

MINUTES OF THE MEETING WITH THE RETIRED EMPLOYEES OF EOBI,
HELD ON 7TH FEBRUARY, 2009 AT BOARD ROOM, EOBI,
HEAD OFFICE, KARACHI.

A meeting with the retired employees of EOBI was held on 7th February at Board Room, EOBI, Head Office, Karachi to share their views on 'HOW TO INCREASE COMPLIANCE AND IMPROVE IMAGE OF EOBI'. List of participants is attached at Annexure-I.

2. The meeting started with the recitation from the Holy Quraan by Cdr (Rted) Muhammad Ahmed, the Ex-Director General (Ops), EOBI. Welcoming the participants, Mr. Muhammad Hanif, DG (Ops) stated that he was grateful to ex-colleagues for sparing time for contributing towards image building of the Institution. He further stated that the credit of this idea of gathering ex-experienced employees was floated by Mr. M. Asadullah Sheikh, Chairman, EOBI with a view to benefit from the rich experience of our ex-colleagues to keep them abreasted of the latest development in EOBI. Introducing the Chairman EOBI Mr. M. Asadullah Sheikh, the DG (Ops) said that he joined the Institution in July, 2009. He is a DMG Officer and have a vast experience of working in different government organizations on senior positions. He has also been Home Secretary, Government of Sindh, MD SITE and MD, NIT.

3. While expressing his pleasure on the occasion, DG (Ops) stated that we are doing our level best to achieve the objectives of the Institution, which some of you pioneered and were part of its growth in the initial days. From 1986 to 2008, minimum pension has been increased from Rs. 306/= to Rs. 2000/= per month i.e. 554% increase. As a result of recent amendments in EOB Act, coverage has been expanded to the establishments, employing 5 or more, banks, banking companies and carpet industry has been brought under the ambit of the scheme and with the passage of time, the EOB scheme would be universalized, Inshallah.

4. Addressing the participants, Mr. M. Asadullah Sheikh, Chairman EOBI said that it was definitely his desire to meet all of you and share your views for the betterment of the Institution as you have remained active members of the Institution and are still identified as EOBI employees. Therefore you are very much part of it. I wish you form an Association of ex-employees of the Institution where you all can meet and take initiative for betterment of the Institution and its employees. I would always welcome your concrete proposals. He mentioned that with their participation we shall Insha Allah be able to further improve the working and image of the Institution.

5. Thereafter, all participants were invited to share their views on the subject. Views of the participants are briefed as under:

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1. Mr. M.H. Zuberi, Ex-Director, EOBI.

Emphasized on the need for regular training on Good Ethics, morale and behaviour for the officers specially Field Officers to improve their conduct.

2. Cdr (Retd) Muhammad Ahmed, Ex-DG (Ops).

Emphasized on the following points :-

- i) Restoration of matching grant by the Government of Pakistan.
- ii) Seminars, Media Campaign for awareness about EOBI.
- iii) Coverage may be extended to the Overseas Pakistanis.
- iv) Improvements in I.T. Department for record building.
- v) Scope of PRIMACO may be enlarged.

3. Mr. Bashir Ahmed Durrani, Ex-Assistant Director.

He stressed upon simplification of procedure in claim settlement.

4. Mr. Abdul Majeed Memon, Ex-ADG

Highlighted importance of Record Keeping,

5. Mr. Aslam Husain, Ex-ADG

While appreciating training role and its importance, he stressed upon improvement in behaviour of the Field Officers.

6. Mr. Muhammad Bashir, Ex-Director.

Floated the idea of establishment of a compliance cell at Head Office to coordinate and over-see implementation of various decisions and redressal of grievances.

7. Mr. Muhammad Fazal, Ex-Dy. Director

Suggested that unless data base of employers, employees and pensioners is improved nothing can be improved.

8. Mr. Talib Husain, Ex-Director

Emphasized the need to switch over to HBL yet again as it would satisfy the agitating pensioners.

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9. Qazi Nisar Husain, Ex-Director

Appreciated the system of prior intimation, Dispute Resolution Committees and suggested that a profile of the Institution may be prepared and placed in all public libraries.

10. Mr. Shakeel Ahmed, Ex-Dy. Director.

Suggested that amount of pension may reasonably be increased in view of high cost of living.

11. Mr. N.H. Sabzwari, Ex-ADG

- i) Interest may be avoided by the Institution.
- ii) Amount of pension may be increased.
- iii) Free hand may be given to the Departmental/Regional Heads to reduce expenditure.
- iv) The insured persons who are dismissed by the employers may be benefited by EOBI till they get another employment.

12. Mr. Abbas Husain, Ex-DDG

Suggested Pension disbursement may further be improved.

13. Mr. Sher Ali Shah, Ex-Dy. Director

Suggested that survey conducted in 2002 may be utilized in registration of new employer specially employing 5 to 9.

14. Mr. Kamil Khan, Ex-Director

Requested that Utility bills of Retired Employees may be paid by the Institution.

15. Mr. Nasir Abbas, Ex-AD (IT)

Proposed that every step should be taken to increase contribution and make EOB scheme viable by reducing costs. He suggested that scheme may be universalized.

16. Mr. Afzal Bela, Ex-Director

Emphasized publicity and proposed increase in its budget.

17. Mr. Sajid Raza, Ex-Asstt. Director

Proposed that every effort be made to plug the leakage of fund/collection.



18. Mr. Asadullah Khan, Ex-DDG

- i) Performance of Regional Offices may be monitored regularly and the figure of collection of contribution may be verified from payment slips.
- ii) By examining the payment slips, the defaulting employers should be segregated and action against them may be taken under Land Revenue Act, 1967.
- iii) Some Officers from Head Office who should report directly to the Chairman may also be deputed to watch the recovery position alongwith the Regional Head.
- iv) Atleast once in a year, employers' record must be checked by a team of the Institution.
- v) Role of Adjudicating Authority may be made more effective.
- vi) Motivation is an essential tool to improve performance.
- vii) Beat Officers may be more vigilant and they must have sufficient knowledge of EOB Act.
- viii) A Reception Desk may be introduced in each Regional Office.
- ix) Benefits queries should be reduced to the minimum and pension payment procedure may be made more simplified.
- x) Broachurs containg basic informations regarding EOB Act may be made available in each Regional Office.
- xi) Seminars/meetings with the Employers' Associations and Labour Federations may be held occasionally.

19. Mr. M.A. Wasti, Ex-Director

Emphasized the need of training of the employees.

20. Mr. Zahid Yezdan, Ex-Director

Suggested that working environment in the regions may be improved.

21. Mr. M. Sadiq Rajput, Ex-Assistant Director

Agreed with the proposals made by the others.

22. Mr. Akhlaq Ahmed, Ex-Assistant Director

Suggested that survey may be conducted to register establishments in Kuchi Abadis.

23. Mr. Javed Rasheed Siddiqui, Ex-DG (Ops)

- i) Decisions may be made on merit.
- ii) Head Office of the Institution may be shifted to Nursery.
- iii) The environment of regional offices may be improved.

6. There being no participant left to express his views, the meeting ended with a vote of thanks for all the participants.



LIST OF PARTICIPANTS

S.No.	Name of Participants	Designation
1	Mr. M. Asadullah Sheikh	Chairman
2	Mr. Muhammad Hanif	Director General (Ops)
3	Mr. Abdul Majeed	Director General (F&A)
4	Mr. Zameer Ahmad	Deputy Director General (Recon)
5	Mr. Sher Muhammad	Deputy Director General (Audit)
6	Mr. Javed Iqbal	Deputy Director General (B&C)
7	Mr. Ayaz Ahmad	Project Director (IT)
8	Mr. Shafiq-ur-Rehman	Director (HR)
9	Mr. Pervaiz A. Durrani	Deputy Director (B&C)
10	Mr. Farooq Abdani	Assistant Director (Publicity)
11	Mr. Israr Ahmad Ayubi	Superintendent (Publicity)
<i>Retired Employees</i>		
12	Mr. Javed Rasheed Siddiqui	Ex-DG (Ops)
13	Cdr. (Retd) Muhammad Ahmad	Ex-DG (Ops)
14	Mr. Abbas Hussain.	Ex-DDG
15	Mr. Asadullah Khan	Ex-DG
16	Mr. Abdul Majeed Memon	Ex-ADG
17	Mr. N. H. Sabzwari.	Ex-ADG
18	Mr. A. U. Ahmad	Ex-ADG
19	Mr. Aslam Hussain	Ex-ADG
20	Mr. M. A. Wasti	Ex-Director
21	Mr. M. H. Zubari	Ex-Director
22	Mr. M. Kamil Khan	Ex-Director
23	Mr. Afzaal Bela.	Ex-Director
24	Qazi Nisar Hussain	Ex-Director
25	Mr. Talib Hussain	Ex-Director
26	Mr. Zahid Yazdan	Ex-Director
27	Mr. Muhammad Bashir	Ex-Director
28	Mr. Sher Ali Shah.	Ex-Deputy Director
29	Mr. Fazal Muhammad	Ex-Deputy Director
30	Mr. Shakeel Ahmad Siddiqui	Ex-Deputy Director
31	Mr. M. Sadiq Rajput	Ex-Assistant Director
32	Bashir Ahmad Durrani	Ex-Assistant Director
33	Syed Sajid Raza	Ex-Assistant Director
34	Syed Akhlaq Ahmad	Ex-Assistant Director
35	Mr. Nasir Abbas	Ex-Programmer