

ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION
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To

All the Zonal /Divisional /State /Regional Units

Dear Comrades,

Re: Onto Struggle for Realisation of Charter and Other pressing Issues

The Joint Front of Unions in LIC has given a call for struggle on some of the important demands of the employees and officers. These demands are immediate commencement of negotiations for revision of wages due from 01 August 2022, enhancement of management's contribution to NPS from 10 to 14 per cent, adequate recruitment in all cadres and against the unilateral attitude of the management on issues of the employees and officers. We are confident that our units are in the thick of preparations, along with the constituents of the Joint Front, to successfully observe lunch hour demonstrations on 20th December 2023, 3rd January 2024 and One Hour Walk-Out Strike preceding lunch recess on 10th January 2024.

Wage Revision in LIC fell due on August 1, 2022. But LIC has not even had a preliminary discussion with the Unions after almost 17 months of the submission of the Charter of Demands. It was expected that the Information Sharing Session called on 11th and 12th of this month would also take up the issue of wage revision along with other issues. But the sudden rescheduling of the same only contributed to the growing anxiety and sense of disillusionment of the employees. There is no reason why the wage revision should be delayed in LIC when the process is heading towards finality in public sector banks. LIC has been performing admirably well in a fiercely competitive scenario. Almost for a quarter century LIC has reigned supreme in the insurance market with no parallels anywhere in the world. This growth and progress in a situation of growing joblessness and huge dip in domestic savings would not have been possible but for the spirited performance of the workforce. The management and government should realise this and start the process of negotiations immediately with an intention to settle the issue early and to the satisfaction of the employees.

We have also been demanding, without any prejudice to our demand of scrapping the NPS, the enhancement of management's contribution under the Defined Contribution Pension Scheme (DCPS) from the existing 10% of pay plus dearness allowance to 14% thereof as applies to central government employees under the National Pension System (NPS). Even though the DCPS beneficiaries of LIC have now been made a part of the institutional architecture of the NPS, the management's contribution to the fund continues to be at the old rate of 10% despite our repeated follow-ups. The resolution of the issue cannot brook any further delay.

There is an acute shortage of manpower particularly in Class III and IV cadres. Out of the 8,000 Class III vacancies notified in 2020, more than 2700 could not be filled for various reasons. With many exits due in the next couple of years, LIC is going to stare at a grave manpower crisis. A progressively increasing volume of business is today being serviced by a fast declining workforce resulting into huge workloads in the Branches. Soaring customer expectations and demands of the competitive market have made recruitment of Class III & IV an imperative need.

The business model of LIC is undergoing a fast change in the post IPO scenario. There are fast paced developments relating to upgradation of technology. But there is no meaningful discussion with the employees' unions on the wide-ranging changes that are taking place. A peculiar kind of unilateralism seems to have crept in. This is unacceptable to the AIIEA. The management should know that the institution's progress critically hinges on the support and allegiance of the workforce who have given their sweat and toil for the progress of this institution. Therefore, the commitment of the employees to protecting and strengthening LIC in the changed situation should not be construed as our weakness.

We are happy that there is absolute commonality of understanding in the Joint Front on these issues. Accordingly, the Joint Front has given a call for struggle. We must understand that this is only the beginning of the struggle for realisation of our legitimate demands. We call upon our units all over the country to prepare for the struggles in a big way and march ahead with courage of conviction.

With Greetings,

Comradely Yours



General Secretary