

**GOVERNMENT OF INDIA
FINANCE
LOK SABHA**

UNSTARRED QUESTION NO:2728
ANSWERED ON:19.12.2003
RESERVATION POLICY FOR SCs/ STs AND OBCs
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Will the Minister of FINANCE be pleased to state:

- (a) whether the Government has provided adequate job opportunities for the persons belonging to SCs/STs and Other Backward Communities in the various public sector Banks and FIs;
- (b) if so, the details thereof;
- (c) whether in most of the instances the staff strength of these categories is far less than what it should be in corresponding to the total strength;
- (d) if so, the details thereof Group-wise and the reasons therefor; and
- (e) the remedial measures taken by the Government to provide adequate representations to these categories in respect of job opportunities and promotions?

Answer

THE MINISTER OF STATE IN THE MINISTRY OF FINANCE (SHRI ANANDRAO VITHOBA ADSUL):

(a) and (b) In order to provide adequate job opportunities for the persons belonging to Scheduled Castes (SCs) Scheduled Tribes (STs) and Other Backward Classes (OBCs) in the various Public Sector Banks (PSBs) and Financial Institutions (FIs), the Government of India has made reservations in jobs to the persons belonging to these categories. In direct recruitment made on all India basis, PSBs and FIs are extending reservation of 15%, 7.5% and 27% for SC/ST and OBC categories respectively. Wherever direct recruitment is made on a state wise basis, reservation is extended to SC/ST/OBC category on the percentage stipulated for the reserved categories in the respective states.

(c) and (d) As per the annual review reports about implementation of reservation policy by PSBs and FIs, the prescribed percentages of SCs/STs/OBCs were completed in some cases, while there is still some shortfall in other cases. The group-wise representation of SCs/STs and OBCs is given in the statement enclosed. The reasons for shortfall of SCs/STs and OBCs include:

- (i) Certain loss making banks had signed Memorandum of Understanding (MOU) with Reserve Bank of India which stipulated non-filling of fresh vacancies for some period.
- (ii) Non-availability of sufficient ST candidates in many states.
- (iii) Difficulty encountered in getting suitable reserved category candidates for specialized posts.
- (iv) Non reporting of some selected reserved category candidates on their appointment to various posts.
- (v) Introduction of reservation for Other Backward Classes in direct recruitment only from September, 1993 and reckoning the OBC employees. for the purpose of reservation recruited after September, 1993.
- (vi) 50% ceiling on the number of vacancies to be filled on the basis of reservations in any year including carried forward reservation imposed by the Supreme Court in the case of Indira Sawhney versus Union of India.

(e) Upto 1997, Special drives were conducted by banks to weed out the past backlog of unfilled vacancies. In September, 1997 Department of Personnel & Training (DOP&T) issued instructions that the number of vacancies to be filled on the basis of reservation in a year including in PSBs/FIs were discontinued. DOP&T later on revised its instructions that the ceiling of 50 percent on filling up of reserved vacancies would apply only on reserved vacancies which arise in the current year and backlog carry forward reserved vacancies for SCs/STs of earlier years would be treated as a separate and distinct group and would not be subject to this ceiling. In view of this, banks have been advised to make concerted efforts to fill up the backlog vacancies.

Statement

| Category | Total | No.of | SC | ST | OBC |
|-----------|--------|-------|-------|-------|-----|
| Employees | | | | | |
| Officers | 219639 | 32346 | 11581 | 3819 | |
| Clerks | 372186 | 59411 | 18229 | 11026 | |
| Sub-Staff | 149523 | 38328 | 9333 | 8943 | |