

ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION
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To
All the Zonal /Divisional /State /Regional Units

Dear Comrades, today AIIEA has addressed a letter to the CEO and Managing Director of LIC on the issue of urgent need for Recruitment in the Class III & IV cadres in LIC. These letters are being reproduced herein below for the information of our members.

With Greetings,

Comradely Yours



General Secretary

To,
The Chief Executive Officer and
Managing Director
L.I.C. of India
Central Office
MUMBAI

Date: 12.11.2024

Dear Sir,

Re: Smouldering Discontent on the issue of Recruitment in Class III & IV Cadres

The LIC has recorded a spectacular performance in the first half of the current financial year. It has outperformed the private sector to continue its dominance in the market. It has also emerged as one of the largest life insurance company and strongest brand at the global level. This certainly is a matter of happiness and pride because this has come in a very challenging situation in the backdrop of the disruptive role being played by the IRDAI.

Surely, this remarkable performance of the LIC would not have been possible but for the dedication and commitment of the employees. It is not our intention to recount the glorious role played by the employees under the banner of the AIIEA for the protection and strengthening of the LIC. But it needs to be mentioned that if LIC today remains a monolithic institution, the credit should solely go to the AIIEA for its glorious struggle that defeated the Bill to split LIC into five or more independent Corporations. One has to understand that the mass mobilisation and unprecedented campaign of the employees for over 25 years could halt the process of disinvestment and gave LIC sufficient time to prepare for competition. The recent mega business campaign of AIIEA titled "My LIC My Pride" on 13th March 2024 not only procured Rs.436 crore premium income on a single day, it galvanised the entire institution in the crucial month of March. The AIIEA's magnificent campaign on the issue of GST on life insurance

premium surely would yield results and benefit the institution. The glorious role played by the employees in defending and making LIC the most important financial institution in the country need not be overemphasised.

It is unfortunate that the LIC management seems to be ignoring the massive contribution of the employees. At least one gets this impression looking at the approach of the management to the crying need of recruitment. 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. 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. While in discussions, LIC administration agrees to the need for recruitment, it has taken up a position that it is making a study to determine the cadre strength. The question is how much time is required for such an exercise? The LIC administration is giving the same explanation for the last 5 years to the demand for recruitment. This makes it obvious that there is no seriousness in the approach on the demand for recruitment. At a time when Public Sector General Insurance Companies such as New India, National and United India can go for recruitment, one fails to understand as to why there is no headway in LIC on that score.

The adoption of technology and digitisation with the aim to make LIC a paperless office are initiatives that impact the job security of the employees. Strangely, LIC does not consider it necessary to discuss these issues with the AIIEA. The Unions were assured during the course of the wage discussions that an information sharing session would be held in the month of April 2024; that has not happened till date. . May we remind that it is this unhealthy practice of avoiding discussions that has caused a lot of bitterness among the agency force who have been complaining that there were no prior consultations with them on changes that impact their earnings.

We would like to inform that the simmering discontent on these issues across the country has the potentiality of flaring up into a major IR problem vitiating the industrial atmosphere. The Working Committee of the AIIEA is meeting at Chennai during 7-9 December 2024 to deliberate on these issues and chalk out future programmes of action. We would 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