

**ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION**  
LIC BUILDING SECRETARIAT ROAD HYDERABAD 500 063  
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23<sup>rd</sup> August, 2019

To  
All the Zonal/Divisional/State/Regional Units

Dear Comrades,

We reproduce hereunder the letter addressed to Chairman, LIC by Joint Front Associations on some important issues of Women Employees.

With greetings,

Comradely yours,



General Secretary,

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**FEDERATION OF LIC CLASS I OFFICERS' ASSOCIATIONS**  
**NATIONAL FEDERATION OF INSURANCE FIELD WORKERS OF INDIA**  
**ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION**

August 23, 2019

The Chairman,  
Life Insurance Corporation of India,  
Central Office,  
**MUMBAI.**

Dear Sir,

**SOME IMPORTANT ISSUES PERTAINING TO WOMEN EMPLOYEES**

It is a matter of great happiness that LIC has a large number of women in its workforce. Today more than 24,500 women are working in LIC as Class-I Officers, Development Officers and Class-III and IV Employees constituting around 22% of its total workforce. These Women employees along with their male counterparts have been making immense contribution to the growth and prosperity of the Corporation. We have been representing for a long time certain women

specific issues that need to be addressed by LIC. Unfortunately many of the issues represented still remain without a solution. We are listing some of them which require your urgent attention.

### **Cost free maternity leave to Women Development Officers**

A large number of women are working as Development Officers in the Corporation and making immense contribution to its growth and prosperity. However, they suffer from certain regulations relating to the maternity and child care leave. It is strange that while they are given the benefit of 6 months maternity leave, they are asked to justify the salary received during the maternity period by bringing Scheduled First Year Premium Income. This is a clear violation of Section-4 & Section -5 of the Maternity Act 1961 as also a denial of rights given to the women employees by law. You are aware that when a women Development Officer fails to justify her prescribed cost ratio on the salary received during the maternity period, she has to face different kinds of penalties like reduction in conveyance allowance, denial of NGI, one or two decrement in a single stroke and even termination from service even after completion of a long span of successful service as Development Officer as per Special Rule 2016. This is totally unfair and unjust. This deprives the women Development Officers the peace and comfort that is so essential during pregnancy. This situation has to be remedied. We request you to take necessary action on this issue immediately.

### **Special Leave for women for menopause related issues**

The average age of menopause in India is around 46 years and it often strikes women much earlier, even as young as 30-35 years. And as far as LIC is concerned, the average age of women employees is around 50 years. Therefore, we demand that Women employees suffering from serious gynecological problems must be allowed to use the underutilized maternity leave for treating gynecological disorders, and the problems relating to menopause shall be entitled to Special Leave.

### **Child Care Leave**

A Child Care Leave for a period of Two Years shall be granted to women employees. This Child Care Leave should not be taken into consideration for costing for the women Development Officers.

### **Taking Maternity Leave as Active Service Period for release of Stagnation Increment**

For the release of stagnation increment, the condition of required active service period has to be fulfilled. And active service means period spent on duty including the period of casual leave and quarantine leave, but excluding the period of any other kind of leave such as privilege leave, sick leave, maternity leave, EOL, etc. As can be seen the maternity leave is not taken into

consideration for determining the active service. Excluding maternity leave from active service period is an act of unduly penalizing the women employees for carrying out a solemn maternal task ordained by nature. We would, therefore, request you to include maternity leave into the active service period for releasing stagnation increment.

### **Appointment for woman candidates who are pregnant at the time of medical examination**

As per the LIC Recruitment Rules appointment of woman candidates who are pregnant for more than 90 days are deferred till after delivery. We firmly hold the opinion that pregnancy is not a handicap. On the other hand it is the most sacred act of creating a life. A number of Courts have held such action of deferring or denying appointments to women on the grounds of they being pregnant are unjust and illegal. We expect LIC to be a model employer being the biggest and a fine financial institution. Unfortunately, LIC is continuing with this practice and this needs to be abandoned by amending the LIC recruitment rules.

### **Providing Crèche facility in major centres**

It is legally mandated to provide a Crèche Facility by the employer in institution where large numbers of women are employed. The Ministry of Women and Child Development, Government of India has issued guidelines on November 2, 2018 for setting up and running crèches under Maternity Benefit Act, 2017. We request you to implement these guidelines.

### **Representation of women employees in the Internal Complaints Committee**

The Corporate office has vide its Circular Ref.:CO/Per/ER-A/186/2018 dated 12-06-2018 laid down the guidelines for constituting the Internal Complaints Committee (ICC). In the said guidelines no specific mention was made that a woman employee from Class-III & IV cadre should not be included in the Committee. However, we find that in most of the Committees that have been formed at the Central Office level, Zonal and Divisional Office level, representation from Class III & IV employees is not there. The women employees in the Class III & IV cadre constitute over 28% of the total workforce and more than 75% of the women employees. In such a situation, denying the Class III & IV a representation is incorrect and this situation has to be remedied.

### **LADIES REST ROOM**

Despite a policy decision that ladies rest room would be provided in all offices of the Corporation, we find that overwhelming offices do not have this facility. We also find that in the name of modernization and so called utilization of space, the existing facility is also being withdrawn in many places. The basic furnishing of the Rest Rooms wherever existing is to say the least is awful. Please issue necessary instructions for provision of Ladies Rest Rooms and their proper maintenance.

In most of the Satellite Offices, there is no separate toilet for ladies. The women employees and Agents in SOs suffer due to want of separate toilets in these offices. We request you to advise the concerned departments to make provision for separate toilet for ladies in the satellite offices.

We are confident that you will look into the merits of the issues represented and come out with positive solutions early.

Thanking you,

Yours faithfully,



S. Raj Kumar  
General Secretary  
Federation of LIC  
Class-I Officers' Associations



Vivek Singh  
Secretary General  
NFIFWI



V. Ramesh  
General Secretary  
AIIEA