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

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

Dear Comrades,

We reproduce below a letter addressed by AIIEA to the CEO and Managing Director of LIC today. We request all our units to ensure its widest possible circulation among our members and employees.

With Greetings,

Comradely Yours

Shreekant Mishra

General Secretary

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

Date: 24.07.2026

Dear Sir,

Re: Structured Dialogue with the Unions

We draw your kind attention to the long-pending demand of the All India Insurance Employees' Association (AIIEA) for convening regular Structured Dialogues with the Unions on issues pertaining to the institution and the employees.

While we continue to meet the management periodically to take up issues concerning the employees and the institution, it is a matter of serious concern that the Management has not convened a structured dialogue for more than three years. Whenever we pointed out the absence of a structured dialogue, the management would readily agree to convene one and even indicate a timeframe. Yet, the promised meeting never materialised. During this period, the Corporation has witnessed significant developments, including the post-IPO transition, changes in business strategies, increasing deployment of technology, organisational restructuring and several policy initiatives having a direct bearing on employees and the future course of the Corporation. Yet, there has been no structured forum for the Management to share information with the representatives of employees or to exchange views on these important developments.

This approach is particularly disappointing in the backdrop of the assurances repeatedly given at the time of LIC's Initial Public Offering that the listing of the Corporation would usher in greater transparency, accountability and better corporate governance. Unfortunately, the experience of the last three years has been quite the opposite. Instead of institutionalising dialogue with the employees' representatives, there has been a complete absence of any meaningful consultative process on matters relating to the Corporation's evolving business model, the growing role of technology, operational changes, human resource policies, employees' welfare and other issues of common concern.

In this context, we invite your attention to the **communication issued by the Department of Financial Services, Ministry of Finance, Government of India**, to the managements of Public Sector Banks including the State Bank of India on 10 July 2026 regarding the strengthening of industrial relations. The Ministry has rightly observed that ‘Industrial Relations constitute a critical pillar for ensuring harmonious employer-employee relations, promoting organisational stability, enhancing employee engagement and facilitating uninterrupted banking services. The communication further emphasises that a structured and continuous dialogue between the management and unions provides an effective institutional mechanism for addressing concerns, resolving issues through consultation, building mutual trust and fostering a collaborative work environment.’

Although the communication has been addressed to the managements of Public Sector Banks, the principles underlying the directions are equally applicable to LIC and we have no reason to believe that the Government would adopt a different approach in the case of the Corporation. These observations of the DFS fully vindicate the consistent stand taken by AIIEA over the years. Constructive engagement between the Management and employees' representatives is not merely desirable but also indispensable for strengthening any public sector institution. Employees, who constitute the backbone of LIC's remarkable achievements, have a legitimate stake in understanding the Corporation's strategic direction and contributing meaningfully to its future growth.

LIC's extraordinary achievements over the last seven decades stand as a testament to the collective wisdom, commitment and synergised efforts of employees across all categories. It would be a serious error of judgment to allow this invaluable legacy of goodwill and mutual trust to be weakened merely because of the absence of an effective institutional mechanism for regular communication between the Management and the representatives of employees, who are among the most important stakeholders of the institution.

We, therefore, request you to take immediate steps to convene a Structured Dialogue with the Unions at the earliest. We are confident that restoring this important institutional mechanism will strengthen mutual trust, promote transparency, facilitate better understanding of the challenges before the Corporation and contribute to a more harmonious and productive industrial relations climate in LIC.

We look forward to your positive response.

Thanking You,

Yours faithfully,
Sd/-
General Secretary