



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)

F.No . NCST/SER-2296/MFIN/17/2025-RU-III

16.03.2026

The Chairman

Life Insurance Corporation Of India(LIC),
Yogakshema, Jeevan Bima Marg,
Nariman Point,
Mumbai, Maharashtra 400021
Email Id: chairman@licindia.com
Tel. No: 22027060.

Sub: Termination of service from LIC - representation dated 11.03.2025 of Ms. Komuni Monica, Imphal, Manipur.

Mam/Sir,

I am directed to enclose herewith a copy of the minutes of the sitting held under the Chairmanship of Shri Jathothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST) on 17.02.2026 at NCST, New Delhi on the above mentioned subject.

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

Yours faithfully,


(Dr. P. Kalyan Reddy)
Director
Ph No. 011-24641640

Copy to:-

1. Smt. Komuni Monica,
Lane-3, Poumei Colony,
Sangakpham Bazar, Chingmeirong, P.O. Lamlong,
Imphal East, Manipur - 795010
komuni.monica02@gmail.com Mobile No:9706473717
2. PS to Hon'ble Member (Shri Jathothu Hussain), 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 New Delhi in the case of Ms. Komuni Monica, Imphal, Manipur regarding termination of service from LIC

File No.: NCST/SER-2296/MFIN/17/2025-RU-III

Date of the Sitting: 17.2.2026 at 2:45 PM

Participants in the Sitting: As per Annexure

Smt. Komuni Monica, vide her representation dated 11.03.2025 has submitted that she joined the Life Insurance Corporation of India on 01.03.2014 as an Apprentice Development Officer and was confirmed as Development Officer on 01.03.2016, posted at Basistha S.O. under Dispur Branch, Guwahati. She has stated that due to cultural and linguistic barriers and non-consideration of her repeated verbal requests for transfer to her home State Manipur, her performance suffered, and she alleges that the denial of transfer was due to discriminatory mindset towards SC/ST community. She has further stated that a disincentive letter dated 23.03.2021 and a show cause notice dated 07.04.2022 were issued regarding her performance for the appraisal year ending 28.02.2021, and her appeals dated 05.05.2022 and 17.06.2022 were rejected, leading to termination of her service after 7 years and 10 months. She has approached the Commission seeking fair and sympathetic consideration, stating that she is now overaged for fresh employment.

2. NCST vide notice dated 16.05.2025 sought facts and comments from the Chairman & Managing Director, Life Insurance Corporation of India within 30 days from receipt of the Notice from receipt of the Notice.

3. LIC of India vide letter no. CO/Mktg/FPDO/30/MOF dated 12.06.2025 has informed that the petitioner had applied for the post of Apprentice Development Officer under ST category pursuant to notification dated 22.11.2012 and had opted for Guwahati Division. Hence, she was posted at Basistha S.O. under Dispur Branch and confirmed as Development Officer on 01.03.2016. It has been stated that examination centres were available at Imphal and nearby locations and no written transfer request was ever received from her, as transfers are considered only upon written application. The authority has further stated that she consistently failed to maintain the prescribed cost ratio from appraisal years ending February 2017 to February 2021, despite being given opportunities for improvement under the LIC of India Development Officers (Revision of certain Terms and Conditions) Rules, 2009, and was terminated strictly, as per rules. The Corporation has denied any social discrimination and requested closure of the complaint. This was sent to the petitioner for information vide NCST letter dated 08.07.2025.

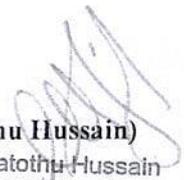
4. The Petitioner vide letter dated 25.7.2025 has refuted the facts and comments and stated that "the LIC of India is a "State" under Article 12 of the Constitution of India, which means that the Corporation has social obligations besides being a profit-making company. The Corporation has a moral and ethical obligation towards the Nation, its citizens, and also its employees who are citizens of our Nation. It is not expected to adopt the same "hire and fire policy" approach to its employees as a private company would. It is expected to take special care for the welfare of the weaker sections of society and ensure "equal opportunity" and not equality to its employees, as is expected of a company the size of LIC. By terminating the service of a poor, overaged ST employee, it is fair to say that the LIC of India has failed in its role of taking special care for the underprivileged employees who are upright citizens of our Nation.", hence, NCST has decided to discuss the issue with the authority and the petitioner on 17.02.2026. Accordingly, a Sitting Notice was sent on 06.02.2026.


जाटोतु हुसैन / Jatothu Hussain
सदस्य / Member
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
भारत सरकार / Govt. of India
नई दिल्ली / New Delhi

5. In the sitting, the Secretary (Marketing) alongwith other Sr. officers from LIC were present on behalf of CMD, LIC. The petitioner joined over phone. The petitioner has reiterated her submission and requested for justice. The officers from LIC has provided the letter bearing no. CO/Mktg/FPDO/30/ dated 16.2.2026. In the letter, it has been mentioned that the performance of the petitioner was not good from February 2017 to February 2021, despite being given opportunities for improvement under the LIC of India Development Officers (Revision of certain Terms and Conditions) Rules, 2009. The petitioner has never submitted a written application for transfer to her home State Manipur.

6. During discussion it was observed that there is misunderstanding/miscommunication between the management of LIC and petitioner.

7. After discussion with officers of LIC and petitioners, it was observed at present no action warranted on part of NCST. However, the LIC management is advised to consider the request of the petitioner for reinstatement in service and post her to the home State on humanitarian grounds.


(Jatothu Hussain)
जाटोतु हुसेन / Jatothu Hussain
सदस्य / Member
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
भारत सरकार / Govt. of India
नई दिल्ली / New Delhi

List of participants of the sitting held on 17.02.2026 at DAMS under the chairmanship of Shri Jatothu Hussain, Hon'ble Member, NCST at New Delhi.

| Sr. No. | Name and Designation | Address & Phone No. | Signature |
|---|--|---------------------|--|
| I <u>National Commission for Scheduled Tribes</u> | | | |
| 1. | Dr. P.Kalyan Reddy Director | | |
| 2. | NCST Officials | | |
| II <u>LIC</u> | | | |
| Sr. No. | Name and Designation | Phone No. | Signature |
| 1. | Laxmi Prasad Das RM Marketing, Kolkata | 9473201066 |  |
| 2. | M.C. Joshi Chief Liaison officer LIC | 7597392679 |  |
| 3. | Sujay Dhillon Secretary (Marketing) Central office | 9586280401 |  |
| III <u>Petitioner</u> | | | |
| | | | |
| | | <u>Overplan</u> | |
| | | | |
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