

F. No. 2/02/2013-Welfare
Government of India
Ministry of Finance
Department of Financial Services

Jeewan Deep Building
Parliament Street , New Delhi
Dated 6th November, 2013.

To

CMDs of all PSBs/FIs/PSICs,
Deputy Governor RBI,
Chairperson PFRDA and IRDA, IBA

Subject: Implementation of Government instructions on the Welfare of OBC's

Madam/Sir,

I am directed to say that the Parliamentary Committee on Welfare of OBCs (2013-14) has been examining the 'Reservation in employment and welfare measures for OBCs in Public Sector Banks (PSBs) and Insurance Companies'. During oral evidence before this Committee by the Department of Financial Services, the Department of Personnel and Training (DOP&T) and two PSBs on 7th October, 2013, and at Committee's meetings held in the recent past, it is observed that there is lack of complete clarity among some of the PSBs on welfare measures for OBC employees. Specially, the following issues emerging from existing Govt. instructions, as provided under the mandate of DOP&T, and others provided by DFS as a goodwill gesture, need to be taken note for implementation in PSBs, Financial Institutions, Public Sector Insurance Companies and the regulatory authorities of these institutions:

- i. To ensure 27% reservation in recruitment for OBC category in all posts and services, except where different percentages for different states have been prescribed for recruitment to Gr. C and D posts, which normally attract candidates from a locality or region. As there is no reservation in promotion for OBCs, there shall be separate rosters for direct recruitment and for promotion in respect of OBC employees.
- ii. As reservation rosters are not secret, these may be kept open for perusal by the representatives of the welfare associations/individual employees.

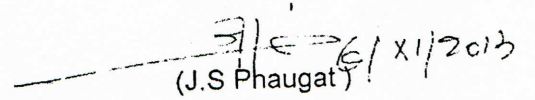
- iii. Candidates recruited on the basis of merit in an open competition on the same standards prescribed for the general candidates shall not be adjusted against the reserved quota for OBC.
- iv. Unfilled reserved vacancies, due to non-availability of OBC candidates shall be carried forward for a period of three years.
- v. Filling up the backlog vacancies for OBCs by launching special recruitment drive, wherever necessary.
- vi. In the process of recruiting 10 or more vacancies in Gr. C and D posts/services, it shall be mandatory to have one member in the Selection Committee/DPC belonging to SC/ST/OBC category.
- vii. In order to fulfill the quota earmarked for OBCs, the minimum standards can be relaxed in written examination and interview in respect of OBC candidates as in the case of SC/ST candidates.
- viii. Upper age-limit prescribed for direct recruitment shall be relaxed by three years in respect of OBC candidates.
- ix. A separate Liaison Officer, preferably belonging to OBC category, should be nominated to look into the reservation and other welfare issues pertaining to OBC employees.
- x. Liaison Officer should ensure timely inspection of reservation rosters and complaint registers and advise the management appropriately. He should be available to meet the members of OBC category to hear and sort out their grievances.
- xi. At least two periodical meetings should be held in a year with the representatives of OBC employees' welfare associations.
- xii. Welfare Associations may be provided office space and other facilities, subject to availability of space at Headquarter level, and at least two of their officer bearers may be posted nearer to the HQs, subject to the office exigencies so as to enable them to sort out their day-to-day grievances.

2. Besides above, the feasibility of implementation of the following issues emerging during discussions with the Parliamentary Committee, or raised by different OBC employees' welfare associations also need to be considered, subject to exigencies and with the approval of the respective Board, if not already undertaken:

- i. Separate Cell for OBC employees.
- ii. Providing pre-recruitment and pre-promotion training to OBC employees to bring them at par with other employees.
- iii. Nomination of adequate number of OBC employees for seminars, symposia, conferences and foreign training to enhance their skills.
- iv. *Organizing periodical workshops on reservation* for the benefit of representatives of OBC employees' welfare associations.

3. It is requested that the Government instructions on the Welfare of OBC's issued from time to time, and points emerging during discussion at the meetings of the Parliamentary Committee on Welfare of OBCs be implemented in letter and spirit in your institution .

Yours faithfully,


(J.S Phaugat)

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