

No. 23/1/2012--WELFARE
GOVERNMENT OF INDIA
Ministry of Finance
Department of Financial Services

4th
New Delhi, dated the February, 2013.

To

Sh.M.R. Kumar,
Executive Director (Personnel),
Life Insurance Corporation of India,
Central office "Yogakshema"
Jeevan Bima Marg,
Mumbai-400021.

Subject:- Launching of Special Recruitment Drive for filling up the backlog reserved vacancies for SCs/STs/OBCs.

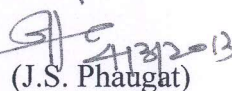
Sir

I am directed to refer your letter No. Ref: -CO/ER/Res 11/1213/L007 dated 22.12.2012 regarding seeking certain clarifications on the subject mentioned above and ^{submit present advise position} ~~and advice which are~~ as follows:-

Sr. No.	Issues on which our ^{Deptt} comments are sought	Comments
1.	Since reservation for OBCs came into force with effect from 8.9.1993, while examining the entitlement for OBCs we are excluding the strength of the employees appointed prior to 8.9.1993. Kindly guide us whether the practice followed by us is in order.	Action of LIC is in order.
2.	In LIC, reservation to SC/ST is provided in recruitment as well as promotion whereas to OBCs it is provided in recruitment only. There is no reservation in promotion to OBCs. You are requested to guide us whether our understanding of the same is in order.	There is no reservation for OBCs in promotion.
3.	As to whether all India reservation percentage are to be applied for recruitment in Class II, III and IV also, where the recruitment is done at regional level and not at All India level.	Reservation percentage prescribed for respective regions only will apply in the cases of recruitments held at regional levels. <i>for vacancies for that particular region.</i>

4.	In LIC at present only pre-promotional coaching is given to SC/St employees. However, no reservation in promotion is given to OBCs whether it is mandatory to provide pre-recruitment training and pre-promotion coaching to OBC candidates.	Though there are no reservation for OBCs in promotion, however, in order to improve the chances OBC employees for selection to the higher categories of posts, LIC may extend opportunities to OBC employees the facilities to attend training programme as per their training needs and also provide advice and guidance by superior officers, wherever desired, to improve the quality of work of OBC employees working under them.
5.	Information regarding the criteria laid down by DOP&T for assessment of eligibility of a candidate including OBC candidate for the guidance of Recruitment Board/Selection Board/DPCs may please be provided.	As per DOP&T's guidelines, wherever a Selection Committee/Board exists or has to be constituted for making recruitment to 10 or more vacancies in Gr. C and D posts/services, it shall be mandatory to have one member belonging to SC/ST and one member belonging to minority community in such committees/boards. Where, however, the number of vacancies against which selection is to be made is less than 10, no effort should be spared in finding a SC/ST Officer and a Minority Community Officer for inclusion in such Committees/Boards, In case of non-availability of suitable officer in the department belonging to SC/ST/Minority Community, an officer from other Department may be nominated to the Selection Committees/Boards.
6.	Whether periodical meetings are to be held with the Welfare Associations for OBCs. In this regard we wish to mention that in LIC no Unions/Association is recognized.	As per DOP&T instructions, , the CEO may hold meetings only with the majority OBC employees association in their institution at least twice in a year and that the time gap between the two meetings should not be more than six months. (copy enclosed).

Yours faithfully,


(J.S. Phaugat)

Under Secretary(WELFARE)

Tel. No. 011-23748725

Fax:23747018, 23360250

F.No.10/116/95-SCT(B)
Government of India
Ministry of Finance
Department of Economic Affairs
(Banking Division)

New Delhi, the 24th May, 1996.

To,

The Chief Executives of all public sector banks/FIs.

The Executive Director, Reserve Bank of India,
Central Office, Mumbai.

Subject: Quarterly meetings representatives of SCs/STs/
OBCs.

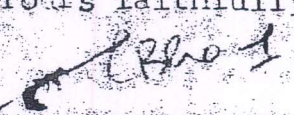
Sir,

I am directed to refer to this Division's letter No.1/2/95-SCT(B) dated 2nd February, 1995 regarding quarterly meetings with the representatives of SCs/STs Associations. After the introduction of reservations to other backward classes, there have been demand for holding a similar quarterly discussions with the representatives of OBCs. The matter has been examined by Govt. and it is decided that quarterly meetings with the bank's Chief Executive may be held with one Association representing the interests of all such communities which enjoy reservations in the services. As already clarified earlier the bank has to hold such a meeting with Association which enjoys the majority following of employees of these categories, in case there are more than one such Associations in any bank.

All the public sector banks/FIs may, therefore, inform the concerned representatives of SCs, STs & OBCs employees so as to organise future meetings on these lines. Incidentally, the liaison officers for SCs & STs have also been given now the responsibility of monitoring the reservation policy for OBCs and therefore holding the quarterly meeting with a common Association representing the interests of all such communities will be appropriate.

(Hindi version will follow)

Yours faithfully,


(C.B.PRASAD)

Under Secretary to the Govt. of India.

No.F.2/3/97-SCT(B)
Government of India
Ministry of Finance
Department of Economic Affairs
(Banking Division)

New Delhi, the 5th June, 1998.

To,

The Chief Executives of All Public Sector Banks/FIs.
The Executive Director, Reserve Bank of India, Central Office
Mumbai.

Subject:-Meetings with OBCs employees representatives.

Sir,

I am directed to refer to this Division's letter of even number dated 17th November, 1997 on the above subject wherein it was stipulated that the meeting with the representatives of OBC employees association(s) may be held by banks' management on annual basis. Representations have been received from OBC Bank Employees Welfare Association requesting for holding such meetings on quarterly basis instead of annually. The matter has been re-examined by the government. Keeping in view the desirability of autonomy as well as expediency, it has been decided to leave the matter to bank managements to decide the frequency of meetings depending upon various factors including the number of issues raised by such Associations. It is, therefore, requested that the last two lines of this Division's letter No.2/3/97-SCT(B) dated 17th November, 1997 may be read as under :-

" the Chief Executives may hold meetings only with the majority OBC Employees Association in their banks at least once in a year."


(C.B.PRASAD)

Under Secretary to the Government of India.

Copy for information to :-

1. Liaison Officers for OBCs in all public sector banks/FIs including RBI.
2. Personnel Adviser, Indian Banks Association, Mumbai.
3. Ms. P.Bolina, Dy. Secy. and Liaison Officer for OBC in Banks/FIs.
4. RRB Section.


(C.B.PRASAD)

Under Secretary to the Government of India.

No.F.2/3/97-SCT(B)
Government of India
Ministry of Finance
Department of Economic Affairs
(Banking Division)

New Delhi, the 9th January, 2001.

To,

The Chief Executives of All Public Sector Banks/Financial Institutions.

The Executive Director, Reserve Bank of India, Head Office, Mumbai.


Sub:- Meetings with OBCs Employees representatives.

Sir,

I am directed to invite your kind attention to Banking Division's letter of even No. dated 05.06.1998 (copy enclosed) wherein it was desired that the Chief Executives of Public Sector Banks/Financial Institutions may hold meetings with the majority OBC Employees association at least once in a year.

It has been brought to the notice of the Government that the meetings are not being held regularly. It has also been represented to the Government that periodicity of the meeting may be increased. After careful consideration of the matter, it has been decided that the Chief Executives of the Public Sector Banks/FIs may meet with the representatives of the OBC Employees Associations at least twice in a year and that the time-gap between two meetings should not be more than six months.

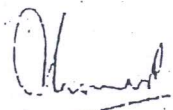
Yours faithfully,


(A. THOMAS)

Under Secretary to the Government of India.

Copy to:-

1. The Chief Liaison Officers for OBCs in All Public Sector Banks/Financial Institutions/Reserve Bank of India.
2. The Personnel Adviser, Indian Bank's Association, Mumbai.
3. The Chief Liaison Officers for OBCs, Banking Division, New Delhi.
4. RRB Section (Banking Division).
5. Copy to F.No.10/36/2000-SCT(B)
6. Guard File.


(A. THOMAS)

Under Secretary to the Government of India.

No.F.2/3/97-SCT(B)
Government of India
Ministry of Finance
Department of Economic Affairs
(Banking Division)

New Delhi, the 17th November 1997

To,

The Chief Executives of all public sector banks/FIs.

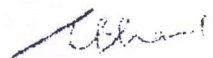
The Executive Director, Reserve Bank of India, Central Office,
Mumbai.

Subject: Meetings with OBCs employees representatives.

Sir,

I am directed to refer to this Division's letter No.10/116/95-SCT(B) dated the 24th May, 1996 wherein it was stipulated the chief executives may hold meetings with the associations which represent the interests of SC/ST and OBC employees in the bank. However, Government have received representation that separate meetings for OBC employees associations may be held by the managements of the banks to look into their grievances. The matter has been examined in consultation with the Indian Banks' Association and it has been decided that the Chief Executive may hold meetings only with the majority OBC employees association(s) in their banks on annual basis.


Yours faithfully,


(C.B.Prasad)

Under Secretary to the Government of India.

Copy to :-

- (1) The Liaison Officers for OBCs (by name) in all the public sector banks/FIs including RBI).
- (2) Ms. F.B. Lina, Deputy Secretary & Liaison Officer for OBCs in banks/FIs for information.
- (3) RRB Section for their taking necessary action with respect of RREs.


(C.B.Prasad)

Under Secretary to the Government of India.