has taken into consideration all the works of further recruitments, further retirement, etc. I thought I'd give you the latest figure for your information. As per this, the total posts of officers are 51,300, of which the number of OBCs are 15,519, which is 30.25 percent. Total number of people in the clerical grade is 24,045, out of which 7,278 belongs to OBCs, which is 30.27 per cent. The total staff strength of sub-staff is 12,446, out of which 3,506 are OBCs making it 28.17 percent. Total head count is of 87,791, of which 26,303 are from OBCs. It is 29.97 percent."

1.9 The Committee enquired about the categories of posts (Technical and Non-Technical) in the Canara Bank for which reservations were made for OBC candidates along with pay scales of all such posts, the Ministry in a written reply stated:-

“Under direct recruitment, reservation for OBCs is available in all the posts, both technical and non-technical in Canara Bank.

There are three cadres/posts and pay scales for which recruitment is made in Canara Bank for which reservations are made for OBC candidates are as follows:-

Group	Designation	Scale	Basic Pay Scale
Group A	Officer	JMG Scale-I	Rs 36,000 – 63,840
	Manager	MMG Scale-II	Rs 48,170 – 69,810
	Senior Manager	MMG Scale-III	Rs 63,840 – 78,230
Group C	Clerks	Clerical cadre	Rs 17,900 – 47,920
Group D	Sub-staff	Sub-staff cadre	Rs 14,500 – 28,145

* There are no Group "B" posts in the Bank."

1.10 When the Committee asked about the staff strength at various levels of posts/Classes/Scales and the number of OBC employees therein as on 8 September, 1993, the Ministry in a written note stated:-

Grade	Total No. of posts	No. of OBCs employees *
Officers (Group A)	12018	NA
Clerk (Group C)	27180	NA
Sub-staff & Sweepers (Group D)	9858	NA
Grand Total	49056	NA

* The reservation for OBCs in the recruitment commenced w.e.f.08.09.1993. As such the employees who have been recruited prior to 08.09.1993 though belong to OBC, their recruitment category is shown as "General" as they have not got the employment based on reservation to OBC"

1.11 When the Committee enquired about the reasons for backlog vacancies under OBC category in Canara Bank and constraints if any faced in filling up the backlog vacancies, the Ministry stated that there were no backlog vacancies in OBC Category in Canara Bank. There were no specific constraints in filling up the vacancies under OBC category. The backlogs, if any, were carried forward accordingly and filled up in the ensuing recruitment process.

1.12 The Committee sought information about the relaxations/concessions being provided in favour of OBCs to enable them to get fair opportunities in recruitment to various posts in Canara Bank . In reply the Ministry in their note stated :-

"The position is as under:-

Common recruitment process for recruitment of clerks by IBPS

- Age relaxation of 3 years to Other Backward Classes (Non-Creamy Layer)

Common recruitment process for recruitment of Officers by IBPS

- Age relaxation of 3 years to Other Backward Classes (Non-Creamy Layer).
- The minimum qualifying marks in interview will not be less than 40% for OBC candidates (35% for SC/ST/PWBD candidates)."

Monitoring Mechanism

1.13 The Committee desired to know the details of mechanism evolved by the Ministry for proper implementation of the reservation policy in favour of OBC candidates in Canara Bank. The Ministry in a written note stated:-

"In compliance of the Department of Personnel and Training guidelines (DoPT) issued vide O.M. No. 43011/53/2010-Estt.(Res) dated 04.10.2013, the inspection of reservation rosters is conducted by Chief Liaison Officers (CLOs) of this Department to check the implementation of DoPT instructions in the Public Sector Banks/ Public Financial Institutions/ Public Sector Insurance Companies (PSBs/PFIs/PSICs).

The Annual Inspection of reservation roster maintained by Canara Bank was held on 02.12.2021.

The Bank has informed that the following mechanism is implemented to ensure proper implementation of reservation policy for OBCs in Canara Bank as per extant Government guidelines:

- a. Reservation Policy is implemented through mechanism of Post Based Rosters, in terms of Government of India guidelines.

- b. Bank has reserved 27% of posts in case of direct recruitment and also provided Upper age limit relaxation of 3 years for the OBC category candidates.
- c. Further, the Bank is providing 5% relaxation in Minimum qualifying marks in GD and Interview for OBC candidates in the recruitment processes.
- d. Bank is Including one member belonging to OBC in the Interview Committee constituted for making recruitment to 10 or more vacancies in the all the cadres.
- e. The Bank has setup Reservation Cell at the Head Office to ensure maintenance of Rosters and implementation of other aspects of Reservation Policy.
- f. Chief Liaison Officer for OBCs (belonging to OBC Category) has been appointed at Bank's Head Office and Liaison Officers have also been appointed at Circle Offices for ensuring implementation of Reservation Policy.
- g. The Board of Directors of the Bank also review the progress made in the implementation of Reservation Policy, half yearly and yearly.

- h. In respect of recruitments in the Bank, the list of provisionally selected candidates along with the category is displayed in the Bank's website.
- i. The Bank has published Rosters in the website as it is a public document. Moreover, the rosters are available in Head Office / Circle Office and it is accessible for inspection.
- j. The reservation rosters were inspected by Department of Financial Services, Ministry of Finance periodically.
- k. As per the Government guidelines, Bank is providing pre-promotion training to OBCs employees.
- l. Bank has extended them the check off facility and other facility as per the Government Guidelines to the OBC Welfare Association in the Bank. The representatives of majority OBC Employees' Association are invited for periodic meetings (Half-yearly) with the Chief Executive of the Bank to discuss on the issues submitted by the OBCs Welfare Association and also implementation of guidelines on reservation policy."

Reservation Roster

1.14 On being asked whether the reservation roster was being maintained for recruitment in each category of posts as per orders on the subject and the same inspected periodically, the Ministry in their note stated:-

"Yes. Canara Bank is preparing the rosters as per the guidelines of DoPT. The position is given as under:-

Mode of Reservations	Reservation	Level at which roster is maintained	No. of Rosters
Direct Recruitment	Officers	Head Office for Officers' in Scale I, II & III.	3
	Workmen	State wise reservation and rosters are maintained at Circle Office (For Clerical, Subordinate-Staff category)	3

1.15 The Committee specifically desired to know whether unfilled vacancies of OBC category were reflected in reservation roster to ensure all the shortfall and backlog vacancies are recorded properly and carried forward accordingly. The Department of Financial Services in a written note stated that the year-wise vacancies for OBCs in Canara Bank were being indicated in the register and the

shortfall and backlogs, if any, were carried forward accordingly and filled up in the ensuing recruitment process.

1.16 In regard to regular roster examination, when asked about how often does Department of Financial Services (DFS) monitor the reservation roster and hold meeting with Employees Association of banks to ensure proper implementation of reservation policy. The Ministry in a written reply stated:-

"As per DoPT guidelines vide O.M. No.43011/153/2010-Estt. (Res.) dated 04.01.2013, the CLOs of DFS are conducting inspection of the implementation of reservation policy of the Government in Public Sector Banks/ Financial Institutions/ Public Sector Insurance Companies, every year. Annual Inspection schedule is prepared Financial Year-wise before the start of the Financial Year. Due care is taken to ensure that all organisations have been scheduled at least once in a Financial Year.

The Annual Inspection of reservation roster maintained by Canara Bank was held on 02.12.2021. During the inspection, at Department of Financial Services (DFS), the officials of the Human Resource Department of the respective organisation interact with the Chief Liaison Officers' of this Department.

DFS does not hold meetings directly with the Welfare Associations of PSBs/FIs/PSICs. As per DFS guidelines, the Management of the PSBs/FIs/PSICs are required to hold Quarterly/Half yearly meetings with the SC/ST/OBC Welfare Associations. During inspections at

DFS, the organisations are requested to submit details of the meetings thereof."

1.17 In this regard during evidence before the Committee, the MD and CEO of Canara Bank in evidence deposed:-

"The roster is for officers, the scale is 1, 2 and 3. Apart from officers, there are three for clerical and subordinate staff. In this way, total of six rosters have been made. They are maintained in the bank. The roster of the officers is maintained in the head office because there is a central recruitment. The recruitment of the award staff and clerical is done state-wise, so it is maintained in the circle office located in the states. The rosters of Liaison Officer have been checked in September 2020-2021. Apart from this, DFS also checks it. In December 2021, DFS checked the roster and no irregularity were found. So, roster checking is perfect; and maintenance is also perfect."

Selection Committee/Boards

1.18 The DoPT vide their OM No. 42011/2/2014-Estt.(Res.) dated 13 Feb., 2014 issued instructions, *inter alia*, making it mandatory to include one member belonging to OBC in the Selection Committee/Board for making recruitment to ten or more vacancies in any level of posts/services. DoPT also directed to ensure that where the number of vacancies against which selection is to be made

is less than 10, no effort should be spared in finding an OBC officer amongst others for inclusion in such Committees/Boards. In the above context, the Committee desired to know whether the above instructions were being followed in the Ministry and Organisations while making recruitment in all level of posts/services. The Ministry in a note stated that the recruitment for Group 'A' & 'C' posts were presently being done through M/s Institute of Banking Personnel Selection (IBPS). However, whenever Bank made special recruitment projects, Bank included one member belonging to OBC Category in the Selection Committee/Board constituted for making recruitment to 10 or more vacancies in all the cadres."

1.19 To a further query regarding number of Recruitment Boards/ Selection Committees set up by Canara Bank and the number of OBC members in these Committees, the Ministry stated:-

"The Bank has informed the names of OBC members in the selection / interview committee for the last 5 years as below:-

Recruitment projects conducted by Bank	No. of OBC Members in the interview committee.
RP 1/2017 – Specialist Officers	02
RP 2/2017 – Probationary Officers on successful completion of PGDBF course	06
RP 1/2018 – Probationary Officers on successful completion of PGDBF course	11
RP 2/2020 – Specialist Officers	04

Welfare Measures for OBCs

1.20 The Committee desired to know whether reservation policy was also implemented for hiring of contractual labour in Group 'C' and 'D' posts, the representative of Canara Bank in evidence stated:-

""We cannot hire on contract basis in the bank. It is outsourcing."

1.21 The Committee enquired as to whether Canara Bank appointed a separate Liaison Officer to oversee the implementation of reservation orders for OBCs and to look into their grievances, the representative of Canara Bank stated in evidence-

"We had designated two liaison officers in our bank and they are in the General Manager cadre. One is for SC/ST only and the other is for OBCs only..... Exclusively means that separate for SC/ST and separate

for OBC."

1.22 The Committee further enquired about the grievance redressal mechanism for OBC employees and the details of the complaints received and disposed of during last two years. The Ministry in a written note stated:-

"Canara Bank has set up a Reservation Cell at Head Office as per Government guidelines and also appointed Chief Liaison Officer for OBCs at Head Office and Liaison Officers at all Circle offices. The Representations received from OBCs, either directly or through the Associations, are being looked into by the Chief Liaison Officer/ Liaison Officer. Wherever required, necessary enquiries are conducted and appropriate action is taken.

During the year 2020, a total number of 4 complaints were received through National Commission for Backward Class (NCBC). Cases were related to transfer, harassment at workplace, regularization of job and discrimination. Bank has conducted necessary enquiries & submitted the report to the Hon'ble Commission.

During the year 2021, a total number of 7 complaints were received through NCBC. Cases were related to transfer, harassment at workplace, regularization of job and discrimination. Bank has conducted necessary enquiries and submitted the report to the Hon'ble Commission."

1.23 Asked as to whether periodic meetings with the OBC employees were conducted to sort out their problems/grievances and also whether

minutes of such meetings were prepared and circulated, the Ministry in their note stated:-

"The representatives of majority OBC Employees' Association are invited for periodic meetings (Half-yearly) with the Chief Executive of the Bank to discuss on the issues submitted by the OBCs Welfare Association and also implementation of guidelines on reservation policy."

1.24 As regards foreign training, the Committee desired to know as to how many officers/employees were sent on foreign training, assignments/symposia etc. and the number of OBCs amongst them, the Ministry submitted the following information-

FOREIGN TRAINING			
FY	Total No. of Employees	Out of which OBC	% of OBC
2019-20	409	87	21.27
2020-21*	0	0	0
2021-22*	0	0	0

*Employees were not nominated for foreign training due to COVID-19 pandemic.

Furthermore, the representative of Canara Bank in evidence stated:-

"We have road safety training centers, in which we have trained 42,957 people during 2018-19. Out of which 56.67 percent OBCs were trained. After that, in the year 2019-20, 40,018 people were trained; out of which 23,134 were OBC, which makes it 57.81 percent. In 2020-21 during Covid pandemic, 31,031 people were trained, out of that 13,924, which is 44.87 per cent were OBCs. In 2021-22, 31,850 people were trained, out of which 14,730, i.e. 46.25 percent, are from OBCs. As far as Skill development, upskilling, etc. is concerned, this percentage only reveals

upto what extent Canara bank is associated with it."

1.25 In April 2020, Syndicate Bank was merged with Canara Bank as Government of India's policy to strengthen the market position of smaller banks. Consequent on merging of merging of these Banks, the Committee desired to know the steps taken to ensure representation of OBC employees of amalgamated banks to ensure all of them an even platform for representing their interests. The Canara Bank in reply stated:-

"The Bank informed that, after 01st April, 2020, all employees have become employees of the amalgamated entity i.e. Canara Bank. All the employees of erstwhile Syndicate Bank are continued in the same grade/ scale in Canara Bank. All the Staff Benefits / Perquisites are being paid as per the harmonized guidelines of the amalgamated Bank. Harmonized HR Policies which is equally applicable to all employees of the amalgamated entity w.e.f. 01.04.2020.

Formed the Steering Committee, Functional Committees of Canara Bank and Syndicate Bank on Amalgamation to study the schemes, policies and processes of both banks and come out with unified policies, schemes and processes duly factoring in the best features of the two Banks including matters relating to reservations for OBC and other constitutional safeguards given to them. The Steering Committees is formed to review, deliberate and finalize the unified policies/systems and procedures ensuring minimum inconvenience to employees and maintaining continuity of the facilities extended to the OBC employees."

1.26 In the wake of amalgamation of Syndicate Bank into Canara Bank the Committee sought an elaborate overview on the issue of review/revision of

reservation rosters post-merger as there was influx of manpower. The Ministry in written reply informed:-

"The Bank has informed that Reservation Policy is implemented through mechanism of Post Based Rosters, in terms of Government of India guidelines. The Board of Directors of the Bank also review the progress made in the implementation of Reservation Policy. The reservation rosters are inspected by DFS, Ministry of Finance periodically. The Bank is maintaining Rosters for Officers cadre at Head Office and for Workmen (For Clerical, Sub-staff & HKPs) since State wise reservations are applicable, the rosters are maintained at the corresponding Circle Offices. After amalgamation of Canara Bank and erstwhile Syndicate Bank w.e.f. 01.04.2020, the Rosters of Canara Bank and erstwhile Syndicate Bank are properly combined and the Bank has updated the rosters till 31.12.2020, and the combined reservation rosters have been produced for inspection before the Department of Financial Services, Ministry of Finance."

1.27 During evidence, the Committee drew the attention of the Ministry that with the merger of Syndicate Bank with Canara Bank, many complaints were received regarding posting and transfer policy and there was an adverse impact on the employees of smaller banks. The Secretary, Department of Financial Services deposed:-

"As of now the prevailing issue is that if wife and husband are working in the same branch or are on maternity leave, if such people join in, then we have to do transfers to make adjustments for them. We also have to see that the branch doesn't go in loss. We have transferred 53.26 percent people after the amalgamation in the last two years. There were issues of software and Covid at the time of amalgamation, because

Canara Bank was using different software and Syndicate Bank was on another software. We brought these two into the same software, which is latest in today's time and we can use them for everything. We have taken a software named HRMS, which is completely transparent. Anyone can check at any time. Let's say, I applied, whether I will get it or not and how many are there before me, these all things can also be seen."

1.28 Further, the Committee the asked the representatives about the problems faced by Syndicate Bank OBC Employees Sangham regarding their merger with existing Employees/Association in Canara Bank and Steps taken by the Ministry/Bank to resolve their grievances, the Ministry stated:-

"It is worthwhile mentioning here that all other Associations/Unions of erstwhile Syndicate bank have responded to the bank's request and either they have merged with Unions/Associations of Canara Bank or they have suitably amended their bye-laws, However OBC Sangham instead of doing the needful has made unnecessary complaints.

Till date, the Sangham has not responded positively to the goodwill gesture extended by the Bank. However, it is submitted that if the Bank receives any request from the Sangham for some more time to complete the formalities of merger/ amendment of their bye-laws, then Bank shall consider the same and provide check-off recognition to the Sangham."

1.29 The Committee desired to know steps taken to protect the interests of OBC employees of smaller banks, post their merger with larger entities, the Ministry in written reply stated:-

"As per DoPT guidelines vide O.M. No.43011/153/2010-Estt. (Res.) dated 04.01.2013, the CLOs of DFS are conducting inspection of the implementation of reservation policy of the Government in Public Sector Banks/ Financial Institutions/ Public Sector Insurance Companies, every year. Annual Inspection schedule is prepared Financial Year-wise before the start of the Financial Year. Due care is taken to ensure that all organisations have been scheduled at least once in a Financial Year.

The Annual Inspection of reservation roster maintained by Canara Bank was held on 02.12.2021. During the inspection, at Department of Financial Services (DFS), the officials of the Human Resource Department of the respective organisation interact with the Chief Liaison Officers' of this Department.

DFS does not hold meetings directly with the Welfare Associations of PSBs/FIs/PSICs. As per DFS guidelines, the Management of the PSBs/FIs/PSICs are required to hold Quarterly/Half yearly meetings with the SC/ST/OBC Welfare Associations. During inspections at DFS, the organisations are requested to submit details of the meetings thereof."

1.30 The Committee also desired to know whether Canara Bank was providing financial loans for the empowerment of OBC population, the representative of Canara Bank in evidence stated:-

"In the PMEGP, which is one of the best program, we had given loans to 6,200 people in the year 2019-20. Of these, 2,811 are OBCs, which is

45 percent. After that, in the year 2021-22, 7,918 people were trained, of which 3,699 are OBCs, which is 46 percent. Then in the year 2021-22, when Covid subsided a bit, we trained 10,069 people, out of which 4,702 are OBCs, which is 46.70 percent. Sir, you will see that even in all education loans, for example, it is very important, because if studies will remain, then in the future they will be able to take good positions. In 2019-20, a disbursement of Rs 1,02,528 crore was made, out of which Rs 22,567 crore is for OBCs. In 2020-21, there is a disbursement of Rs 78,532 crore, of which Rs 16,000 crore is for OBCs. In the year 2021-22, there is a disbursement of Rs.75,000 crore. So we're focusing a lot on this. Sir, some of the figures in it are not captured, because in the application, a lot of people do not mark tick in the OBC column and leave it blank, as a result they are treated as general. If they tick, this percentage will go up."

1.31 The Committee enquired whether loans are provided to the weaker sections of OBCs under the various programmes especially 'Stand Up India Programme'. The representative of the Bank stated:-

"I would like to share with you that in the year 2021-22, we have made 4,071 sanctions under 'Stand-up India', out of which the number of OBCs is 750, which is 18.2 percent. In that too, we are thinking that how far can we help in this. These ladies are really poor. The culture of our Canara Bank is that here we do business, but we also take the society along."

PART II

OBSERVATIONS/RECOMMENDATIONS

Representation of OBCs in the Board of Directors of Canara Bank

The Committee note that official Directors on the Board of Canara Bank are appointed in terms of the provisions of the Banking Companies (Acquisition and Transfer of Undertakings) Act, 1970. The Board of Directors in Canara Bank consists of 16 Directors, out of which 11 Directors have been appointed and 5 positions are still vacant. The Committee express its concern that there is no representation of OBC category in the Board of Directors of Canara Bank. However, the Ministry is hopeful to find suitable candidates from OBC category to give due representation to OBCs while filling up remaining 5 vacant positions in the Board of Directors in near future. The Committee feel that it is imperative to give due representation to OBCs for sake of social inclusion in the top management of Canara Bank. The Committee, therefore, recommend that the Ministry of Finance (Department of Financial Services) take appropriate steps so that representation of OBC on the Board of Directors of Canara Bank is ensured.

Reservation in recruitment in Canara Bank

2. The Committee appreciate that Canara Bank is providing mandated reservation of 27% for OBCs in recruitment in all categories of posts and implementing reservation policy for OBCs in letter and spirit since 08.9.1993. The Committee find that there are 15,519 OBC Officers out of total 51,300 Officers in Group 'A' which constitutes 30.25% of the total strength. Similarly, there are

7,278 OBC clerical staff out of total 24,045 clerical staff which constitutes 30.27% of the total clerical staff. The total strength of sub-staff and sweepers (Group 'D') is 12,446 and out of this, there are 3506 OBC staff which constitutes 28.17% of the sub-staff and sweepers (Group 'D') strength. Overall total percentage of OBC employees in Canara Bank is 29.97% of the total manpower which exceeds mandated reservation of 27% for OBCs in employment. The Committee appreciate that there is no shortfall or backlog of vacancies meant for OBCs in Canara Bank. The Committee also appreciate that Canara Bank provides relaxation of 3 years in upper age limit and relaxation of 5% in qualifying marks in Group Discussion and interview for recruitment in favour of OBC candidates as per DoPT guidelines issued from time to time. Considering the figures given by the Ministry, the Committee are pleased to note that overall representation of OBC employees in all Groups of service in Canara Bank exceeds the prescribed limit. The Committee recommend that Ministry of Finance (Department of Financial Services) to take all measures to maintain the present standard of reservation for OBC in Canara Bank and ensure that representation of OBC does not fall short of the mandated 27% reservation in Canara Bank at any given point of time.

Welfare Measures and financial assistance to OBCs

3. The Committee are given to understand that as a part of Government initiative to empower the backward sections of the society for inclusive growth of the society as a whole, Canara Bank is shouldering its responsibility by extending loans and financial assistance to the needy and the other weaker sections of the society including women. From the data furnished by the Ministry, the Committee observe that under the PMEGP Scheme, in the year 2019-20,

Canara Bank disbursed loan to 6200 persons , out of which 2811 persons belonged to the OBC category which constitutes 45% of the total beneficiaries. In the year 2021-22, out of total 10069 applicants, 4702 OBC applicants were given loan, which constitutes 46.70% of total beneficiaries under the same scheme. Similarly, in the year 2019-20, there were 1,02,528 beneficiaries of education loan out of which 22,567 belong to OBC category. In the year 2020-21, out of total 78,532 beneficiaries, 16000 were eligible OBC applicants. Similarly in the year 2021-22, there were 75000 beneficiaries which include persons belonging to the OBC category. The Ministry also deposed that under Stand Up India programme, in the year 2021-22, Canara Bank sanctioned loans to 4071 eligible persons out of which 750 belonged to OBC category. This constitutes 18.2% of the total number of beneficiaries. The Committee appreciate that Canara Bank has consistently remained a forerunner in extending financial assistance to the needy and the weaker section of the society in general and to OBCs in particular during Covid pandemic by sanctioning small loans and restructuring of existing loans of beneficiaries under special Schemes namely RBI Resolution Frame Work-I and Resolution Frame Work-II and as a result about 5,57, 000 persons including OBC were benefited. The Committee also find that Canara Bank has extended financial assistance to the beneficiaries under the Government sponsored schemes, such as Stand-up India and Mudra Yojana to reach out to the weaker sections of the society including women. The Committee also appreciate that Canara Bank has taken several initiatives to create awareness about road safety, to impart training in skill development and upgrading of skills since 2020-21. The Committee recommend that Finance Ministry (Department of Financial

Services) to take all steps to encourage Canara Bank to initiate online portal for quick and hassle free service while extending financial assistance in form of loans at concessional rate of interest and relaxed criteria to the deserving applicants in a fair and transparent manner.

Grievance Redressal Mechanism

4. The Committee express its concern over complaints regarding transfer and posting received from employees after merger of Syndicate Bank into Canara Bank. Canara Bank has candidly admitted that transfer and posting issues increased due to amalgamation of Syndicate Bank with it and then prevailing Covid-19 pandemic. However, 53.2% requests for transfer and posting have already been sorted out successfully and remaining requests are being looked into on the basis of seniority of the employees. To bring transparency in the matters of transfer and posting, Canara Bank is developing software to deal with all the issues in a fair, neutral and speedy manner. The Committee would also like the management of the Canara Bank to take steps to safeguard the interest of OBC employees of Syndicate Bank post-merger with Canara Bank. While appreciating the Bank's sensitive approach towards posting/transfer and other grievances of all employees particularly those belonging to the other backward classes, the Committee impress upon the Ministry of Finance (Department of Financial Services) to put in place a robust system in tandem with all public sector banks and financial institutions to redress the concerns/grievances including transfer and posting of employees and continue to adopt a sensitive approach in amicably ironing out all outstanding issues being faced by the

employees of OBC category. The Committee may be apprised of action taken in this regard.

NEW DELHI
15 December, 2022
24 Agrahayana, 1944 (Saka)

RAJESH VERMA,
Chairperson,
Committee on Welfare of Other Backward Classes

**COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES
(2021-22)**

**MINUTES OF THE SEVENTH SITTING OF THE COMMITTEE ON WELFARE OF
OTHER BACKWARD CLASSES (2021-22) HELD ON 15TH MARCH, 2022 IN
COMMITTEE ROOM 'D', PARLIAMENT HOUSE ANNEXE, NEW DELHI**

PRESENT

SHRI RAJESH VERMA- CHAIRPERSON

MEMBERS

LOK SABHA

2. Shri Sanjay Kumar Bandi
3. Shri Chandra Sekhar Bellana
4. Shri Ramesh Bidhuri
5. Shri Dileshwar Kamait
6. Smt. Raksha Nikhil Khadse
7. Dr. Sanghamitra Maurya
8. Dr. Pritam Gopinath Munde
9. Shri Balak Nath
10. Shri Parbhatbhai Savabhai Patel
11. Shri Chunni Lal Sahu

RAJYA SABHA

12. Smt. Geeta *alias* Chandraprabha
13. Shri Narayana Koragappa
14. Shri Jaiprakash Nishad
15. Shri Vishambhar Prasad Nishad
16. Smt. Chhaya Verma
17. Shri Sakaldeep Rajbhar
18. Shri Dineshchandra Jemalbhai Anavadiya

SECRETARIAT

1. Shri J.M. Baisakh — Joint Secretary
2. Shri Maheshwar — Director
3. Smt. Neena Juneja — Deputy Secretary

LIST OF REPRESENTATIVES

Ministry of Finance (Department of Financial Services)

Sl. No.	Name	Designation
1.	Shri Amit Agrawal	Additional Secretary, DFS
2.	Shri Lalit Kumar Chandel	Economic Adviser, DFS

Canara Bank

Sl. No.	Name	Designation
1.	Shri L V Prabhakar	MD & CEO
2.	Shri Shankar S	Chief General Manager

2. At the outset, the Chairperson welcomed the Members of the Committee to the sitting of the Committee convened for taking evidence of the representatives of the Ministry of Finance (Department of Financial Services) and Canara Bank on the Subject "Measures undertaken to secure representation of OBCs in employment and for their welfare in Canara Bank". Thereafter, the representatives of Department of Financial Services and Canara Bank were called in and Chairperson welcomed the witnesses. The Chairperson desired the Department to apprise the Committee the status of reservation of OBCs and their welfare in Canara Bank.

3. The Members sought clarifications on various aspects of OBC reservation in Canara Bank. Major issues/points *inter-alia* raised by the Chairperson and Members of the Committee during the sitting were as under:-

- (i) Representation of OBCs in Board of Directors of Canara Bank and steps taken by the Ministry to ensure their representation on Board of Directors of Canara Bank;

- (ii) Steps taken by Canara Bank to fill up vacancies meant for OBCs and measures undertaken to ensure all vacancies under OBC category are filled up;
- (iii) Issues related to Grievance Related Mechanism for OBC employees in Canara Bank and status of grievances;
- (iv) Facilities provided to OBC Employees Welfare Association in terms of rooms, computers and other necessary infrastructure;
- (v) The reservation roster being maintained for recruitment of OBCs; and
- (vi) Steps taken to ensure representation of OBC employees' in Syndicate Bank post-amalgamation in Canara Bank.

4. The Committee directed the representatives of the Department of Financial Services and Canara Bank to furnish written replies to the queries which were not responded to by them during the sitting or on which the requisite information was not readily available with them, to the Committee at the earliest.

The Witnesses then withdrew.

5. The Committee proposed to undertake a study visit to Srinagar, Chandigarh and Shimla from 21st to 27th April, 2022 and authorized the Chairperson to finalise the details.

The Committee then adjourned.

A copy of the verbatim record of the proceedings has been kept.

**COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES
(2022-23)**

**MINUTES OF THE THIRD SITTING OF THE COMMITTEE ON WELFARE OF OTHER
BACKWARD CLASSES (2022-23) HELD ON 15TH DECEMBER, 2022 IN COMMITTEE
ROOM 'C', PARLIAMENT HOUSE ANNEXE, NEW DELHI**

The Committee sat from 1530 hrs. to 1540 hrs.

PRESENT

SHRI RAJESH VERMA - CHAIRPERSON

MEMBERS

LOK SABHA

2. Shri T. R. Baalu
3. Shri Chandra Sekhar Bellana
4. Shri Ramesh Bidhuri
5. Shri Dileshwar Kamait
6. Smt. Raksha Nikhil Khadse
7. Shri P.C. Mohan
8. Dr. Pritam Gopinath Rao Munde
9. Shri Rodmal Nagar
10. Shri Balak Nath
11. Shri Chunni Lal Sahu
12. Shri Chandra Sekhar Sahu

RAJYA SABHA

13. Shri Dineshchandra J. Anavadiya
14. Smt. Geeta *alias* Chandraprabha
15. Shri Narayana Koragappa
16. Shri Jugalsinh Lokhandwala
17. Shri Subhas Chandra Bose Pilli
18. Shri Sakaldeep Rajbhar
19. Shri Ram Nath Thakur
20. Shri Harnath Singh Yadav

SECRETARIAT

1. Shri Pulin B. Bhutia — Joint Secretary
2. Shri Maheshwar — Director
3. Smt. Neena Juneja — Deputy Secretary

2. At the outset, the Chairperson welcomed the Members to the sitting of the Committee. The Committee, thereafter, considered the following draft Reports for adoption:

- i 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Canara Bank' pertaining to Ministry of Finance (Department of Financial Services);
- ii 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Gas Authority of India Limited (GAIL)' pertaining to Ministry of Petroleum and Natural Gas;
- iii 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Airports Authority of India (AAI)' pertaining to Ministry of Civil Aviation; and
- iv 'Measures undertaken to secure representation of OBCs in employment and for their welfare in MTNL and BSNL' pertaining to Ministry of Communications (Department of Telecommunications).

3. The Committee adopted the aforesaid draft Reports after a brief discussion and authorized the Chairperson to finalise the Reports and present the same to both the Houses of Parliament.

The Committee then adjourned.