

ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION
LIC BUILDINGS SECRETARIAT ROAD HYDERABAD 500 004
(E-mail: aiieahyd@gmail.com)

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April 24, 2026

To,
All the Zonal/Divisional/State/Regional Units

Dear Comrades,

We reproduce herein below a letter addressed to the CEO & MD of LIC today on the issue of absorption of temporary Class IV employees. The Letter is self-explanatory. Please ensure its circulation among the members.

With Greetings

Comradely Yours



General Secretary

To,
The CEO & Managing Director
LIC of India
Central Office
MUMBAI

Date: 24.04.2026

Dear Sir,

Re: Absorption of temporary Class IV employees pursuant to the judgments of various Courts

Pursuant to the judgment of the Hon'ble Supreme Court of India in Civil Appeal No.(s) 953–968 of 2005, dated 18.01.2001, in the matter of LIC of India vs. D.V. Anil Kumar & Ors., the Corporation was directed to absorb a large number of temporary Class IV employees on a permanent basis upon their qualifying a limited test. While the Corporation did undertake this exercise in many centres, it is a matter of grave concern that in several centres, certain deserving candidates were either overlooked or excluded for reasons that were not tenable in law, compelling them to seek redress before various courts of law across the country.

The consistent judicial trend across multiple High Courts over the past several years has been to uphold the rights of these temporary employees and direct the Corporation to absorb them. We draw your attention to some of the judicial pronouncements. The **Hon'ble Nagpur Bench of the Bombay High Court, vide its judgment in W.P. No. 4337 of 2023 dated 07.04.2025**, has directed LIC to absorb the eligible employees. It is noted that LIC Amaravati Division has already acted upon this judgment and called for applications from the concerned candidates. The **Hon'ble High Court of Gujarat**, in not one but two separate judgments — **Special Civil Application No. 4553 of 2015 dated 29.06.2018 and Special Civil Application No. 16059 of 2018 dated 29.11.2021** — has unequivocally directed LIC to absorb the temporary employees in light of the Supreme Court's ruling in the D.V. Anil Kumar case. The **Hon'ble High Court of Madhya Pradesh at Jabalpur, in W.P. No. 5671 of 2024, W.A. No. 2818 of 2024 and Review Petition No. 10 of 2026**, has clearly directed the Corporation to absorb the temporary

employees. In W.A. No. 2818 of 2024 dated 26.11.2025, the Hon'ble Court made pointed observations against the Corporation, noting that there was "absolutely no application of mind" and that the claims for regularisation were "rejected mechanically." The Hon'ble Court further cautioned that, given the considerable time that had elapsed and the fact that these employees were fighting with a mighty employer within their limited means, "any deviations or casual consideration by the LIC in these matters will be taken seriously by this Court." In the subsequent Review Petition No. 10 of 2026 dated 28.01.2026, the Hon'ble Court observed that the review petition was "nothing but another attempt to get the order in favour of LIC" and amounted to "a waste of the money of LIC and the valuable time of the Court." The **Hon'ble High Court of Telangana, in W.P. No. 2288 of 2013 and W.A. Nos. 1426 & 1432 of 2024 and 126 & 159 of 2025**, has similarly ruled in favour of the temporary employees working in the Secunderabad Division of South Central Zone.

We are happy to note that the Corporation has, during the proceedings in **Petitions for Special Leave to Appeal (C) Nos. 17779–17802 of 2025 before the Hon'ble Supreme Court of India** on 17.02.2026, assured the Court of its intention to formulate a scheme that would be beneficial not only to the respondents in those matters but also to all similarly situated temporary employees whose cases are pending before the concerned High Courts. We understand that the matter is listed before the Hon'ble Supreme Court on 22.05.2026.

Against this backdrop, in keeping with the assurance given before the Hon'ble Supreme Court, we request you to formulate a fair, transparent, and comprehensive scheme for the absorption of all eligible temporary Class IV employees without further delay, covering all centres and all zones where such employees are similarly situated. You will please appreciate that every round of further litigation not only drains the Corporation's financial resources but also causes immeasurable hardship to poor, elderly employees who have spent years — in many cases decades — awaiting justice. The Hon'ble Supreme Court's judgment in the D.V. Anil Kumar case was intended to bring finality to the matter. We request the management to honour that spirit by ensuring that no eligible temporary employee is left behind and that the scheme to be placed before the Hon'ble Supreme Court on 22.05.2026 is broad-based, inclusive and genuinely humane.

Thanking You,

Yours faithfully
Sd/-
General Secretary