

**F.No.1/4/2024-Welfare**  
भारत सरकार/Government of India  
वित्त मंत्रालय/Ministry of Finance  
वित्तीय सेवाएं विभाग/Department of Financial Services  
\*\*\*

Jeevan Deep Building, Sansad Marg,  
New Delhi, the 22<sup>nd</sup> April, 2025

To

1. The Deputy Governor, Reserve Bank of India (RBI), Mumbai.
2. The Chairman, Insurance Regulatory and Development Authority of India (IRDAI), Hyderabad.
3. The Chairman, Pension Fund Regulatory and Development Authority (PFRDA), New Delhi.
4. The Chairman, State Bank of India, H.O. Mumbai.
5. The CEO & MD, LIC of India, Mumbai.
6. The Chairman, NABARD, Mumbai.
7. The MD & CEOs of all Public Sector Banks  
(BoB/BoI/BoM/Canara/CBI/Indian Bank/IOB/PNB/PSB/UBI/UCO Bank).
8. The CMDs, Public Sector Insurance Companies  
(NICL/NIACL /OICL/UIICL /AICIL/GIC Re).
9. The CMD/ CEOs, Financial Institutions  
(SIDBI/EXIM Bank/NHB/IIFCL/IFCI/NABFID).

**Subject: Meetings of SC/ST/OBC/PwD Employees Welfare Associations with the Management of PSBs/FIs/PSICs/Regulators etc. at National and Zonal/Circle level.**

Sir/ Madam,

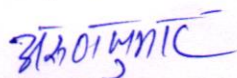
Reference is invited to this Departments letter No.10/16/2011-Welfare (SCT-(B) dated 22.08.2013 on **"Quarterly meetings with SC/ST/OBC Employees Welfare Associations at Central and Zonal/Circle level in PSBs/FIs/PSICs"**. In this regard, it is informed that this Department has been receiving representations from various stakeholders for holding of separate meetings by the Management with various Employees Welfare Associations.

2. Based on the aforementioned representations, the instructions dated 22.08.2013 *ibid* have been revisited in this Department in consultation with relevant stakeholders and the guidelines for holding of periodic meetings with SC/ST/OBC/PwD Employees Welfare Associations at National and Zonal/Circle level in PSBs/FIs/PSICs/Regulators etc. have been revised as follows:

Contd....2/-

- I. Quarterly meetings of the management at National and Zonal/Circle office level (where rosters are maintained) may be held with Association representing the interests of SC/ST Employees which enjoys the majority following (may be ascertained by check-off facility) at National level, in case there are more than one Association.
  - II. In case, there exist separate SC Employees Association/(s) and/or ST Employees Association/(s), such periodic meetings at National and Zonal/Circle office level may also be held with the respective Association that enjoy the majority following (within their respective categories).
  - III. However, if the Association which enjoys the majority at National level, does not exist at Zonal/Circle level, such periodic meetings may be held with the Association which enjoys the majority following at Zonal/Circle level, among their respective categories.
  - IV. Similar procedures may be adopted in respect of OBC Employees Welfare Association/(s) and PwD Employees Welfare Association/(s) (wherever they exist) while calling for quarterly meetings at National and Zonal/Circle level.
3. It may be ensured that such meetings are held regularly, preferably in the first month of the respective quarter.
  4. The Management may decide to hold such meetings with only those office bearers of the Association/(s) who are in-service.
  5. Hindi version will follow.

भवदीय/Yours faithfully,

  
(अरुण कुमार/Arun Kumar)  
अवर सचिव, भारत सरकार/

Under Secretary to the Government of India

Copy for information:

All Sectoral Divisions of DFS.