

**COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1973—75)**

(FIFTH LOK SABHA)

THIRTY-SIXTH REPORT

Ministry of Finance

(Department of Banking)

Action taken by Government on the recommendations contained in the Twenty-seventh Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Fifth Lok Sabha) on the Ministry of Finance (Department of Banking)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the Reserve Bank of India and its Associate Institutions.



**LOK SABHA SECRETARIAT
NEW DELHI**

April, 1975/Chaitra, 1897 (Saka)

Price: 0.90 Paise

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C O R R I G E N D A

to the

Thirty-sixth Report of the Committee on the Welfare
of Scheduled Castes and Scheduled Tribes
(Fifth Lok Sabha).

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3	Sub-heading		<u>For</u> Sl.No.9 <u>read</u> Sl.No. 3
16	Main heading line 2		<u>Insert</u> 'in' <u>after</u> 'pursue'
26	2	5 to 10	<u>Delete</u> the whole para.

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**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND
SCHEDULED TRIBES**

(1973—75)

Shri D. Basumatari—Chairman

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22. Shri Todak Basar
23. Shri Jamnalal Berwa

*Elected to the Committee on 7th March, 1975 vice Shri Partap Singh died.

**Elected to the Committee w.e.f. 9th May, 1944 vice N. P. Chaudhari, retired from Rajya Sabha w.e.f. 2nd April, 1974.

- **24. Shri N. P. Chaudhari
- **25. Shri Chandramani Lal Chowdhary
- 26. Shri Kalyan Chand
- 27. Shri N. H. Kumbhare
- 28. Shri Bhaiya Ram Munda
- ***29. Shri B. Rachaiah
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Shri Y. Sahai—*Chief Legislative Committee Officer.*

Shri J. R. Kapur—*Chief Financial Committee Officer.*

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

*# Elected to the Committee w. e. f. 9th May, 1974 *vice* Sarva Shri Sundarmani Patel
and Shrimati Saroj Kaparde retired from Rajya Sabha w. e. f. 2nd April, 1974.

*** Elected to the Committee w. e. f. 9th May, 1974 *vice* Dr. Z. A. Ahmad resigned
from the Committee w. e. f. 26th April, 1974.

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND
SCHEDULED TRIBES

(1973—75)

STUDY GROUP VI

(On Action Taken Reports)

Shri D. Basumatari—*Chairman*
2. Shri Shambhu Nath—*Convenor*
3. Shri D. Deb
4. Shri Sakti Kumar Sarkar
5. Shri N. P. Chaudhari
6. Shri N. H. Kumbhare
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9. Shri V. Tulsiram
10. Shri Todak Basar
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SECRETARIAT

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

Shri J. R. Kapur—*Chief Financial Committee Officer.*

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

INTRODUCTION

I, the Chairman, Committee of the Welfare of Schedule Castes and Scheduled Tribes, having been authorised by the Committee to submit the Report, on their behalf, present this Thirty-sixth Report (Fifth Lok Sabha) on Action Taken by Government on the recommendations contained in their Twenty-seventh Report (Fifth Lok Sabha) on the Ministry of Finance (Department of Banking)—Reservants for, and employment of, Scheduled Castes and Scheduled Tribes in the Reserve Bank of India and its Associate Institutions.

2. The draft Report was considered and adopted by the Study Group VI (On Action Taken Reports) of the Committee at their sitting held on the 20th March, 1975, and finally adopted by the Committee on the 2nd April, 1975.

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

I. Report.

II. Recommendations|observations which have been accepted by Government.

III. Recommendations|observations which the Committee do not desire to pursue in view of the Government's replies.

IV. Recommendation in respect of which reply of Government has not been accepted by the Committee and which requires reiteration.

V. Recommendations|observations in respect of which final replies of Government have not been received.

4. An analysis of the action taken by Government on the recommendations contained in the Twenty-seventh Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes is given in Appendix III. It would be observed therefrom that out of 39 recommendations made by the Committee in the Twenty-seventh Report, 26 recommendations i.e. 67 per cent have been accepted by Government; the Committee do not desire to pursue 8 recommendations, i.e. 20.5 per cent of their recommendations in view of Government's replies; one recommendation, i.e. 2.5 per cent, in respect

of which reply of Government has not been accepted by the Committee and which requires reiteration; and replies are awaited in respect of four recommendations, i.e. 10 per cent.

D. BASUMATARI,

NEW DELHI;

Chairman,

April 2, 1975.

Chaitra 12, 1897 (S).

*Committee on the Welfare of Scheduled
Castes and Scheduled Tribes.*

CHAPTER I

REPORT

This Report of the Committee deals with action taken by Government on the recommendations contained in the Twenty-seventh Report (Fifth Lok Sabha) of the Committee on the Ministry of Finance (Department of Banking)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the Reserve Bank of India and its Associate Institutions.

1.2 The Committee, in para 1.17, of their Twenty-seventh Report (Fifth Lok Sabha) had recommended that Government must take immediate and effective steps to ensure that all the Government orders regarding reservations and other matters concerning the Scheduled Castes and Scheduled Tribes are immediately accepted, and implemented, by the Reserve Bank of India and its Associate Institutions *in toto*. If necessary, the Government should issue a formal directive to the Bank under the provisions of the Reserve Bank of India Act, 1934, to have the needful done.

1.3 In their reply dated the 11th February, 1975, the Ministry of Finance (Department of Banking), have stated:

"Reserve Bank of India has already adopted Government instructions regarding reservations for Scheduled Castes and Scheduled Tribes in respect of posts filled by direct recruitment. Regarding reservation in posts filled by promotion the matter is under consideration.

Conditions regarding employment, pay structure, categories of staff, staff relations etc., in Reserve Bank of India and Banking Industry being different materially from those obtaining in Government Departments, it may not be possible to copy all practices followed in Government Departments in regard to recruitment and promotions etc. in the bank. While the basic principles relating to reservation will be implemented, the details will naturally have to take into account the factors relevant to a particular organisation. The relationship between Reserve Bank of India and Government has been such that no occasion has arisen till now when Government had to give a formal directive to Reserve Bank of India and Government will

be most hesitant to depart from this wholesome convention."

14. The Committee are not satisfied with the reply given by Government. The Committee feel that the argument that the conditions regarding employment, pay structure, categories of staff, staff relations etc., in the Reserve Bank of India and Banking Industry being different materially from those obtaining in Government Departments is not cogent and these conditions should not create any problem for the Reserve Bank of India in implementing in *toto* all the reservation orders for Scheduled Castes and Scheduled Tribes issued by the Government of India from time to time. The Committee hope that the decision regarding reservation in promotions will be favourably and expeditiously taken by the Reserve Bank of India, as in the Committee's opinion, any delay in implementing the reservation order in promotion will deprive a large number of Scheduled Castes and Scheduled Tribes their due quota in the vacancies filled by promotion. The Committee would like the Government to ensure that all orders regarding reservations and other matters concerning the Scheduled Castes and Scheduled Tribes are immediately accepted and implemented by the Reserve Bank of India and its Associate Institutions in *toto*. If necessary, the Government should not hesitate to issue a formal directive to the Bank under the provisions of the Reserve Bank of India Act, 1934, to have the needful done.

CAPTER II

RECOMMENDATIONS|OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY GOVERNMENT

Recommendation (Sl. No. 9, Para No. 2.11)

The Committee are amazed to learn that the decision of the Reserve Bank of India not to accept the principle of reservation in favour of Scheduled Castes and Scheduled Tribes was communicated to the Government of India as early as in 1954, and it took 13 long years for the Government of India to persuade the Reserve Bank of India to introduce the reservation system for these communities based on the roster points on a permanent basis for direct recruitment.

Reply of Government

Government have no comments.

[Department of Banking File No. 11(9)-74|SCT(B)]

. (Recommendation (Sl. No. 4, Para No. 2.12)

The Committee feel convinced that protracted discussions|correspondence between the Government of India and the Reserve Bank of India on the very principle whether reservations for Scheduled Castes and Scheduled Tribes should be provided or not in the Bank must have deprived many a Scheduled Caste and Scheduled Tribe candidates of the opportunity of joining the services of the Reserve Bank of India.

Reply of Government

Government have no comments.

[Department of Banking File No. 11(9)-74|SCT(B)]

Recommendation (Sl. No. 7, Para No. 2.29 and 2.30)

The Committee note the understanding reached by the Reserve Bank of India with the Staff Associations on service matters. The Committee are, however, convinced that if the position and the constitutional rights and safeguards of the Scheduled Castes and Scheduled Tribes are properly explained to the Staff Associations

and that it is obligatory for the Reserve Bank of India to fall in line with the general policy decisions of the Government of India regarding reservations for Scheduled Castes and Scheduled Tribes, the Staff Associations will have no objection to the application of these orders providing for reservations in promotion in the services of the Reserve Bank of India. The Committee would like the Reserve Bank of India to expedite their decision on the matter and apprise the Committee thereof.

The Committee regret to note that out of 1775 posts filled in the cadre of staff Officers Grade II by promotion of Class II and Class III employees during the period from the 1st January, 1966 to the 31st October, 1973, only 19 Scheduled Castes and one Scheduled Tribes were so promoted. This makes it all the more imperative that the Government of India orders regarding reservations for Scheduled Castes and Scheduled Tribes in promotions should be applied in toto in the Reserve Bank of India.

Reply of Government

The Bank considers it necessary to take the All India R.B.I. Employees' Association representing Classes II and III employees and other representative bodies of the employees into confidence as the various schemes governing promotion of employees from one cadre to another have been formulated by the Bank after protracted deliberations with these-bodies, it has taken up with the Association the question of providing reservation at prescribed rate for Scheduled Castes and Scheduled Tribes in vacancies filled by promotion.

The Bank has reported that the bulk of Class I posts including those of Staff Officers Grade II are mainly filled by promotions, from the immediately lower cadres on the basis of seniority subject to fitness. The position in respect of representations of Scheduled Castes and Scheduled Tribes, among the Staff Officers Grade II, will, therefore, change only gradually as more and more of the Scheduled Caste and Scheduled Tribe candidates in Class III become senior enough to be promoted to Class I on the basis of seniority subject to fitness. With a view to improving, at an early date, the representation of these communities in Class I service of the Bank, the Bank has decided to take by direct recruitment about 30/40 Scheduled Caste and Scheduled Tribes Officers in the cadre of Staff Officer/Grade II (Direct Recruits) in about 120 officers proposed to be recruited in this cadre by open competition on an All-India basis in the near future.

Recommendation (Sl. No. 8, Para No. 2.35)

The Committee desire that the Reserve Bank of India should ensure that grouping of posts is done on a uniform basis in such a manner that the Scheduled Castes and Scheduled Tribes get their due share in the services of the Reserve Bank of India.

Reply of Government

The Bank has recently spelt out to its regional offices, the cadres which could be grouped together by the offices for the purposes of reservation of vacancies in favour of Scheduled Castes and Scheduled Tribes. A copy of the Bank's circular letter Rec. No. 134/7/74/75 dated 18th July, 1974 issued to the offices in this regard is enclosed at Appendix I.

[Department of Banking File No. 11(9)-74|SCT(B)]

Recommendation (Sl. No. 9 Para No. 2.36)

The Committee note that the Reserve Bank of India now proposes to introduce reservations for Scheduled Castes and Scheduled Tribes in higher posts also which require special experience and/or qualifications, provided the Scheduled Caste and Scheduled Tribe candidates with the prescribed qualifications are available. The Committee would like the Reserve Bank of India to give shape to this proposal without any further loss of time as the Committee feel that there is no dearth of qualified Scheduled Caste and Scheduled Tribe persons to man the higher posts in the Reserve Bank of India.

Reply of Government

The Bank has already decided to make reservations at 15 per cent and 7 and half per cent for Scheduled Castes and Scheduled Tribes in vacancies filled by direct recruitment in categories of posts in Class I where special qualification and/or experience is required. Suitable advice has been issued to the Reserve Bank of India Services Board which finalises selections for these posts.

[Department of Banking File No. 11(9)-74|SCT(B)]

Recommendation (Sl. No. 10 Para No. 2.37)

The Committee strongly recommend that no post in the Reserve Bank of India should be exempted from the application of orders providing of reservations for Scheduled Castes and Scheduled Tribes

unless it is a post classified as 'Scientific or Technical' or it is a post for conducting research or for organising, guiding and directing research as per orders of the Government of India on the subject.

Reply of Government

In regard to the hitherto exempted posts of Scientists, Statisticians, Engineers, Agricultural experts, the Bank have decided to provide reservations at the prescribed rate for Scheduled Castes and Scheduled Tribes provided duly qualified candidates belonging to these communities are available.

[Department of Banking File No. 11 (9)-74|SCT (B)]

Recommendation (Sl. No. 13 Para No. 3.17)

The Committee are not convinced with the argument of the Reserve Bank of India that qualified Scheduled Caste and Scheduled Tribe candidates are not available for recruitment in the Services of the Reserve Bank of India. The figures of educated unemployed Scheduled Castes and Scheduled Tribes registered with Employment Exchanges as shown in paras 3.13 and 3.14 of the Report indicate that there is no dearth of qualified Scheduled Caste|Tribe candidates. The Committee hope that the Reserve Bank of India will now make all out and sincere efforts to recruit as many Scheduled Castes and Scheduled Tribes as possible not only to the extent of current vacancies reserved for them but also to wipe out the shortfalls.

Reply of Government

Reserve Bank of India has assured the Government that it will make sincere efforts to clear the backlog of reserved vacancies by way of special recruitment tests.

[Department of Banking File No. 11 (9)-74|SCT (B)]

Recommendation (Sl. No. 14 Para No. 3.23)

The Committee would like the Reserve Bank of India immediately to furnish to all the Pre-Examination and Coaching-cum-Guidance-Centres details of employment opportunities in the Bank mode of recruitment, specimen test papers, etc. to enable those Centres to draw up suitable training programmes and to disseminate and provide occupational information, literature, etc. to Scheduled Caste and Scheduled Tribe applicants.

Reply of Government

Pre-recruitment Training Centres established by the Government of India at various places have been advised by the Bank of the recruitment opportunities in the major Class III cadres. The minimum qualifications prescribed for the posts, the method of recruitments, the syllabus prescribed for the pre-recruitment tests, specimen question papers, have also been forwarded to the centres.

[Department of Banking File No. 11(9)-74|SCT(B)]

Recommendation (Sl. No. 16 Para No. 3.31)

The Committee note that the Reserve Bank of India is running four Zonal Training Centres at Bombay, Calcutta, Delhi and Madras which exclusively cater to the training recruitments of Class III category, Clerks Grade I and Clerks Grade II, of the Reserve Bank of India. The Committee recommend that special courses at these training Centres should be arranged for such of the Scheduled Caste| Tribe candidates as are appointed by the Reserve Bank of India with relaxed standards, as per recommendations made by the Yardi Working Group so that they acquire the requisite proficiency.

Reply of Government

The suggestions has been accepted by the Reserve Bank of India.

[Department of Banking File No. 11(9)-74|SCT(B)]

Recommendation (Sl. No. 18, Para No. 4.11)

The Committee are surprised to learn that the percentages of reservations for Scheduled Castes and Scheduled Tribes followed by the various recruitment Centres of the Reserve Bank of India are those which are prescribed for the State/Union Territory in which a Recruitment Centre is situated and not those of the entire region served by a Recruitment Centre. Thus, for example, reservations for Scheduled Castes and Scheduled Tribes followed by the Reserve Bank of India at Nagpur are 6 per cent for each of these communities, which is the prescribed percentage for Maharashtra. The Nagpur Office of the Reserve Bank of India, however serves, besides Vidarbha region of Maharashtra, Madhya Pradesh also where the population of Scheduled Castes is 13 per cent and that of Scheduled Tribes 20 per cent. Therefore, the Nagpur Office of the Reserve Bank of India, by following 6 per cent reservations for Scheduled Castes and 6 per cent for Scheduled Tribes, is doing great injustice to the Scheduled Castes and Scheduled Tribes of Madhya Pradesh who constitute a much higher proportion of the population of that State. The Com-

mittee recommend that the Reserve Bank of India should immediately revise the percentages of reservations for Scheduled Castes and Scheduled Tribes for recruitment by the Local Offices of the Bank taking into consideration the proportion of population of the Scheduled Castes and Scheduled Tribes in the entire region served by each of the Recruitment Centres of the Reserve Bank of India.

Reply of Government

Reserve Bank of India has accepted the suggestion and it has issued instructions to all its offices. A copy of Bank's circular letter to the offices, Rec. No. 40055|7-74|75, dated the 21st August 1974, is at Appendix-II,

[Department of Banking File No. 11(9)-74/SCT(B)]

Recommendation (Sl. No. 19, Para No. 4.25)

The Committee would like the Reserve Bank of India to specifically mention in the notifications sent to the Employment Exchanges and in the recruitment advertisements published in newspapers, the number of vacancies reserved for Scheduled Castes and Scheduled Tribes in each recruitment and also the concessions/relaxations available to the Scheduled Caste and Scheduled Tribe candidates. The object of indicating the number of vacancies reserved for Scheduled Castes and Scheduled Tribes and the concessions/relaxations available to candidates belonging to these communities in the notifications to Employment Exchanges and the advertisements in newspapers is that adequate number of Scheduled Caste/Tribe candidates are sponsored by the Employment Exchanges or otherwise apply in response to the recruitment advertisement.

Reply of Government

Recommendation has been accepted by Reserve Bank of India.

[Department of Banking File No. 11(9)-74/SCT(B)]

Recommendation (Sl. No. 20, Para No. 4.26)

The Committee feel that a period of three weeks given by the Reserve Bank of India to the Employment Exchanges to sponsor Scheduled Caste and Scheduled Tribe candidates for its recruitment is inadequate as many of the probable candidates may be living in far off or interior places. The Committee suggest that this period should be increased to at least six weeks.

Reply of Government

The recommendation has been accepted by the Reserve Bank of India.

[Department of Banking File No. 11(9)-74/SCT(B)]

Recommendation (Sl. No. 21 Para No. 4.27)

The Committee would also like the Reserve Bank of India to intimate to the Employment Exchanges the precise reasons for rejection of applications from Scheduled Caste and Scheduled Tribe candidate sponsored by them to fill the reserved posts, as this will help the Employment Exchanges to gear up their own machinery and take remedial steps in sponsoring the right type of candidates in future.

Reply of Government

The recommendation has been accepted by the Reserve Bank of India. The Bank has issued suitable instructions to its offices

[Department of Banking File No. 11(9)-74/SCT(B)]

Recommendation (Sl. No. 22, Para No. 4.28)

The Committee note that the Reserve Bank of India has made direct recruitments for a number of Class IV posts and also for the posts of Punch Operators and Telephone Operators in Class III without advertising the posts. The Committee would like to point out that, where direct recruitment (otherwise than through an examination) is to be made to fill vacancies reserved for Scheduled Castes and Scheduled Tribes, an advertisement, as required *vide* the Ministry of Home Affairs O.M. No. 1/-70-EST(SCT), dated the 31st July, 1970, should always be issued inviting applications from Scheduled Caste and Scheduled Tribe candidates only.

Reply of Government

Reserve Bank of India has stated that it is not considered economical to advertise the posts if the vacancies anticipated to arise during the course of a year or so, in a particular Class III cadre, in any office of the Bank, are less than 5 in number. In such cases, vacancies are invariably notified to the Employment Exchanges and candidates sponsored by Employment Exchanges and those who submit their applications direct are considered for the post and selections

finalised. In such cases also care will be taken to ensure that the procedure for reservation of vacancies in favour of Scheduled Castes and Scheduled Tribes according to the prescribed percentages is followed.

The Bank has further stated that in the event of an office not getting sufficient candidates belonging to Scheduled Castes and Scheduled Tribes in the general selections, the concerned office issues special notifications/advertisements calling for applications only from Scheduled Castes and Scheduled Tribes and finalise the selection of exclusively of Scheduled Castes and/or Scheduled Tribes as the case may be for filling the reserved vacancies.

As regards recruitment of Punch Operators, instructions have been issued to the Bank's Byculla Office (where only Punch operators are required) to advertise vacancies wherever they occur next and ensure due representation of Scheduled Castes and Scheduled Tribes not only against current vacancies, but also against shortfall from January, 1967 onwards.

[Department of Banking File No. 11(9)-74/SCT(B)]

Recommendation (Sl. No. 23, Para No. 4.29)

The Committee note that a large number of applications from Scheduled Caste and Scheduled Tribe candidates for the posts of Clerks Grade II and Coin/Note Examiners Grade II have been rejected by the Reserve Bank of India, Calcutta, on grounds of ineligibility or incomplete particulars. The Committee need hardly emphasise that applications from Scheduled Castes and Scheduled Tribes should be sympathetically considered with a view to enable them to secure employment and not to debar them on some ground or the other. The Scheduled Caste and Scheduled Tribe applicants who give incomplete information in their application forms should be extended all possible help to get their application forms duly completed.

Reply of Government

Reserve Bank has reported that it will instruct its offices to consider the applications of Scheduled Caste and Scheduled Tribe candidates sympathetically and not to reject them if the missing item of information could be collected from the candidate well in time for the decision about his eligibility to appear for test/interview.

[Department of Banking File No. 11(9)-74/SCT(B)]

Recommendation (Sl. No. 24, Para No. 4.30)

The Committee note that the Reserve Bank of India will henceforth intimate its requirements to the National Employment Service for such of the technical posts for which generally no Scheduled Caste or Scheduled Tribe candidate is sponsored by the Employment Exchanges to fill the reserved vacancies.

Reply of Government

The Bank has agreed to implement the suggestion.

[Department of Banking File No. 11(9)-74/SCT(B)].

Recommendation (Sl. No. 26, Para No. 4.37)

The Committee hope that if concerted measures are taken by the Reserve Bank of India to implement these concessions/relaxation, both in letter and spirit, the intake of Scheduled Castes/Tribes in the employment of the Reserve Bank of India and its Associate Institutions will substantially increase. The Committee would like the Reserve Bank of India to keep a continuous watch on the progress made in this behalf and to review the position every year.

Reply of Government

A separate Cell exclusively to look after the service interests of the Scheduled Castes and Scheduled Tribes has already been set up in the Bank's Central Office. The Cell is also collecting information periodically to enable it to keep a constant watch on the intake of Scheduled Castes and Scheduled Tribes in various offices of the bank.

[Department of Banking File No. 11(9)-74/SCT(B)].

Recommendation (Sl. No. 27, Para No. 4.44)

The Committee are distressed to note that out of 90 Scheduled Caste candidates, who had qualified in the written test for recruitment of Coin-Note Examiners Grade II in the Reserve Bank of India, Madras, 45 candidates were rated unsuitable in the interview by the Selection Board. In the opinion of the Committee this wholesale rejection of the Scheduled Caste candidates in interview by the Selection Board of the Reserve Bank of India is unjustified particu-

larly when all of them had qualified in the written test, and a number of posts of Coin/Note Examiners, Grade II reserved for Scheduled Caste candidates were available. In the circumstances, the Committee feel that there is a greater need to make the Selection Boards and the Services Boards of the Reserve Bank of India more representative by associating a Scheduled Caste/Tribe Officer with each of them.

Reply of Government

In order to ensure that there are no large scale rejections of Scheduled Caste and Scheduled Tribe candidates, the Bank has issued instructions to its offices that the Interviewing Board should bear in mind that it is the policy of the Bank to fill all reserved vacancies.

The Bank will also endeavour to associate a Scheduled Caste or Scheduled Tribe Officer of the Bank with the Selection Boards constituted for interviewing candidates for various Classes III and IV posts in the offices of the Bank, if a suitable officer of the requisite status is available.

[Department of Banking File No. 11(9)-74/SCT(B)].

Recommendation (Sl. No. 28, Para No. 4.45)

The Committee would further urge the Reserve Bank of India that if a competent Scheduled Caste/Tribe Officer is not available in the Reserve Bank of India for the purpose, a suitable Scheduled Caste/Tribe Officer from other Nationalised Banks/Ministries/Departments should be associated with these Selection Boards/Services Board of the Reserve Bank of India.

Reply of Government

The Bank has agreed to keep in mind associating a senior Scheduled Caste/Tribe officer along with others with the Reserve Bank of India Services Board/Selection Boards whenever appropriate.

[Department of Banking File No. 11(9)-74/SCT(B)].

Recommendation (Sl. No. 29, Para No. 4.55)

The Committee are unhappy to note that a large number of vacancies in Class III and in Class IV have been dereserved by the Reserve Bank of India since 1967 without following the prescribed procedure. The Committee recommend that before a vacancy reserved for Scheduled Castes/Tribes is dereserved, all possible avenues should be explored to invite applications from the

Scheduled Castes/Tribes and the prescribed procedure laid down for the purpose should be meticulously followed.

Reply of Government

Reserve Bank has reported that instructions have been issued to the offices of the Bank that the procedure for de-reservation prescribed for the banks by the Government, should be scrupulously followed in the Reserve Bank.

Moreover, instructions have been issued to its offices that before dereserving any vacancy reserved in the Classes III and IV cadres, prior approval of Central Office should be obtained.

In the Central Office itself, the authority for approving de-reservation in the case of Class III staff will not be below an Executive Director and in the case of (Class I) Staff Officers, the Governor.

[Department of Banking File No. 11(9)-74|SCT(B)]

Recommendation (Sl. No. 30, Para No. 4.56)

The Committee hope that with the introduction of the new procedure by the Reserve Bank of India, whereby all proposals for dereservation of vacancies in Class III posts have to be referred by the Managers of Local Offices to the Central Offices at Bombay, there would be no occasion in future to dereserve a reserved vacancy.

Reply of Government

Government have no comments.

[Department of Banking File No. 11(9)-74|SCT(B)]

Recommendation (Sl. No. 32, Para No. 4.58)

The Committee suggest that the number of vacancies dereserved by the Reserve Bank of India, during a year, together with reasons therefor, should be intimated to the Ministry of Finance (Department of Banking) with a copy to the Commissioner for Scheduled Castes and Scheduled Tribes for their information.

Reply of Government

Reserve Bank of India has agreed to furnish information regarding dereservation of vacancies in a separate statement commencing from the year ended 31st December, 1974.

[Department of Banking File No. 11(9)-74|SCT(B)]

Recommendation (Sl. No. 33, Para No. 5.8)

The Committee hope that the Reserve Bank of India will tighten its machinery for maintenance and inspection of rosters as proper maintenance of rosters is absolutely necessary to ensure due representation of Scheduled Castes and Scheduled Tribes in services.

Reply of Government

Action has already been taken by the bank to set up a special Cell in the Recruitment Section of the Bank to look after the service interest of Scheduled Castes and Scheduled Tribes. One of the functions entrusted to the Special Cell is the periodic inspection of rosters maintained at various offices of the Bank. Besides whenever any difficulty is faced by any office about filling up of the vacancies reserved for Scheduled Castes and Scheduled Tribes owing to the non-availability of adequate number of such candidates, Central Office calls for an extract of the roster points to be filled and suitable instructions are issued.

[Department of Banking File No. 11(9)-74/SCT (B)]

Recommendation (Sl. No. 35, Para No. 5.16)

The Committee hope that the Liaison Officers in the Reserve Bank of India would impress upon all the recruiting authorities in the Bank the imperative need for strict observance of the reservations and other orders relating to the representation of Scheduled Castes and Scheduled Tribes in the Service of the Reserve Bank of India and its Associate Institutions.

Reply of Government

Reserve Bank of India has stated that the proposals for finalising selections for various categories of posts are carefully examined by the Cell in the Central Office and elaborate instructions are issued at every stage to ensure that the Scheduled Castes and Scheduled Tribes are adequately represented in the selections. A constant watch will be kept by the Cell on the progress made by the various offices to improve the intake of Scheduled Castes and Scheduled Tribes.

[Department of Banking File No. 11(9)-74/SCT (B)]

Recommendation (Sl. No. 36, Para No. 5.22)

The Committee would like the Reserve Bank of India to forward a copy of their annual Statements regarding the representation of Scheduled Castes and Scheduled Tribes in the services of the Bank to the Commissioner for Scheduled Castes and Scheduled Tribes simultaneously when the Bank sends these statements to the Ministry of Finance (Department of Banking).

Reply of Government

The bank has agreed to comply with the suggestions of the Committee.

[Department of Banking File No. 11(9)-74/SCT(B)]

Recommendation (Sl. No. 37, Para No. 5.23)

The Committee would also like the Ministry of Finance (Department of Banking) and the Reserve Bank of India to make a thorough and analytical study of the Annual Statements compiled by the Bank regarding the representation of Scheduled Castes and Scheduled Tribes in the services of the Bank so that prompt and effective measures may be taken to remove the deficiencies noticed.

Reply of Government

Observation of the Committee has been noted for compliance. The Bank has also stated that the Scheduled Castes and Scheduled Tribes Cell in the Bank's Central Office will study the various statements received from offices and take prompt and effective measures to remove the deficiencies noted.

[Department of Banking File No. 11(9)-74|SCT(B)]

CHAPTER III

RECOMMENDATIONS|OBSERVATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE VIEW OF THE GOVERNMENT'S REPLIES

Recommendation (Sl. No. 1, Para No. 1.13)

The Committee regret to note that no consideration has so far been given to the question of appointment of qualified Scheduled Caste and Scheduled Tribe persons on the Central or Local Boards of Directors of the Reserve Bank of India. The Committee are surprised at the statement of the representative of the Ministry of Finance that so far the appointment of a Scheduled Caste or Scheduled Tribe as a Director of the Bank is just by accident. The Committee would like the Government to formulate a definite policy and lay down proper guidelines for the appointment of Directors of the Bank so that at least one qualified Scheduled Caste or Scheduled Tribe person is appointed a Director on the Central and each of the Local Boards of Directors of the Reserve Bank of India.

Reply of Government

Reserve Bank of India, as Central Bank of the country, should have on its Central Board and Local Boards the best available persons who, in the opinion of the Central Government, can bring their knowledge and experience to shape the monetary policy of the Reserve Bank. While making selections, Government will bear in mind the recommendation of the Committee and would endeavour to give due representation to Scheduled Caste|Scheduled Tribe persons on the Central Board and Local Boards of the Reserve Bank of India.

Government have recently appointed a person belonging to Scheduled Castes on each of the Local Boards in the Western Area and Southern Area of the Reserve Bank of India.

[Department of Banking File No. 11(9)-74/SCT(B)]

Recommendation (Sl. No. 12, Para No. 316)

The Committee regret to note the prevalent practice in the various Branches of the Reserve Bank of India to continue the waiting lists

for recruitment for several years at a stretch. This shuts out the door of recruitment in the Reserve Bank of India to many Scheduled Castes and Scheduled Tribes, as also to general candidates, who may have qualified to take the Reserve Bank of India recruitment test after the waiting list was prepared. The Committee, therefore, recommend that waiting lists for recruitment in the various Branches of the Reserve Bank of India should not extend beyond one year. Only in exceptional circumstances, and with the prior approval of the Central Office of the Reserve Bank of India, Bombay, should a Branch extend a waiting list for a period not exceeding six months. In all such cases, due quotas for Scheduled Castes and Scheduled Tribes should invariably be ensured.

Reply of Government

The Bank has informed that the special steps being taken for recruiting to the reserved posts and the strict procedure for de-reservation will automatically bring about an improvement. With a view to implementing the suggestion regarding waiting lists, the bank have advised its offices to prepare waiting list of candidates that would be required for employment in the office only for a year or so. The offices have been instructed to obtain prior approval of the Central Office if for any reason a waiting list is required to be kept operative beyond the normal period of currency of one year. It has also been decided by the Bank that normally no waiting list would be allowed to be in operation beyond two years in all, including the initial period of extension to the extent of 6 months would not prove adequate in certain situations where preparation of a fresh waiting list may take longer time due to extraneous factors.

[Department of Banking File No. 11(9)-74/SCT (B)].

Recommendation (Sl. No. 15, Para No. 3.30)

The Committee regret to note that the recommendations of the Yardy Working Group that it would be desirable to select the best among the candidates belonging to Scheduled Castes and Scheduled Tribes and give them in-service training, which were made in 1967, were communicated by the Ministry of Finance to the Reserve Bank of India only in 1973 and that too after the Committee had taken up this matter. The Committee would urge the Reserve Bank of India immediately to adopt the principle recommended by the Yardy Working Group and to ensure that the best among the candidates belonging to Scheduled Castes/Tribes, even if they do not come up to the requisite standard, should be selected for appointment against reserved vacancies and given in-service training.

Reply of Government

The Reserve Bank has reported that it is already observing the principle underlying the recommendation of the Yardi Working Group. Since the present position is that the standard for Scheduled Castes and Scheduled Tribes candidates is already relaxed below the standard expected of general candidates, the Bank is of the view that it would be difficult, consistent with the maintenance of efficiency, to accept the suggestion that the Scheduled Caste and Scheduled Tribe candidates should be selected for appointment against reserved vacancies even if they do not come upto the relaxed standards on the basis that they would be given training after appointment. Instead the bank has further liberalised the qualifying standards for Scheduled Caste and Scheduled Tribe candidates for recruitment to Class III cadre and has also agreed to follow the prescribed procedure for issuing special advertisements etc. for recruitment to Class III posts in the hope that in future there would not be any shortfall for the candidates selected as compared to the seats reserved for them.

For the recruitment to Staff Officers Grade II (Officers in Grade 'A'), the Reserve Bank of India Services Board, which is entrusted with selecting the candidates, has been empowered by the Bank to recommend, if necessary, Scheduled Caste and Scheduled Tribe candidates who may not come upto the standard required of the general candidates but who, in the opinion of the Services Board, could still be considered for recruitment as Grade 'A' Officers, consistent with the maintenance of efficiency in administration.

[Department of Banking File No. 11(9)-74/SCT (B)].

Recommendation (Sl. No. 17—Para No. 3.32)

The Committee would also like the Reserve Bank of India to ensure that when its employees are sent for training at these four Zonal Training Centres, the prescribed percentages of reservations for Scheduled Castes and Scheduled Tribes are adhered to while selecting candidates for such training.

Reply of Government

The Bank has reported that all new entrants to the cadre of Clerks Grade II are given training at the Zonal Training Centres by way of induction. The Scheduled Caste and Scheduled Tribe employees also will, therefore, be given training soon after they are appointed along with general candidates. As the reservation percentages will be observed and fulfilled in the recruitment itself, the percentages are expected to be reflected in the total number of

candidates sent for training in the Zonal Training Centres, though it may not be possible to ensure that in each batch of trainees, the Scheduled Caste and Scheduled Tribe employee would number upto the reservation percentages. A scheme for conducting special training courses for the Scheduled Caste and Scheduled Tribe candidates recruited to main categories of Class III cadres, particularly the Clerks Grade II and Coin-Note Examiners Grade II is under consideration of the Bank.

[Department of Banking File No. 11(9)-74/SCT(B)].

Recommendation (Sl. No. 25—Para No. 4.36)

The Committee feel that one of the reasons for shortfalls in the employment of Scheduled Castes/Tribes in the Reserve Bank of India, *vis-a-vis* the quota reserved for them, is that the Scheduled Caste/Tribe applicants were, in the past not considered by the Reserve Bank of India with relaxed standards and no concession worth the name was extended in their favour. The Committee are happy to note that the Reserve Bank of India has now extended certain concessions|relaxations in favour of the Scheduled Caste and Scheduled Tribe candidates, particularly all the concessions which are available to the children of employees/ex-employees of the Bank. The Committee would, however, like the Reserve Bank of India to give a concession of at least 5 per cent marks to Scheduled Caste and Scheduled Tribe candidates in the written test and the qualifying speed for them in the typewriting test should be not more than 30 words per minute.

Reply of Government

The Bank has since instructed its offices to condone a shortfall upto 5 marks (which is also 5 per cent of marks) in either of the two parts in which the question paper for the written test is divided, or both parts together or in the aggregate in favour of Scheduled Castes and Scheduled Tribes appearing for the pre-recruitment test for the posts in the common cadre of Clerks/Coin-Note Examiners Grade II. (The minimum pass marks prescribed for passing the test are 17 marks in each of the two parts in which a question paper is divided with 35 marks in the aggregate out of a maximum of 100 marks). In the case of Scheduled Caste and Scheduled Tribe candidates appearing for pre-recruitment typing test also, the Bank has reduced the qualifying speed to 35 words per minute as against 40 words per minute prescribed for the general candidates. The Bank does not consider it desirable, having regard to the need for efficiency, to relax the standard further.

[Department of Banking File No. 11(9)-74/SCT(B)].

Recommendation (Sl. No. 31, Para No. 4.57)

The Committee would like the Reserve Bank of India to examine the feasibility of keeping the vacancies reserved for Scheduled Castes and Scheduled Tribes unfilled till suitable candidates belonging to these communities are available instead of de-reserving them and filling them up by general candidates. This will curb the tendency to de-reserve a vacancy without making proper efforts to get a Scheduled Caste/Scheduled Tribe candidate to fill that vacancy.

Reply of Government

The procedure for de-reservation has already been reviewed by the Bank as stated in reply to recommendation No. 29. (Such a procedure includes special steps to recruit candidates of the Scheduled Castes and Tribes and the keeping of such posts vacant *pending the completion of such special steps*). It is, therefore, expected that there will be no undue tendency to de-reserve a vacancy on the part of Managers of the Offices. Besides, the Liaison Officer named in the Bank and the Special Cell created under him to look after the recruitment of Scheduled Caste and Scheduled Tribe candidates will ensure that de-reservations are not made without sufficient justification. The Bank, has, however, stated that keeping reserved posts unfilled for an indefinite period will not be conducive to smooth working in the offices as work will suffer if posts are kept vacant for a considerable time pending the availability of Scheduled Caste/Tribe candidates.

[Department of Banking File No. 11(9)-74/SCT(B)]

Recommendation (Sl. No. 34, Para No. 5.15)

The Committee are glad to note that the Reserve Bank of India has now set up a separate Cell in the Central Recruitment Section of the Central Office of the Reserve Bank of India at Bombay, under a Liaison Officer, to look after the matters relating to the Scheduled Castes and Scheduled Tribes and that the activities of this Cell will hereafter be included in the Annual Reports of the Reserve Bank of India. The Committee would like the Reserve Bank of India to appoint similar Liaison Officers, and set up similar Cells in all the Offices of the Bank in the country.

Reply of Government

Reserve Bank of India has stated that the recruitment made by the Manager of the Offices of the Bank will be under the supervision of Central Office of the Bank and according to the procedure laid

down in that behalf. The Liaison Officer named in the Central Office and the Special Cell created in Central Office will ensure that the interests of Scheduled Castes and Scheduled Tribes are safeguarded in the recruitments made by the local Offices. Since recruitment by the offices for each category in Classes III and IV service is to be made by the Local Offices once in a year or two, it is not considered necessary to appoint a Liaison Officer or to set up a Special Cell in the Local Offices of the Bank. Moreover, de-reservation, if any, will only be with the prior approval of the Central Office.

Information about representation of the Scheduled Castes and Scheduled Tribes in the Bank's services will be included in the Annual Report of the Bank. This has already been done in the Annual Report for the year 1973-74.

[Department of Banking, File No. 11(9)-74/SCT (B)]

Recommendation (Sl. No. 39, Para No. 68)

The Committee note that the Government have issued detailed guidelines on differential rate interest scheme by which banks are to give concessional rate of interest on schemes to be taken up by small borrowers in selected backward districts. The Committee would like the Ministry of Finance (Department of Banking) to consider the feasibility of further liberalising this scheme and making all the Scheduled Castes and Scheduled Tribes, irrespective of their income ceiling or place of residence to be entitled to borrow under this scheme.

Reply of Government

Government have considered the question of liberalising D.I.R. scheme in the light of the Committee's recommendation. It has been decided that in future all members of Scheduled Castes and Scheduled Tribes in the districts where the scheme is now in operation, will be eligible for assistance under the scheme, irrespective of their land holdings, so long as they satisfy the other criteria and the Reserve Bank of India has issued suitable instructions to the public sector banks in the matter.

[Department of Banking, File No. 11(16)-74/SCT(B)]

CHAPTER IV

RECOMMENDATIONS IN RESPECT OF WHICH REPLY OF GOVERNMENT HAS NOT BEEN ACCEPTED BY THE COMMITTEE AND WHICH REQUIRED REITERATION

Recommendation (Sl. No. 2, Para No. 1.17)

The Committee understand and appreciate the autonomous character of the Reserve Bank of India in its day-to-day affairs. The Committee note that although there is a provision in the Reserve Bank of India Act, 1934, empowering the Government of India to issue directives to the Reserve Bank of India, need for issue of a formal directive by the Government to the Bank does not normally arise as matters are settled by correspondence. The Committee, however, are unhappy to note the hesitancy on the part of the Reserve Bank of India to implement *in toto* the Government orders relating to reservations and other matters concerning the Scheduled Castes and Scheduled Tribes. The Committee, therefore, stress that Government must take immediate and effective steps to ensure that all the Government orders regarding reservations and other matters concerning the Scheduled Castes and Scheduled Tribes are immediately accepted, and implemented, by the Reserve Bank of India and its Associate Institutions *in toto*. If necessary, the Government should issue a formal directive to the Bank under the provisions of the Reserve Bank of India Act, 1934, to have the needful done.

Reply of Government

Reserve Bank of India has already adopted Government instructions regarding reservations for Scheduled Castes and Scheduled Tribes in respect of posts filled by direct recruitment. Regarding reservation in posts filled by promotion the matter is under consideration.

Conditions regarding employment, pay structure, categories of staff, staff relations etc., in Reserve Bank of India and Banking Industry being different materially from those obtaining in Government Departments, if may not be possible to copy all practices followed in Government Departments in regard to recruitment and promotions etc. in the bank. While the basic principles relating to

reservation will be implemented, the details will naturally have to take into account the factors relevant to a particular organisation. The relationship between Reserve Bank of India and Government has been such that no occasion has arisen till now when Government had to give a formal directive to Reserve Bank of India and Government will be most hesitant to depart from this wholesome convention.

[Department of Banking File No. 11(9)-74|SCT(B)]

Comments of the Committee

Please see Chapter I, Para 1.4.

CHAPTER V ..

RECOMMENDATIONS/OBSERVATIONS ON WHICH FINAL REPLIES OF GOVERNMENT HAVE NOT BEEN RECEIVED

Recommendation (Sl. No. 5 Para No. 2.13)

The Committee regret to find that the Reserve Bank of India has still not provided for reservations for Scheduled Castes and Scheduled Tribes in the services of the Bank in the posts filled otherwise than by direct recruitment. The Committee urge the Ministry of Finance to persuade the Reserve Bank of India to fall in line with the Government's policy decisions in regard to reservations for Scheduled Castes and Scheduled Tribes in the services of the Reserve Bank of India and implement these policy decisions in letter and spirit.

Reply of Government

The bank has stated that there are two main methods of filling posts otherwise than by direct recruitment (1) by promotion and (2) by obtaining qualified people on deputation from Government and other bodies.

In regard to obtaining persons on deputation comparatively few posts in the officers' cadre were filled by deputation by the bank. Deputation was resorted to only in order to secure the services of experts in various fields of technology and other disciplines on short term basis, whenever the required expertise was not available from the Bank itself. Reservation was not, therefore, provided in these few vacancies filled by experts on deputation. However, in regard to vacancies filled by deputation, instructions have now been issued, by the bank to its concerned Department and Associate Institutions who are normally required to take experts on deputation, to request various Government departments and other bodies to suggest, Scheduled Caste and Scheduled Tribe Officers under them who could be considered for being taken on deputation.

The question regarding giving adequate representation to these communities in posts filled by promotion in the public sector banks including R.B.I. is under consideration in the Department of Banking in consultation with R.B.I.

[Department of Banking File No. 11(9)-74/SCT(B)]

Recommendation (Sl. No. 6, Para No. 2.28)

The Committee are distressed to learn that the Reserve Bank of India has not yet adopted the orders of the Government of India contained in the Cabinet Secretariat (Department of Personnel) Office Memorandum No. 272/71-Est(SCT), dated the 27th November, 1972 providing for reservations at 15 per cent for Scheduled Castes and 7-1/2 per cent for Scheduled Tribes in promotions on the basis of seniority subject to fitness, in appointments to all Class I, Class II, Class III and Class IV posts in grades or services in which the element of direct recruitment, if any, does not exceed 50 per cent. The Committee feel that the fears which the Reserve Bank of India has expressed that application of the reservations for Scheduled Castes and Scheduled Tribes in promotions in the services of the Reserve Bank of India will create difficulties as junior Scheduled Caste employees will supersede the senior ones in the general category do not have any basis. The same position obtains in the services of the Government of India. If the Government of India do not envisage any difficulty in implementing their orders issued on the 27th November, 1972, there is no reason why the Reserve Bank of India should have any difficulty in falling in line with the general policy of the Government of India in this respect.

Reply of Government

The question of giving adequate representation to Scheduled Castes and Scheduled Tribes in these posts in the Bank is being examined in the Department of Banking in consultation with the bank.

[Department of Banking File No. 11(9)-74/SCT(B)]

Recommendation (Sl. No. 11 Para No. 3.15)

The Committee are glad to note that the Reserve Bank of India, at the instance of the Committee, has decided to apply the reservations for Scheduled Castes and Scheduled Tribes to the entire 17-1/2 per cent of Staff Officers Grade II recruited through open competition, irrespective of the fact whether recruited candidates belong to the existing staff or are from the open market. The Committee would, however, like the reservations for Scheduled Castes and Scheduled Tribes to apply to the entire 100 per cent recruitment of Staff Officers Grade II, irrespective of the fact whether they are recruited by promotion or by open competition.

Reply of Government

Regarding reservations in posts filled by promotion, the matter is under consideration of the Government in consultation with Reserve Bank of India.

[Department of Banking File No. 11(9)-74/SCT(B)]

Statement showing the action taken on the recommendations/conclusions contained in the Twenty-Seventh Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the Ministry of Finance (Department of Banking)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the Reserve Bank of India and its Associate Institutions.

Recommendation (Sl. No. 38, Para No. 6.4)

The Committee would like the Reserve Bank of India to provide 10 per cent reservation for its Scheduled Caste and Scheduled Tribe employees in allotment of accommodation, particularly for the power category of employees, keeping in view the provisions of the Government of India (Directorate of Estates) Office Memoranda No. 12035 (5)/69-Pol(II) dated the 6th November, 1969 and No. 12035 (3)/73-Pol(II) dated the 24th September, 1973 on the subject.

Reply of Government

The Bank has reported that the matter is under its consideration in consultation with the All India Reserve Bank of India Employees' Association representing the Class III staff.

[Department of Banking File No. 11(9)-74/SCT(B)]

NEW DELHI;.

April 2, 1975.

Chaitra 12, 1897 (S).

D. BASUMATARI,

Chairman,

Committee on the Welfare of
Scheduled Castes and Scheduled Tribes.

APPENDIX I

(Reference: Recommendation No. 8—Para No. 2.35)

TELEGRAMS: RESERVE BANK RESERVE BANK OF INDIA
POST BOX NO. 406 CENTRAL OFFICE

DEPARTMENT OF ADMINISTRATION AND PERSONNEL

TELEPHONE: 268311

BOMBAY-1

Rec. No. 134/7-74/75.

18th July, 1974

27th Asadha, 1896 (S)

The Manager,
Reserve Bank of India,
Ahmedabad/Bangalore/Bombay/Byculla, Bombay-8
Calcutta/Gauhati/Hyderabad/Jaipur/Kanpur/Madras/
Nagpur/New Delhi/Patna/Bhubaneswar.

The Deputy/Asstt. Chief Officer, Department of
Banking Operations and Development, Reserve
Bank of India, Trivandrum/Jammu.

The Currency Officer,
Reserve Bank of India
Issue Department, Bombay/
Calcutta/Madras/New Delhi
Kanpur.

The Deputy/Asstt. Chief
Officer, Agricultural Credit
Department.

Reserve Bank of India, Indore/
Lucknow/Chandigarh/Jammu.

The Assistant Controller, Ex-
change Control Department,
Reserve Bank of India, Cochin.

Dear Sir,

Reservation of Vacancies for Scheduled Caste/Tribe employees in the Bank's service.

Please refer to note (a) below paragraph 3(iii) of our circular letter Rec. No. 3791/7-66/67 dated 22nd May, 1967 indicating that posts in the same class and carrying similar status, etc., may be grouped together for the purpose of reservations for Scheduled Castes and Scheduled Tribes. With a view to securing uniformity in this matter in all the offices of the bank, grouping of the various cadres in Classes III and IV carrying identical/comparable scales of pay and status has been made by us, as detailed in the enclosure hereto. You may, therefore, arrange to group the various cadres as indicated therein and maintain separate rosters for each cadre or group of cadres, as the case may be, in future.

Yours faithfully,
Sd/-
Deputy/Manager.

<i>Group or Groups of Cadres</i>	<i>Pay Scales</i>
<i>Class III</i>	<i>Pay</i>
1. Clerks Grade II/Coin Note Examiners II	Rs. 210—10—240—15—330— 20—410—EB—25—460—30— 520—35—590.
2. Field Investigations	Do.
3. Typists/Typewriters Mechanics	Do.
4. Punch Operators	Do.
5. Mechanic-cum-Operators/Comptometer Operators Aderna Machine Operators/Sorter Operators/Fund Machine Operators/ Telephone Operators/Burrough Machine Operators/Asstt. Air Conditioning Plant Operators.	Do.
6. Compounders	Do.
7. Translators.	Do.
8. Building overseers/Electrical Overseers.	Rs. 255—15—330—20—370— 25—470—EB—25—520— 30—580—35—615.
9. Electricians' Grade II/Electrician-cum-Caretakers/ Assistant Caretakers.	Rs. 210—10—240—15—330— 20—410—EB—25—460— 30—520—35—590.
10. Stenographers Grade II	Rs. 265—15—295—20—375— 25—450—30—510—EB—30— 600—35—670.
11. Economic/Statistical Assistants/Language Assistants/Field Inspectors.	Rs. 345—20—425—25—625— EB—25—650—30—710—35— 745—40—785.
12. Junior Draftsmen	Rs. 255—15—330—20—370— 25—470—EB—25—520— 30—580—35—615.
13. Air-Conditioning Plant and Electrical Supervisors.	Rs. 350—20—450—25—500— EB—25—600—30—630.
<i>Class IV</i>	
1. Peons/Peon-cum-Khitmatgars.	Rs. 135—3—141—4—149— 5—189—6—213—7—227— 8—235.
2. Mazdoors	Do.
3. Farashes/Van Cleaners/Farash-cum-Plumbers . . .	Do.
4. Durwans/Armed Guards/Durwans-cum-Peons. . .	Do.
5. Liftmen/Liftman-cum-Escalator Attendants/ Wire men/Mazdoor- cum-Wiremen/Liftmen-cum-Wire- men/Liftmen-cum-Peons/Electrical Mazdoors. . .	Rs. 150—8—174—10—224— 12—260.

<i>Group or Groups of Cadres</i>	<i>Pay Scales</i>
6. Khitmatgars/Tea Boys/Water Boys/Waiters/Assistant Cook/Utencil Cleaners.	Rs. 135—3—141—4—149—5— 189—6—213—7—227—8— 235.
7. Sweepers/Sweeper-cum-Farashes.	Do.
8. Mali/Bhisties.	Do.
9. Cook	Rs. 150—8—174—10—224— 12—260.
10. Vicemen/Air-Conditioning plant Attendant/Sub-Station Attendant/Carpenter.	Rs. 165—8—205—9—223—11— 245—12—257—13—270.
11. Plumber/Carpenter-cum-Masom-Electrician/Mistry	Rs. 190—/—204—8—260— 9—287—10—301—13—320— 15—335.
12. Drivers	Rs. 190—10—200—11—233— 12—269—14—325.

APPENDIX II

(Reference: Recommendation No. 18 Para No. 4.11)

Telegrams : "RESERVBANK"

P.B. 406

Telephone : 268311

RESERVE BANK OF INDIA CENTRAL OFFICE

DEPARTMENT OF ADMINISTRATION AND PERSONNEL BOMBAY-1

Rec. No. 400/1-74/75.

21st August 1974.

30th Sravana 1896 (S)

CONFIDENTIAL

The Manager,
Reserve Bank of India,
Byculla, Bombay-8|Calcutta|
New Delhi|Gauhati|Madras|
Nagpur.

The Deputy Chief Officer,
Department of Banking
Operation and Development,
Reserve Bank of India,
Trivandrum.

The Deputy Chief Officer,
Agricultural Credit Department,
Reserve Bank of India,
Chandigarh.

Dear Sir,

Staff—Recruitment—Reservation of vacancies in favour of Scheduled Caste/Tribe candidates in the Bank's service.

In accordance with the instructions conveyed in our letter Rec. No. 3688/7-72/73 dated 21st May, 1973, offices are required to reserve vacancies in favour of Scheduled Castes and Scheduled Tribes at the rate applicable to the State in which they are functioning irrespective of the area covered by them for the purpose of recruitment. During the recent discussions with the members of the Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes, it was suggested that the percentages of reservations in respect of the Bank's offices should be revised as per the Government's instructions which require that the percentages of reservations should be worked out on the basis of proportion of Scheduled Castes|Scheduled Tribes in the population of the entire area covered for recruitment purposes by the office concerned. The Bank has since examined the suggestion in the light of the Government's instructions and it has been decided that the percentage of reservations in respect of

offices, whose recruitment area covers more than one State should be revised as indicated in the Annexure.

We shall be glad if you will please arrange to follow the revised rates of reservations with immediate effect.

As regards the current 100-point roster, the same may be continued; reservations at the revised percentages being made from the point next to the point upto which vacancies have already been filled.

Yours faithfully,
Sd/-

Deputy Manager.

Encl : 1.

Statement showing the revised percentages of reservations required to be provided in favour of Scheduled Castes and Scheduled Tribes in the offices whose recruitment covers more than one State and the actual points to be reserved in a 100-point roster.

32

Office	Existing rate of reservation	Revised percentages of vacancies required to be reserved					Actual points to be reserved in 100-point roster
		Sch. Castes	Sch. Tribes	Sch. Castes	Sch. Tribes	Sch. Castes	
1	2	3	4	5	6	7	
Byculla, Bombay-8	• •	6	6	7	7	1, 15, 29, 43, 57, 71, 85	4, 18, 32, 46, 60, 74, 88
Calcutta	20	6	18	11	1, 6, 11, 16, 21, 26, 31, 36, 41, 46, 51, 56, 61, 66, 71, 76, 81, 86	4, 13, 28, 33, 39, 49, 58, 69, 78, 84, 94	
Chandigarh	12	5	22	5	1, 69, 13, 17, 21, 25, 33, 37, 45, 49, 53, 57, 61, 65, 69, 73, 77, 81, 85	29, 36, 41, 45, 49, 53, 57, 61, 65, 69, 75, 79,	
Gauhati	• •	6	13	6	22	4, 23, 38, 55, 73, 89	1, 6, 9, 13, 17, 21, 25, 29, 33, 36, 41, 45, 49, 53, 61, 65, 69, 75, 79,
Madras	• •	18	5	14	5	5	83, 87, 91
						54, 62, 68, 76, 81, 88, 94	4, 24, 43, 64, 84

Nagpur	6	6	11	17	4, 11, 21, 28, 35, 45, 52, 1, 7, 13, 19, 25, 31, 37, 59, 69, 76, 83
New Delhi	15	8	20	5	1, 6, 11, 16, 21, 26, 31, 36, 4, 24, 44, 64, 84 41, 46, 51, 56, 61, 66, 71, 76, 81, 86, 91, 96
Trivandrum and Cochin	9	5	8	5	1, 14, 27, 40, 53, 66, 79, 92

APPENDIX III

(*Vide para 4 of Introduction*)

Analysis of the action taken by Government on the recommendations contained in the Twenty-seventh Report (Fifth Lok Sabha) of the Committee

I.	Total number of recommendations	39
II.	Recommendations which have been accepted by Government (<i>vide</i> recommendation at Sl. Nos. 3, 4, 7, 8, 9, 10, 13, 14, 16, 18, 19, 20, 21, 22, 23, 24, 26, 27, 28, 29, 30, 32, 33, 35, 36 and 37)	
	Number	26
	Percentage to total	67
III.	Recommendations which the Committee do not desire to pursue in view of Government's replies (<i>vide</i> recommendations at Sl. Nos. 1, 12, 15, 17, 25, 31, 34 and 39)	
	Number	8
	Percentage to total	20.5
IV.	Recommendation in respect of which replies of Government has not been accepted by the Committee and which require reiteration (<i>vide</i> recommendation at Sl. No. 2)	
	Number	1
	Percentage to total	2.5
V.	Recommendations in respect of which final replies have not been received from Government (<i>vide</i> recommendations at Sl. Nos. 5, 6, 11 and 38)	
	Number	4
	Percentage to total	10