

**ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION**  
**LIC BUILDINGS SECRETARIAT ROAD HYDERABAD 500 063**  
(E-mail: aiieahyd@gmail.com)

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To

All the Zonal /Divisional /State /Regional Units

Dear Comrade,

We reproduce herein below a letter addressed by AIEEA to the Chairperson LIC demanding Recruitment and against Outsourcing of Jobs of permanent nature. All our units are requested to ensure wide circulation of the letter/ Circular.

With Greetings,

Comradely Yours



General Secretary

The Chairperson  
L.I.C. of India  
Central Office  
Mumbai

Date: 26.10.2023

Dear Sir,

**Re: Against Outsourcing of Jobs of Permanent Nature and  
Recruitment in Class III & IV Cadres**

There is an acute shortage of manpower in Class III & IV cadres. Out of the 8000 Class III vacancies notified in 2020, more than 2700 vacancies could not be filled up for various reasons. With many exits due in all cadres in the next couple of years, there is an urgent need for recruitment to keep up with the soaring customer expectations and to retain our pre-eminent position as the insurer of choice.

Unfortunately, the response of LIC has been less than encouraging on the issue. Every time we take up the issue, we are assured that the issue would be looked into with all seriousness and the management requests for some more time for a detailed examination of the issue. We have suggested, on innumerable occasions, to immediately fill up the around 2700 unfilled vacancies existing from the last recruitment round pending the closer scrutiny of the exact need for recruitment. This would have been extremely helpful in augmenting our customer servicing in the immediate context. Sadly enough, neither that was done nor is there any serious attempt to examine the issue in its entirety for a resolution of the problem. On the contrary, we are deeply anguished to point out, while there is no meaningful dialogue with the unions on this issue, some wild and preposterous statistics are doing the rounds in social media giving some weird projections of manpower strength in the future.

The position is more acute in the cadre of Class IV. There has been no recruitment to class IV cadre since long. Rather than addressing the issue by way of recruitment, attempts are being made at some places to outsource the Class IV jobs altogether. These attempts are in flagrant violations of the agreed position that jobs of permanent nature in Class IV cadre will not be outsourced. We would like to inform that the simmering discontent on the issue across the country has the potentiality of flaring up into a major IR problem vitiating the industrial atmosphere.

We would therefore request you to initiate the process of recruitment to Class III and IV cadres in the interest of the institution and in the interest of the policy holders.

Thanking You,

Yours faithfully  
Sd/-  
General Secretary