

SCTC NO. 864

COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND  
SCHEDULED TRIBES  
(2023-2024)

(SEVENTEENTH LOK SABHA)

TWENTY SIXTH REPORT

ON

MINISTRY OF FINANCE

Action taken by the Government on the recommendations contained in the Fourteenth Report (17<sup>th</sup> Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the subject "Reservation for Scheduled Castes and Scheduled Tribes in Public Sector Banks/Financial Institutions/Reserve Bank of India and credit facilities and other benefits being provided by such Institutions/Banks to the Scheduled Castes/Scheduled Tribes with special reference to the Life Insurance Corporation of India (LIC)".

Presented to Lok Sabha on 31-07-2023

Laid in Rajya Sabha on 31-07-2023



LOK SABHA SECRETARIAT

NEW DELHI

<sup>54</sup>  
31 July 2023, 1945 (Saka)

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**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF SCHEDULED  
CASTES AND SCHEDULED TRIBES (2023-24)**

**Dr.(Prof.) Kirit Premjibhai Solanki– Chairperson**

**MEMBERS - LOK SABHA**

2. Shri Girish Chandra
3. Shri Guman Singh Damor
4. Shri Anil Firojiya
5. Shri Tapir Gao
6. Shri Rattan Lal Kataria\*
7. Smt. Goddeti Madhavi
8. Smt. Pratima Mondal
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30. Shri Kamakhya Prasad Tasa

\* Ceased to be Member of the Committee w.e.f 18.05.2023 upon his sad demise.

**SECRETARIAT**

1. Shri D.R. Shekhar - Joint Secretary
2. Shri P.C.Choulda - Director
3. Shri Mohan Arumala - Under Secretary

## INTRODUCTION

I, the Chairperson, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee to finalise and submit the Report on their behalf, present this \_\_\_\_\_ Report (Seventeenth Lok Sabha) on Action Taken by the Government on the recommendations/observations contained in the Fourteenth Report (Seventeenth Lok Sabha) on "Reservation for Scheduled Castes and Scheduled Tribes in Public Sector Banks/Financial Institutions/Reserve Bank of India and credit facilities and other benefits being provided by such Institutions/Banks to the Scheduled Castes/Scheduled Tribes with special reference to the Life Insurance Corporation of India, (LIC)".

2. The draft Report was considered and adopted by the Committee at their sitting held on 28.07.2023 (Appendix-II).
3. The Report has been divided into the following chapters:-
  - I Report
  - II Observations/Recommendations which have been accepted by the Government.
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New Delhi;

31<sup>st</sup> October, 2023

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**DR. KIRIT P. SOLANKI**  
Chairperson,  
Committee on the Welfare of  
Scheduled Castes and  
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## CHAPTER I

### REPORT

This Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes deals with the Action Taken by the Government on the recommendations contained in the Fourteenth Report (Seventeenth Lok Sabha) on the Ministry of Finance regarding "Reservation for Scheduled Castes and Scheduled Tribes in Public Sector Banks/Financial Institutions/Reserve Bank of India and credit facilities and other benefits being provided by such Institutions/Banks to the Scheduled Castes/Scheduled Tribes with special reference to the Life Insurance Corporation of India (LIC)".

1.2 The Fourteenth Report was presented to Lok Sabha on 4<sup>th</sup> April, 2022. It contained 11 observations/recommendations. Replies of the Government in respect of all these recommendations/observations have been examined and may be categorized as under:-

- (i) Observations/Recommendations which have been accepted by the Government (SI Nos. 3,6,7,8,9,10 & 11).
- (ii) Observations/Recommendations which the Committee do not desire to pursue in the light of the replies received from the Government (Nil)
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- (iv) Observations/Recommendations in respect of which final replies of the Government have not been received (Nil).

1.3 The Committee trust that utmost importance would be given to implementation of the Observations/Recommendations accepted by the Government. In cases, where it is not possible for the Department to implement the recommendations in letter and spirit for any reason, the matter should be reported to the Committee with reasons therefor. The Committee further desire that Action Taken Notes on the recommendations/observations contained in Chapter-I should be furnished to them at an early date.

1.4 The Committee will now deal with the Action Taken by the Government on those recommendations which need reiteration or comments.

### **Recommendation No. 1**

#### **Representation of SCs and STs on the Board of Directors of LIC**

1.5 The Committee note that the Life Insurance Corporation Act of 1956 provides for not exceeding 16 members on the Board of Directors of the Corporation. At present there are 6 members on the Board of Directors but none of them belong to SC or ST category. During evidence it was pointed out that there should be representatives from SC and ST on the Board of Directors. The Committee recommend that as a matter of policy at least one person belonging to the SC/ST community must be appointed on the Board of Directors of LIC with a view to safeguard the interests of SC and ST employees. The Committee firmly believe that with sincere and concerned efforts it is not difficult to find a suitable nominee from amongst Scheduled Castes and Scheduled Tribes for appointment on the Board of Directors.

#### **Reply of the Government**

1.6 As per provisions of LIC Act, 1956 (as amended), the composition of Board of Directors of the Corporation is given in Section 4(2) and shall consist of, not exceeding eighteen directors, including independent Directors, not exceeding nine and at least one shall be a woman.

Also as per Section 4(3) of LIC Act, an independent director of the Corporation needs to meet the criteria of independence as an independent director of a company is required to meet in addition to the company under sub-section (6) of section 149 of the Companies Act, 2013.

Accordingly, the board is reconstituted and the current composition of the Board of LIC of India consists of 15 Directors out of which 2 independent Directors are of OBC category.

The composition of Board of Directors of the Corporation is in strict compliance of the provisions of LIC Act. It also meets the provisions as per SEBI (LODR), Regulations, 2015, regarding Board of a listed entity.

LIC's Board has vacant positions under Section 4 (2)(e) (individual with special knowledge or experience to be nominated by the Central Government) and Section 4(2)(f) –

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LIC's Board has vacant positions under Section 4 (2)(e) (individual with special knowledge or experience to be nominated by the Central Government) and Section 4(2)(f) –

(from amongst the members of the Corporation) which shall be filled through appointment in due course.

### Comments of the Committee

1.7 The Committee are dismayed to note that despite the current composition of 15 Directors on the Board of LIC of India, there has not been a single Director from the Scheduled Caste and Scheduled Tribe communities. The Committee are also concerned to note that apart from the Managing/Functional Directors and Government Nominee Directors, there exists immense scope for nomination of representatives from the SC&ST community as Independent Directors on the Board of Directors. However, the same has been conveniently ignored by the LIC all these years, thereby, relegating the interests of marginalized social groups to the backseat.

1.8 The Committee are also of the view that LIC of India has been the largest insurance company in the country and millions of policy holders from socially and economically backward classes have been its customers by reposing trust in its insurance business. However, there has been no representation of these sections on its Board.

1.9 In view of the above, the Committee earnestly urge the LIC of India to impress upon the Department of Public Enterprises under the Ministry of Finance to facilitate for the appointment of a representative from SC/ST community on its Board of Directors so that the constitutional values of equality and social justice are fulfilled in their true spirit. The Committee would like to be apprised of the further course of action of LIC of India in this regard.

### Recommendation No. 2

#### Clearance of Backlog Vacancies

1.10 During the sitting of the Committee held with the management of the Life Insurance Corporation of India, the Committee was apprised that the number of backlog vacancies in LIC is not made clear by the management of LIC citing the reason that this is confidential information which is a very vague reason for withholding information. Unless the number of

backlog vacancies are known its very difficult to analyse whether reservation is being implemented properly or not. The recruitment of clerical cadres has been handed over to a private agency who do not take sincere efforts for filling all clerical vacancies keeping in mind the reservation policies of the government for SC/ST communities. The Committee therefore recommend, that the process of recruitment/appointment in LIC must be transparent regarding the number of vacancies in different cadres also its process to clear them within time frames. The Committee are of the firm views that instead of outsourcing the recruitment of employees to a third party, the LIC should carry out all recruitment activities itself. The Committee may be apprised regarding backlog vacancies in various cadres in LIC and also take efficacious efforts to fill them within a stipulated time limit. The Committee may be informed outcome of the excuse within three months of the presentation of the report.

### **Reply of the Government**

1.11 LIC has a set procedure of calling applications for employment in various posts through open advertisement in Newspapers and through advertisement placed on website, [www.licindia.in](http://www.licindia.in) Copies of Notification are sent to Employment Exchanges, local MPs/ MLAs and SC/ST Welfare Associations. Recruitment to the entry level of Class I posts (Assistant Administrative Officer) is on All India basis and is undertaken at Central Office, Mumbai. Recruitment of Apprentice Development Officers, Class-III and IV is done at the Divisional level. The recruitment process for appointment in various cadres in LIC is done by following the rules as covered in LIC of India (Staff) Rules, 1960 & instructions issued in this regard from time to time. All offices of the Corporation follow prevailing rules & government directives while providing reservation for various categories in its recruitment process. All recruitment related activities (determination of vacancies including shortfall & backlog reserved vacancies, eligibility conditions, selection procedure, preparation of merit list, appointment etc.) are carried out by the offices of the Corporation. The role of IBPS is limited to the job of conducting examination (preparation of question paper & evaluation of answer sheet) in terms of examination pattern approved by the Corporation. Backlog Vacancies are mentioned in the respective roster. Rosters are displayed on LIC Intranet Site as well as Website and it is not confidential information. LIC does not have backlog in Class I and IV. In Class III, there is backlog of 3 for SC, 8 for ST (Annexure A). In Class II, there is a backlog of 0 for SC, 51 for ST vacancies as on date (Annexure B), which will be

filled up during the next recruitment round, as we are having regular recruitment in Class-II. The unfilled reserved vacancies are carried forward till they are filled up.

#### **Comments of the Committee**

1.12 The Committee, while contending with the written reply of the LIC in general, opine that in spite of the pattern approved by the LIC, the job of conducting examinations including preparation of question papers and evaluation of answer sheets by a third party may not augur well for the integrity and stature of a reputed financial institution like LIC of India.

1.13 The Committee, therefore, recommend that the LIC of India must assume the full responsibility of undertaking the recruitment process on its own right from the notification of vacancies to issuance of call letters along the lines of Union Public Service Commission. Further, the Committee also urge the LIC of India to expedite the process of filling up of the backlog vacancies at the level of Class-III at the earliest. The Committee may be apprised of the progress of the same within three months of the presentation of this report.

#### **Recommendation No. 4**

##### **Backlog of Vacancies in Class III Cadre**

1.14. The Committee during evidence note that there are around 1200 vacancies in Class III Cadre in LIC and all belonging to the reserved category. The Committee are dismayed to note that such a large percentage of reserved vacancies have been kept unfilled by LIC since a long period without any valid ground. Recruitment for these vacancies was done two years back but since no relaxation was provided in qualifying marks as a result no SC or ST candidate was selected and the vacancies remained unfilled. The Committee feel that the management should take immediate steps to fill these vacancies at the earliest by lowering/relaxing in the qualifying marks for SC/ST candidates as per Government prescribed guidelines.

#### **Reply of the Government**

1.15 The latest round of recruitment of Assistant was notified in Year 2019 and vacancies are filled in main round during the year 2020 and empanelled candidates were

recruited in the financial year 2021-2022. Still recruitment process in some Divisions could not be concluded due to court cases.

The details of vacancies declared and filled in the latest round of recruitment of Assistant are furnished in Annexure A.

The following Relaxations & Concessions were given to SC/ST candidates at the time of recruitment as per Government prescribed guidelines

- a) Relaxation of upper age limit by 5 years is given
- b) No application fee is charged from SC/ST candidates.
- c) Relaxation of 10% is also provided in the percentage of marks for being declared
- d) successful in the test.
- e) Pre-recruitment training is given to the candidates who register for the training.

Further there is no personal interview, for the recruitment to Class III.

Backlog and unfilled vacancies, if any, are carried forward to the next recruitment and efforts are made to clear off the same.

### Comments of the Committee

1.16 The Committee are dismayed to note that the process of recruitment for the post of Assistant in class III cadre which was commenced during the year 2019 could not be concluded in some of its divisions so far due to pending litigations in courts of law. Further, the Committee note that currently large number of vacancies in SC & ST categories are still lying unfilled in the states of Madhya Pradesh, Uttar Pradesh, Maharashtra and Rajasthan.

1.17 The Committee, therefore, urge the LIC of India to activate its legal team to expedite the lingering cases in various courts of law on priority basis or if possible try to settle the matter out of court amicably. The Committee also, expect the LIC to complete the process of filling up of vacancies in SC&ST categories in aforementioned states within a stipulated period and accordingly, apprise this Committee of the progress made in this regard.



## Recommendation No. 5

### Regularization of Sub Staff of Class IV

1.18 During the evidence, the Committee was apprised that around 1800 sub staff and class IV category belonging to Scheduled castes and Scheduled Tribes have not been made permanent since last fifteen years. The Committee express its serious concern over the fact that they have not been absorbed so far as permanent employees with consequential effect. Consequently they could not get increments, promotions and other benefits as accrued to permanent employees during the last 15 years. Moreover distressing fact is that their salary has not been increased since the last 15 years. The Committee is pained to know that despite a Supreme Court ruling that all temporary staff should be made permanent, LIC has not extended the benefit of this ruling to reserved category sub staff who have been working for more than 15 years in LIC. The Committee, therefore, strongly recommend that LIC should regularize all such employees with calculation of their past temporary service.

### Reply of the Government

1.19 The temporary Class IV staff engaged following "Life Insurance Corporation of India (Employment of Temporary Staff) Instructions, 1993" are not entitled for absorption in the services of the Corporation in accordance with provision of Rule 8(2) of LIC of India (Staff) Rules, 1960 which are the rules notified by the Govt. of India having force of law which stipulates that "no person appointed on a temporary basis shall only by reason of such appointment be entitled to absorption in the services of the Corporation or claim preference for recruitment to any post."

Further, in compliance with the order dated 18.01.2011 of the Hon'ble Supreme Court in Civil Appeal No.953-968 of 2005 of Sri D V Anil Kumar and others Vs LIC of India, as a One time measure, the Corporation carried out the recruitment process of eligible class IV workmen as per the eligibility norms fixed by the Hon'ble Supreme Court. The judgment rendered by the Hon'ble Supreme Court in this matter is specific regarding its applicability as a onetime process.

### Comments of the Committee

1.20 While appreciating the one time measure of LIC to carry out the recruitment of eligible class IV workmen as per the eligibility norms of the Hon'ble Supreme Court, the Committee are distressed to note that rest of the ineligible workers who have been working for the last fifteen years, have not been able to receive any revision in their salaries till date.

1.21 The Committee, therefore, firmly believe that the salaries of the temporary/contractual workforce must also be revised in commensuration with the annual rate of inflation based on prevailing all India Wholesale Price Index (WPI) so that the hardworking unorganized Class IV category employees in general and SC& ST in particular will be able to lead a minimum decent standard of life. The Committee hope that the LIC of India would take up this matter on humanitarian grounds and report the same to this Committee about its follow-up action.

## CHAPTER II

### RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT

#### Recommendation No. 3

##### Proper Training to Development Officers

2.1. The Committee have come to know that in the post of Development officers in LIC a large number of Scheduled Castes and Scheduled Tribes officers are terminated every year because they are unable to achieve growth targets as prescribed by LIC. The Committee feel that as the SC/ST officers come from downtrodden sections of the society and face day to day challenges with regard to selling insurance policies. The Committee therefore strongly recommend that LIC should adopt flexible approach with regard to SC/ST development officers in assessment for target and punctuality for just three years. Their growth targets should not be a sole standards for their termination on the said ground. For the purpose specific training in communication and skill management may be imparted to sharpen/horn their skills and enhance credibility of LIC.

##### Reply of the Government

2.2 The Development Officers are Class II employees of the Corporation, who are recruited for the marketing needs of the organization. The primary Duties and Responsibilities of the Development Officers are as given below-

- (a) The development of insurance business through the agents placed under his supervision.
- (b) To introduce suitable person to the corporation for appointment as agents.
- (c) To guide, supervise and direct the activities of the agents placed under his supervision.

The job profile of the Development officers is doing insurance business through his Agency organization. Development Officers' job is predominantly field oriented with field duties. Having such a specific job profile, the Development officers have to be in the field and for this reason, they have no fixed working hours and are not subjected to daily discipline on this count unlike the other employees who normally work in the office from 10

to 5.30. However, they have to abide by the LIC Of India (Staff) Regulations, 1960 as amended from time to time, for the service related matters.

At present, the Recruitment of Apprentice Development Officers (ADOs) is governed by LIC of India (Recruitment of Apprentice Development Officers) Regulations, 1999 as amended from time to time, which are approved and notified by the Government of India. Clause 11 of this Regulation provides that "the Recruiting Authority shall provide for reservation of posts for members belonging to SC, ST, OBC and EWS category in the same manner and to the same extent as provision is made in appointment to the service of the Corporation."

After selection of the candidates for the post of ADO, training is provided to all the candidates to equip them with sound knowledge of insurance industry and skills relating to various aspects of marketing. After successful completion of training, these candidates become Probationary Development officers and they are placed in the offices for on the job training.

All the Probationary Development officers (PDOs) have to fulfill the given business norms for getting confirmed in the cadre of Development officer. In case, they do not fulfill the targets within the probationary period of 12 months, there is a provision to extend the period maximum up to 24 months on case to case basis.

As such all the PDOS, including those who joined from SC /ST category, are given sufficient time to get confirmed on the post of Development officer. It is clear from the above facts that sufficient time period is given and hand holding is done for the PDOS, so as to enable them to settle in this post.

After three years from the date of confirmation and fulfilling the prescribed eligibility norms the Development officers become eligible for promotion as Assistant Branch Manager (Sales), which is Class I post in the Corporation. For the Development officers from SC/ST category, the eligibility norms are relaxed in terms of their Cost ratio and also the business done by them during these three years after confirmation. All SC/ST candidates eligible for promotion are eligible to attend the Pre-Promotional Coaching Classes.

The performance of the confirmed Development Officers is measured on the business parameters provided in the Gazetted Rules- LIC of India Development Officers

(Revision of Certain Terms and Conditions of Service) Rules, 2009 as amended from time to time. These Rules are applicable to all the confirmed Development officers of the Corporation, setting the work norms for this class of employees.

Considering the above facts, it may be stated that the laid down process of the recruitment of the Development Officer, including SC/ST candidates provides sufficient opportunity/ fair chance to cope up with this demanding marketing position of the Corporation. It is a considered decision. As far as their assessment is considered, since they are governed by the cost norms, that alone is the criteria for judging their performance. This is as per norms set by the Corporation for all the Development officers.

Regarding specific training for communication and skill management to sharpen the skills of SC/ST Development officers, LIC intend to give specified training to SC/ST Development officers, which will be imparted by professional trainers engaged by LIC's External Training Institutions (ETIs) and also through our Sales Training Centers.

### **Recommendation No. 6**

#### **Compassionate Appointments**

2.3 The rules for compassionate appointments in LIC state that the age of spouse should not be more than 45 years and that of dependent children not more than 30 years in order to get appointment under the scheme of compassionate appointments. During the last two years a large number of employees have succumbed to covid whose dependents are unable to fulfil the criterion of age limits. The Committee unanimously are of the view that losing the only earning member during these pandemic times can be devastating for the entire family. The Committee are given to understand that around 25 such employees are still waiting for compassionate appointments belong to the reserved category. The Committee therefore recommend that LIC should relax its norms for appointment on compassionate grounds and age limit should be taken away with altogether for such appointments for affected families of SC/ST, OBC and unreserved Category also.

### **Reply of the Government**

2.4 Rules regarding grant of appointment on compassionate ground are covered by LIC Recruitment (of Class III and Class IV staff) instructions, 1993. Clause 21 of recruitment instructions provides for relaxation in upper age limits and educational qualifications and covers the provisions of appointment on compassionate ground. Further, as per Rule 10 of the Life Insurance Corporation (Staff) instructions, 1960 which has been notified by the Central Government, the upper age limit shall be 45 years in case of Spouse and 30 years in the case of Sons and Unmarried daughters of an employee who dies while in service. However, Competent Authority may grant relaxation in upper age limit in case of appointment on Compassionate ground on case to case basis after evaluating their merit. Thus, there is already a provision to relax the upper age limit.

### **Recommendation No. 7**

#### **Posting of SCs and STs Abroad**

2.5 The Committee is dismayed to know that out of total 56 employees posted abroad only two belong to the reserved category, Employees from reserved category were not sent on deputation to the Ministry of Finance either. The Committee from the above data observe that LIC management seems not sincere to safeguard the interest of SCs/STs employees. The Committee hope that this dismal picture will be improved by allowing more number of SC and ST employees to be posted abroad and given better postings within the earliest possible time limit.

### **Reply of the Government**

2.6 In process of deputation of officers of the corporation to our offices abroad, generally the applications are called for from the eligible officers with prescribed qualification and necessary experience. The selection involves a thorough process and also willingness of the officer. There is no discrimination on the basis of caste and all the officers who apply for such postings are evaluated in accordance with the appropriate selection criteria. It is submitted that SC/ST Officers are also posted abroad.

As on 31.03.2022, out of total 44 officers posted abroad, one belong to SC category and 7 belong to OBC category.

## Recommendation No. 8

### Contractual Services

2.7 As a matter of policy, it has been decided by the Government that at least 4 percent of all procurement works should be allotted to Scheduled castes and Scheduled Tribes which include legal services, computer related services, real estate services, advertising services, courier services, printing and publication services etc. However, the Committee during evidence have observed that none of these contract or services are allotted to Scheduled Castes and Scheduled Tribes vendors which is a total violation of policies outlined by the Government. The Committee recommend that at least 15% and 7.5% of outsourced works in the above mentioned fields should be allotted to SCs and STs respectively. In this way the downtrodden sections of society will get opportunity to be empowered financially and come at par with other sections of the society.

### Reply of the Government

2.8 At present procurement of services like Housekeeping, Security Services, Maintenance of Guest House is done as per the Board approved Manual on Procurement of Goods (which was prepared by aligning, incorporating suitable modifications and adopting relevant provisions of procurement of Goods - 2017 (Ministry of Finance, Department of Expenditure) and General Finance Rules – 2017). As per this manual under Public Procurement Policy for Micro and Small Enterprises (MSEs), there is a provision for purchase preference of four per cent reserved for MSEs owned by Scheduled Caste (SC) / Scheduled Tribe (ST) entrepreneurs (if they participate in the tender process and match the L1 price). As per Stores Code, under Public Procurement Policy for MSEs, a minimum 25% share out of the total procurements are to be made from MSEs. And out of this 25% , 4% is earmarked for MSEs owned by SC/ST entrepreneur.

As per above provisions, while floating the Tender, specific terms and conditions are there to mention the status (SC/ST) of the vendor. Further, all outsourcing expenses of Office Services Department are governed by the Board approved Outsourcing Policy which is formulated as per the IRDAI Regulations 2017. And some of the contracts are being

awarded through GeM portal following the guidelines of GeM portal. All approved procedure related to procurement and outsourcing is being followed.

### **Recommendation No. 9**

#### **Reservation in Subsidiaries of LIC**

2.9 The Committee note that Life Insurance Corporation of India Limited has many subsidiaries like Housing Finance Limited and Mutual Fund Limited. The Committee is astonished to learn that reservation is not provided while recruiting employees in these firms. The Committee feel that this is gross violation of policies of Government of India and open injustice towards the Scheduled Castes and Scheduled tribes. The Committee, in view of the fact that these subsidiaries are government owned, strongly recommend that reservation should be extended to all subsidiaries of LIC at the earliest and the Committee may be apprised of the same. Till the reservation policy is adopted in these subsidiaries, a provision for proper representation for SC/ST may be stipulated in all services at the earliest in pursuance the said Committee report and DoPT OM No. 36011/6/2010 dated 25<sup>th</sup> June 2010.

#### **Reply of the Government**

2.10 LIC Pension Fund and LIC Card services are subsidiaries of LIC. In LIC Pension Fund, only Company Secretary is appointed directly, while all other officials are on deputation from LIC of India.

The details of the subsidiaries of LIC and companies referred in the above mentioned point are furnished below:

- a) LIC Cards Services Ltd. is a wholly owned subsidiary of LIC of India. As on 31.03.2022, there are 22 employees in LIC Cards Services Ltd. and all are deputed from LIC of India. Since all employees are from LIC of India, stipulated rules as applicable to LIC of India are followed.
- b) LIC Pension Fund Ltd is wholly owned subsidiary of LIC of India. As on 31.03.2022, out of 18 employees in LIC Pension Fund Ltd, 17 are on deputation from LIC. Only one employee is a Company employee i.e. Company Secretary (Recruited in 2010).



c) LIC Mutual Fund Asset Management Ltd. is an Associate company of LIC of India. LIC's stake is 45%. Thus, LIC MF Asset Management Ltd. is classified as a Private Sector company. Hence the provisions for reservation of SC/ST is not applicable to them.

d) LIC Housing Finance Ltd. is an Associate company of LIC of India. LIC's stake is 45.24%. Thus, LIC Housing Finance Ltd. cannot be categorized as government owned company and consequently, the provisions for reservation of SC/ST is not applicable to them.

### **Recommendation No. 10**

#### **Release of withheld pensions of Retired Persons**

2.11 The Committee are concerned that there are many cases in LIC where pension benefits of SC and ST employees have been withheld due to non verification of their caste certificates. The Committee have already submitted a comprehensive report on the issue and hopes that the concerned organizations including LIC will follow the DoPT guidelines and stop victimization of SCs and STs retired employees citing this as an alibi. The Committee would like to know the status of such cases in LIC and recommend LIC to ensure that provision at pension of all such cases may be released at the earliest and Committee may be informed about the action taken in this regard.

#### **Reply of the Government**

2.12 LIC Board has accorded its approval for release of eligible payment including provisional pension to retired employees, in all such cases where the verification of caste certificate is pending with SLSC, subject to submission of indemnity by retired / retiring employees.

LIC is in process of examining such cases and ensure the compliance at the earliest.

## **Recommendation No. 11**

### **Facilities to SC/ST Employees Welfare Associations**

2.13 During the sitting of the Committee held with the management of Life Insurance Corporation of India, it was known that the SC/ST Employees Welfare Associations of LIC has not been provided with adequate space for smooth functioning of the association. The Committee note that there are two SC/ST associations raising issues/grievances of SC/ST employees such as office bearer of the Associations may not be transferred frequently to allow them to work freely to safeguard the interest of SCs and STs employees without any fear. The Committee are of the view that the management of LIC should come forward to get elections conducted for various posts of associations to facilitate their due recognition with full support of legitimacy and democracy in the system of governance in the matter/grievances of scheduled castes and scheduled tribes employees effectively. The Committee also strongly recommend that for conducting meetings and welfare activities of SCs and STs Employees Welfare Associations it is imperative to provide adequate space with modern facilities.

### **Reply of the Government**

2.14 As on date, we have two Welfare Associations for SC/ST employees in our Organization viz All India SC/ST/Buddhists LIC Employees' Welfare Association and Welfare Association of LIC's SC/ST/Buddhists Employees & Officers. Corporation holds quarterly meetings at Central Office/zonal Office / Divisional Office, on alternate basis with both the Welfare Associations Minutes of the meetings are prepared and sent to the Associations.

As a matter of policy, office space and other facilities are not provided to any Union/Association. However, Welfare Associations including Welfare Association of LICs SC/ST/B Employees/Officers, are occupying office space at Head Quarters and also some of Zonal as well as Divisional Offices. The matter was also referred to the Nodal Ministry and as per their reply Ref No 23/1/2012-SCT( B)/Welfare dated 22.3.2013 "LIC should decide the allotment of office space to the majority association in the Corporation based on their Business prudence".

As regard to view of the Committee that 'the management of LIC should come forward to get elections conducted for various posts of association', it is submitted that election for various post of association is conducted by the Welfare Association itself. Preparation of guidelines to ascertain majority of the Welfare Associations is under active consideration.

CHAPTER III

RECOMMENDATIONS/OBSERVATION WHICH THE COMMITTEE DO NOT DESIRE  
TO PURSUE IN VIEW OF THE REPLIES OF THE GOVERNMENT

-----NIL-----

## CHAPTER IV

### RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH REPLIES OF THE GOVERNMENT HAVE NOT BEEN ACCEPTED BY THE GOVERNMENT AND WHICH REQUIRE REITERATION

#### Recommendation No. 1

#### Representation of SCs and STs on the Board of Directors of LIC

The Committee note that the Life Insurance Corporation Act of 1956 provides for not exceeding 16 members on the Board of Directors of the Corporation. At present there are 6 members on the Board of Directors but none of them belong to SC or ST category. During evidence it was pointed out that there should be representatives from SC and ST on the Board of Directors. The Committee recommend that as a matter of policy at least one person belonging to the SC/ST community must be appointed on the Board of Directors of LIC with a view to safeguard the interests of SC and ST employees. The Committee firmly believe that with sincere and concerned efforts it is not difficult to find a suitable nominee from amongst Scheduled Castes and Scheduled Tribes for appointment on the Board of Directors.

#### Reply of the Government

4.2 As per provisions of LIC Act, 1956 (as amended), the composition of Board of Directors of the Corporation is given in Section 4(2) and shall consist of, not exceeding eighteen directors, including independent Directors, not exceeding nine and at least one shall be a woman.

Also as per Section 4(3) of LIC Act, an independent director of the Corporation needs to meet the criteria of independence as an independent director of a company is required to meet in relation to the company under sub-section (6) of section 149 of the Companies Act.

Accordingly, the Board is reconstituted and the current composition of the Board of LIC of India consists of 15 Directors out of which 2 independent Directors are of OBC category.

The composition of Board of Directors of the Corporation is in strict compliance of the provisions of LIC Act. It also meets the provisions as per SEBI (LODR), Regulations, 2015, regarding Board of a listed entity.

LIC's Board has vacant positions under Section 4 (2)(e) (individual with special knowledge or experience to be nominated by the Central Government) and Section 4(2)(f) – (from amongst the members of the Corporation) which shall be filled through appointment in due course.

### **Comments of the Committee**

4.3 Please see Para Nos. 1.7, 1.8 & 1.9 of Chapter I

### **Recommendation No. 2**

#### **Clearance of Backlog Vacancies**

4.4 During the sitting of the Committee held with the management of the Life Insurance Corporation of India, the Committee was apprised that the number of backlog vacancies in LIC is not made clear by the management of LIC citing the reason that this is confidential information which is a very vague reason for withholding information. Unless the number of backlog vacancies are known its very difficult to analyse whether reservation is being implemented properly or not. The recruitment of clerical cadres has been handed over to a private agency who do not take sincere efforts for filling all clerical vacancies keeping in mind the reservation policies of the government for SC/ST communities. The Committee therefore recommend, that the process of recruitment/appointment in LIC must be transparent regarding the number of vacancies in different cadres also its process to clear them within time frames. The Committee are of the firm views that instead of outsourcing the recruitment of employees to a third party, the LIC should carry out all recruitment activities itself. The Committee may be apprised regarding backlog vacancies in various cadres in LIC and also take efficacious efforts to fill them within a stipulated time limit. The Committee may be informed outcome of the excuse within three months of the presentation of the report.

### **Reply of the Government**

4.5 LIC has a set procedure of calling applications for employment in various posts through open advertisement in Newspapers and through advertisement placed on website, [www.licindia.in](http://www.licindia.in) Copies of Notification are sent to Employment Exchanges, local MPs/ MLAs and SC/ST Welfare Associations. Recruitment to the entry level of Class I posts (Assistant Administrative Officer) is on All India basis and is undertaken at Central Office, Mumbai. Recruitment of Apprentice Development Officers, Class-III and IV is done at the Divisional level. The recruitment process for appointment in various cadres in LIC is done by following the rules as covered in LIC of India (Staff) Rules, 1960 & instructions issued in this regard from time to time. All offices of the Corporation follow prevailing rules & government directives while providing reservation for various categories in its recruitment process. All recruitment related activities (determination of vacancies including shortfall & backlog reserved vacancies, eligibility conditions, selection procedure, preparation of merit list, appointment etc.) are carried out by the offices of the Corporation. The role of IBPS is limited to the job of conducting examination (preparation of question paper & evaluation of answer sheet) in terms of examination pattern approved by the Corporation. Backlog Vacancies are mentioned in the respective roster. Rosters are displayed on LIC Intranet Site as well as Website and it is not confidential information. LIC does not have backlog in Class I and IV. In Class III, there is backlog of 3 for SC, 8 for ST (Annexure A). In Class II, there is a backlog of 0 for SC, 51 for ST vacancies as on date (Annexure B), which will be filled up during the next recruitment round, as we are having regular recruitment in Class-II. The unfilled reserved vacancies are carried forward till they are filled up.

### **Comments of the Committee**

4.6 Please see Para Nos: 1.12 & 1.13 of Chapter I.

### **Recommendation No. 4**

#### **Backlog of Vacancies in Class III Cadre**

4.7 The Committee during evidence note that there are around 1200 vacancies in Class III Cadre in LIC and all belonging to the reserved category. The Committee are dismayed to note that such a large percentage of reserved vacancies have been kept

unfilled by LIC since a long period without any valid ground. Recruitment for these vacancies was done two years back but since no relaxation was provided in qualifying marks as a result no SC or ST candidate was selected and the vacancies remained unfilled. The Committee feel that the management should take immediate steps to fill these vacancies at the earliest by lowering/relaxing in the qualifying marks for SC/ST candidates as per Government prescribed guidelines.

#### **Reply of the Government**

4.8 The latest round of recruitment of Assistant was notified in Year 2019 and vacancies are filled in main round during the year 2020 and empanelled candidates were recruited in the financial year 2021-2022. Still recruitment process in some Divisions could not be concluded due to court cases.

The details of vacancies declared and filled in the latest round of recruitment of Assistant are furnished in Annexure A.

The following Relaxations & Concessions were given to SC/ST candidates at the time of recruitment as per Government prescribed guidelines

- a) Relaxation of upper age limit by 5 years is given
- b) No application fee is charged from SC/ST candidates.
- c) Relaxation of 10% is also provided in the percentage of marks for being declared
- d) successful in the test.
- e) Pre-recruitment training is given to the candidates who register for the training.

Further there is no personal interview for the recruitment to Class III.

Backlog and unfilled vacancies, if any, are carried forward to the next recruitment and efforts are made to clear off the same.

#### **Comments of the Committee**

4.9 Please see Para Nos. 1.16 & 1.17 of Chapter I

## **Recommendation No. 5**

### **Regularization of Sub Staff of Class IV**

4.10 During evidence the committee was apprised that around 1800 sub staff and class IV category belonging to Scheduled castes and Scheduled Tribes have not been made permanent since last fifteen years. The Committee express its serious concern over the fact that they have not been absorbed so far as permanent employees with consequential effect. Consequently they could not get increments, promotions and other benefits as accrued to permanent employees during the last 15 years. Moreover distressing fact is that their salary has not been increased since the last 15 years. The Committee is pained to know that despite a Supreme Court ruling that all temporary staff should be made permanent, LIC has not extended the benefit of this ruling to reserved category sub staff who have been working for more than 15 years in LIC. The Committee, therefore, strongly recommend that LIC should regularize all such employees with calculation of their past temporary service.

### **Reply of the Government**

4.11 The temporary Class IV staff engaged following "Life Insurance Corporation of India (Employment of Temporary Staff) Instructions, 1993" are not entitled for absorption in the services of the Corporation in accordance with provision of Rule 8(2) of LIC of India (Staff) Rules, 1960 which are the rules notified by the Govt. of India having force of law which stipulates that "no person appointed on a temporary basis shall only by reason of such appointment be entitled to absorption in the services of the Corporation or claim preference for recruitment to any post."

Further, in compliance with the order dated 18.01.2011 of the Hon'ble Supreme Court in Civil Appeal No. 953-968 of 2005 of Sri D V Anil Kumar and others Vs LIC of India, as a One time measure, the Corporation carried out the recruitment process of eligible class IV workmen as per the eligibility norms fixed by the Hon'ble Supreme Court. The judgment rendered by the Hon'ble Supreme Court in this matter is specific regarding its applicability as a onetime process.

### **Comments of the Committee**

4.12 Please see Para Nos. 1.20 & 1.21 of Chapter I.



CHAPTER – V

OBSERVATIONS/RECOMMENDATIONS IN RESPECT OF WHICH FINAL REPLIES OF THE GOVERNMENT HAVE NOT BEEN RECEIVED.

*[Faint, illegible text]*

- N I L -

New Delhi;

31 July 2023  
-----, 1943(Saka)

DR. KIRIT P. SOLANKI  
Chairperson,  
Committee on the Welfare of  
Scheduled Castes and  
Scheduled Tribes.

**APPENDIX II**  
(Vide Para 4 of Introduction)

**ANALYSIS OF ACTION TAKEN BY THE GOVERNMENT ON THE RECOMMENDATIONS CONTAINED IN THE FOURTEENTH REPORT (SEVENTEETH LOK SABHA) OF THE COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES.**

1.	Total number of recommendations.....	11	
2.	Observations/Recommendations which have been accepted by the Government ( <i>vide</i> Recommendations at Sl.Nos. 3,6,7,8,9,10 &11)		Total: 7 Percentage: 64%
3.	Observations/Recommendations which the Committee do not desire to pursue in view of the replies of the Government ( <i>NIL</i> )		Total: 00 Percentage: 0%
4.	Observations/Recommendations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration ( <i>vide</i> Recommendations at Sl. Nos.1,2,4 & 5)		Total: 4 Percentage: 36%
5.	Observations/Recommendations in respect of which final replies of the Government have not been received ( <i>Nil</i> )		Total: 00 Percentage: 0%

CONFIDENTIAL

**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES  
AND SCHEDULED TRIBES  
(2023-2024)**

**(SEVENTEENTH LOK SABHA)**

**FOURTH SITTING  
(28.07.2023)**

**MINUTES**

The Committee sat from 1000 hrs. to 1130 hrs. in Chairperson Chamber, Room No. 137, Third floor, Parliament House, New Delhi-110001

**PRESENT**

Shri Kirit Premjibhai Solanki - Chairperson

**MEMBERS**

**LOK SABHA**

2. Shri Tapir Gao
3. Smt. Pratima Mondal
4. Shri Upendra Singh Rawat

**RAJYA SABHA**

5. Dr. V. Sivadasan
6. Smt. Phulo Devi Netam
7. Dr. Sumer Singh Solanki
8. Shri Kamakhya Prasad Tasa
9. Shri Samir Oraon
10. Shri Niranjana Bishi

**SECRETARIAT**

- 1 Shri D.R. Shekhar, Joint Secretary
- 2 Shri Kulmohan Singh Arora, Additional Director
- 3 Shri. Mohan Arumala, Under Secretary

At the outset, the Chairperson welcomed the Members of the Committee. The Committee then considered the draft report(s) on the following subjects:-

1. "Role of Ministry of Personnel, Public Grievances and Pensions (Department of Personnel and Training) in formulation, implementation and monitoring of reservation policy"
2. Action taken by the Government on the recommendations contained in the Fourteenth Report (17<sup>th</sup> Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the subject "Reservation for Scheduled Castes and Scheduled Tribes in Public Sector Banks/Financial Institutions/Reserve Bank of India and credit facilities and other benefits being provided by such Institutions/Banks to the Scheduled Castes/Scheduled Tribes with special reference to the Life Insurance Corporation of India (LIC)"

3. "Implementation of Reservation Policy in Government of NCT of Delhi including socio-economic development of Scheduled Castes/Scheduled Tribes"
  4. Action taken by the Government on the recommendations contained in the Twentieth Report (17<sup>th</sup> Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the Subject- "Reservation for Scheduled Castes and Scheduled Tribes in Public Sector Oil Companies and Status of allotment of Petrol and Gas agencies (CNG, PNG, LPG etc) and other related Agencies/Units to Schedule Castes and Scheduled Tribes"
2. After due consideration, the Committee adopted the aforementioned Report(s) without any modification. The Committee also authorized the Chairperson to present the Report to both the Houses of Parliament during the ongoing Session.

The sitting of the Committee then adjourned.