



भारत सरकार

Govt. of India

राष्ट्रीय अनुसूचित जनजाति आयोग

National Commission for Scheduled Tribes

भारत के संविधान के अनुच्छेद 338क के अंतर्गत एक संवैधानिक निकाय  
(A constitutional body under Article 338A of the Constitution of India)

File No. NCST-100TH(KA)/3/2024-SSW

Dated: 24.08.2024

To

**Shri Satyanarayana Raju,**  
MD & CEO,  
Canara Bank,  
112, J.C. Road,  
Bangalore – 560002 (Karnataka).  
Email: [mdceo@canarabank.co.in](mailto:mdceo@canarabank.co.in)

**Sub: Meeting on implementation of constitutional safeguards for Scheduled Tribes –  
Canara Bank.**

Sir,

I am directed to enclose herewith a copy of the Minutes of Meeting held under the chairmanship of Shri Jatothu Husain, Hon'ble Member, National Commission for Scheduled Tribes (NCST), New Delhi on 08.08.2024 at Corporate Office, Canara Bank, Bengaluru on the subject cited above.

It is requested that the action taken / to be taken on the recommendations / suggestion of the Meeting may be intimated to NCST within 30 days from receipt of this letter, for taking appropriate action.

Encl: As above.

Yours faithfully,

(R. S. Misra)

Research Officer

Ph. 011-24641640.

Copy for information to:

Shri Virendra Prasad,  
General Secretary,  
Canara Bank ST/SC Employees Welfare Association,  
Jai Bheem Bhavan, No. 16, J.C. Road, 1<sup>st</sup> Cross,  
New Mission Road, Bengaluru-560027.  
(Karnataka).

Copy to:

1. PS to Hon'ble Member (JH), NCST
- ✓ 2. NIC, NCST – for uploading on the website of the Commission.

## National Commission for Scheduled Tribes

### MINUTES OF MEETING WITH CMD AND SENIOR OFFICERS, CANARA BANK REGARDING IMPLEMENTATION OF VARIOUS SAFEGUARDS FOR SCHEDULED TRIBES EMPLOYEES OF CANARA BANK AND WELFARE AND SOCIO-ECONOMIC DEVELOPMENT OF THE SCHEDULED TRIBES OF THE COUNTRY BY THE NATIONAL COMMISSION FOR SCHEDULED TRIBES.

[File No: NCST-100TH(KA)/3/2024-SSW]

Date and Venue of Meeting: 08.08.2024, Bangalore

In pursuance of the Constitutional mandate extended to NCST under Article 338A of the Constitution of India, Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes and other officials of the Commission took meeting with the Chairman and Managing Director and other senior officials of Canara Bank on 08.08.2024 to discuss the working of Constitutional Safeguards available to the Scheduled Tribes and review implementation of various developmental schemes/programmes being run for the welfare and development of Scheduled Tribes employees and Scheduled Tribes of the State.

2. The list of Officers of Canara Bank and office bearers of Canara Bank SC/ST Employees Welfare Association(s) present in the Meeting(s) on 08.08.2024 is annexed.

3. Before the meeting with CMD, Canara Bank, Hon'ble Member met with the office bearers of Canara Bank SC/ST Employees Welfare Association(s) on 08.08.2024. The office bearers of Canara Bank SC/ST Employees Welfare Association(s) welcomed the Hon'ble Member and pointed out problems related to services, protection and welfare of ST employees and the ST persons in the country. The points are as under:

1. Responses are not given to memorandums / representations submitted to management.
2. Housing Loans are not provided to ST employees of Odisha and Jharkhand State.
3. ST representatives may be nominated / included in all policy decision making committees of the bank.
4. The office bearers of Canara Bank SC/ST Employees Welfare Association(s) may not be transferred frequently.
5. The vacancies of House Keeper cum Peon may be filled, as they are lying vacant since the year 2014 in 1900 branches.
6. ST representations may be ensured in the decision making posts.
7. The complaint against ST employees may be disposed in time bound manner.
8. Female ST employees may be posted at the place where the spouse is posted.
9. The quarterly meeting may be organized at Regional level.
10. ST employees may also be nominated in overseas training programmes and postings as well.





After the meeting with office bearers of Canara Bank SC/ST Employees Welfare Association(s), Hon'ble Member had a meeting with CMD and other senior officer of Canara Bank. At the beginning of the meeting, CMD, Canara Bank gave a brief description through a power-point presentation. The PPT mentioned about the Heritage, Distribution Network, performance and key highlights, business performance, mandate target and achievement (sector-wise), reservation policy, credit extended to ST beneficiaries during the year 2021-22 to 2024-25 (till June 2024), briefs of flagship govt. schemes, measures taken for welfare of STs and Corporate Social Responsibilities. Canara Bank was established at Mangalore on 01.07.2024 by Sri Ammemabal Subbarao Pai. As on June 2024, there are 8997 General branches, 626 specialised branches and 4 overseas branches. Total banking outlets reported 22794.

It was informed that there are 82280 total employees as on 01.08.2024. The Group A constitutes 53309 total employees out of which 4212 belongs to ST category (7.90%), Group C (clerk) consists 19345 employees out of which 1244 from ST category (6.43 %) and Sub Staff (Group C) consists 9626 total employee out of which 704 belong to ST category which is 7.31%.

4. After meeting with CMD and senior officers of Canara Bank, the Hon'ble Member had a joint meeting with the Management of Canara Bank and office bearers of Canara Bank SC/ST Employees Welfare Association(s). In the meeting, the points raised by office bearers of Canara Bank SC/ST Employees Welfare Association(s) were attempted to resolve by the management.

#### **5. Observations of the Commission:**

It was observed that the Canara Bank SC/ST Employees Welfare Association(s) are not in position to present the problems and issues of ST employees in proper way with justification. It is also observed that the representation of ST employees is very less in decision making positions. The Chief Liaison Officer of Canara Bank appears to be was not well informed about the provisions meant for ST employees. It was observed that Internal Grievance Committee was not constituted by administration as suggested by NCST in August 2021 to Secretaries of Ministries / Departments.


#### **6. Recommendations / Suggestions of the Commission:-**

After discussion in the meetings, the Commission makes the following recommendations:-

- a. Action taken / to be taken on the points mentioned in Para (3) above may be provided.
- b. The list of own merit ST candidates in each post may be supplied.
- c. Meeting of ST Welfare Association and Chief Liaison officer may be convened on regular basis.
- d. The representative of ST may be nominated in the all important committees of Canara Bank.
- e. Retired ST employees of Canara Bank may be asked to resign from the post of office bearers from the Canara Bank SC/ST Employees Welfare Association(s) so that new generation may share its experience for the welfare of ST employees.
- f. Birsa Munda Day, Ambedkar Jayanti and National Tribal Day (09 August), Sevalal Jayanti may be celebrated by ensuring participation of ST employees.



- g. Comparative picture indicating the general and ST beneficiaries regarding credit facilities given under various schemes run by bank during last three years may be provided.
- h. The reservation for ST employees may be ensured in outsource posts.
- i. CSR activities may be focused in the Scheduled Tribe inhabited areas and to be operated by bank itself.
- j. The Canara Bank SC/ST Employees Welfare Association(s) office bearers may be asked to carve out a separate association for ST employees of Canara Bank, as all are aware that National Commission for Scheduled Castes and Scheduled Tribes were bifurcated in the year 2004 in two Commissions namely, National Commission for Scheduled Castes and National Commission for Scheduled Tribes which looks after the issues of Scheduled Castes and Scheduled Tribes of the nation separately.
- k. The information for constitution of Internal Grievance Redressal Committee for STs (as advised by NCST in August, 2021 to All Chief Secretaries of the State/UTs) in the bank may be supplied.

  
जाटोही हुसैन / Jatohiy Hussain  
सदस्य / Member  
भारत सरकार / Government of India  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
नई दिल्ली / New Delhi