



सत्यमेव जयते

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/SER-2280/MFIN/7/2025-RU-III

Dated: 07.08.2025

To

1. The Chairman,
Canara Bank,
112, J.C. Road,
Bengaluru-560002

2. The Chairman
Karnataka Grameen Bank,
No. 32, Sanganakkal Road, Gandhinagar,
Bellary, (Karnataka)- 583103


Sub: Grievances of SC/ST Employees in Karnataka Gramin Bank - a representation dated 02.12.2024 by Shri Suryakanth, General Secretary, Karnataka Gramin Bank Employees Welfare Association.

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sittings held on 23.07.2025 at 12:20 PM under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes at New Delhi on the above mentioned subject.

It is requested that the action taken/to be taken in the matter may be intimated to NCST within stipulated time from receipt of the letter for placing it before the Commission.

Yours faithfully,


(डॉ.पी.कल्याण रेड्डी/Dr. P. Kalyan Reddy)
निदेशक/Director
Telephone No. : 011-20819841

Copy for information:-

1. Shri B Hanuma,
Ex-Gds Mc/Md Tanugula Bo A/W Vavilala Sub Office,
Peddapalli Division,
District- Peddapalli, Telangana - 505475
Mobile No:7569563337
2. PS to Hon'ble Member (JH), NCST
3. NIC, NCST for uploading on the website of the Commission.

National Commission for Scheduled Tribes

Minutes of the Sitting held under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi in the case of Shri Suryakanth C H, General Secretary, Karnataka Gramin Bank SC/ST Employees Welfare Association regarding discrimination faced by SC/ST employees in Karnataka Gramin Bank.

NCST/SER-2280/MFIN/7/2025-RU-III

Date of the Sitting: 23/07/2025, 12:20 PM

Participants in the Sitting: As per Annexure

Shri Suryakanth C H, General Secretary, Karnataka Gramin Bank SC/ST Employees Welfare Association, Ballari vide his representation dated 02.12.2024, has raised grievances regarding discrimination faced by SC/ST employees in Karnataka Gramin Bank. They have alleged discriminatory disciplinary actions, denial of promotions and terminal benefits, non-regularization of daily wage SC/ST workers serving for over 20 years and hardship postings of SC/ST employees including those aged 55+ years and female members to remote branches. They also highlighted non-posting of SC/ST executives to sensitive positions at the Head Office and poor support in internal promotion training. The Association has requested the Commission to intervene and arrange a reconciliation meeting with the MD & CEO of Canara Bank, Chairman of Karnataka Gramin Bank, and the Association's representatives to address these issues.

2. The Commission issued notice to Chairman Karnataka Grameen Bank on 06.06.2025 seeking facts and comments within 30 days from receipt of the Notice. The reply was not received, hence, NCST has decided to discuss the issue with the authority and the petitioner on 23.07.2025. Accordingly, a Sitting Notice was sent to CMD, Canara Bank and Chairman, Karnataka Gramin Bank and petitioner on 16.07.2025.

3. In the sitting, the Chairman, Karnataka Gramin Bank along with Sr. Officer and CGM (HR), Canara Bank and petitioner were present. The petitioner raised issues related to harsher punishments like dismissals being imposed on ST employees as compared to General Employees, denial of promotions as well as very difficult postings being given to ST employees especially women employees. The Chairman, Karnataka Gramin Bank assured to look into all the issues raised by the petitioner in the sitting as well as in his petition. A letter no. KAGB:HO:HRW:STF:155:2025-26 dated 1.7.2025 of Karnataka Grameen Bank was provided by the authority in the sitting in which the statistical data on various issues raised by the petitioner are presented. The authority further informed that as it is a Rural bank the locations will always be more in Rural areas and it is difficult to accomodate all the requests made.

4. After discussion with the officers of Karnataka Grameen Bank and Canara Bank and petitioner, the following recommendations were made and action taken thereon may be submitted within 30 days from receipt of the minutes.

- For the policy issues like regularisation of daily wage workers and compassionate appointments the DoPT guidelines and DFS guidelines may be followed. However the representation of SC/ST employees association may be ensured in the committees that decide such matters.

- The employee association may also mediate between the collective interests of the bank and own the responsibility of its financial health.

- The specific issues of priority transfers, compassionate appointments and grant of retirement/terminal benefits raised by the petitioner may be addressed to the extent possible.

- Travel Allowance and Special Leave may be reimbursed/ granted in favour of the petitioner, as per entitlement and rules.



जाटोतु हुसैन / Jatothu Hussain
सदस्य / Member

भारत सरकार / Government of India
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
नई दिल्ली / New Delhi

List of participants of the sitting held on 23.07.2025 at 11:20 AM under the chairmanship of Shri Jatothu Hussain, Hon'ble Member, NCST

Sr. No.	Name and Designation	Address & Phone No.	Signature
I	<u>National Commission for Scheduled Tribes</u>		
1.	Dr. P.K Reddy Director		
2.	NCST Officials		
II	<u>Karnataka Grameen Bank</u>		
Sr. No.	Name and Designation	Address & Phone No.	Signature
1.	SHANKANT BHADURAM CHAIRMAN	9480679099 Karnataka Grameen Bank	<i>[Signature]</i>
2.	SAHDEEP VERMA		<i>[Signature]</i>
3.	RT KAMBALE		<i>[Signature]</i>
(11)	<u>CANARA BANK</u>		
IN	B P JATAV CCM - HR	7527011966 Canara Bank 40 - Bayal	<i>[Signature]</i>
	<u>Petitioner</u>		
①	Suryakant H. CH	9845170039	<i>[Signature]</i>
②	Madhusudana. K.P	9448356489	<i>[Signature]</i>
③	Bommarina. D.P	9916862757	<i>[Signature]</i>
④	Vishwanatha. K.	9343906256	<i>[Signature]</i>