

ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION

LIC BUILDING SECRETARIAT ROAD HYDERABAD

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To all the Zonal/Divisional/State/Regional Units:

Dear Comrades,

Recruitment in LIC

Finally the much awaited recruitment in LIC has started after 12 years. The last major recruitments were in 1993 and in 1996. The advertisement of North Central Zone has already appeared in the Employment News. Other Zonal Offices are coming out with advertisements for recruitment of Assistants during the next few days. A total number of 5000 Assistants are expected to be recruited through this process in the next few months.

AIIEA has been continuously taking up the issue of recruitment for the past 4 years. Employees would remember the recommendations of the consultants, Booz Allen Hamilton, who concluded that there was a surplus of 45,000 employees in LIC and there was a talk of sending people out through VRS. AIIEA in its golden jubilee conference in 2001 rejected the theory of surplus and subsequently the LIC also had to reject this recommendation on surplus. On the other hand the question of shortage of staff was brought into focus by AIIEA and during the period 2003 to 2005 when the wage discussions were going on, AIIEA was the only union which refused to even discuss the proposal of mobility to meet the shortages. AIIEA informed management that recruitment is the only reasonable solution for the shortages and not mobility.

In November 2006 AIIEA gave a call for two hour walk out strike demanding recruitment. LIC management called AIIEA for discussion and informed that the process of recruitment was already recommended to the government and that they were expecting the clearance early. The clearance in principle came to LIC in 2007. **In fact the recruitment in a way started in November 2007 itself when the persons on the existing recruitment panels who were working on temporary basis were absorbed. Similarly the candidates on the CBSE panels were also provided an offer to join the posts in the Assistants' cadre.** The 21st Conference of AIIEA held at Kanpur in December 2007 discussed all these issues and demanded LIC to come out with fresh advertisements without further delay. Then other issues came to the fore relating to change in the recruitment rules in tune with certain Court Judgments on qualification etc. Then the Zonal Offices were asked to furnish the data relating to the number of policies of the branches and the present staff strength. After all these exercises the Central Office informed AIIEA on 16th May 2008 that the instructions for recruitment of Assistants were sent to the Zonal Offices. Thus the process for fresh recruitment has started. The units should now concentrate on guiding the aspirants for this recruitment in a proper way.

This recruitment is taking place in the background of a government policy of "no more permanent employment". This recruitment thus amounts to AIIEA pushing back this policy of the government to the extent of the number of employees being recruited now. The issues relating to Class IV recruitment including the temporary employees are being discussed by AIIEA with the Central Office and this would also be resolved soon.

Congratulations to all the units and members of AIIEA for forcefully projecting the demand for recruitment and achieving it.

Comradely yours,



General Secretary.