

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

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July 28, 2026

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

Dear Comrades,

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

With Greetings,

Comradely Yours



General Secretary

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

Date: 28.07.2026

Dear Sir,

Re: Recognition of AIEA as the Majority Union in LIC

We once again draw your attention to the long-pending demand of the All India Insurance Employees' Association (AIEA) for according it due recognition as the majority representative organisation of the employees of the Life Insurance Corporation of India.

This is neither a new nor an isolated demand. Over the years, AIEA has repeatedly represented the issue, placing before the management incontrovertible evidence of its representative character and the overwhelming support it enjoys amongst the employees of the Corporation. Employees across the country have also participated in various forms of democratic struggles, including submission of memoranda, demonstrations and strike actions, demanding that the Management uphold the basic principles of industrial democracy by recognising the organisation that commands the confidence of the majority of employees. Regrettably, despite the consistent and unequivocal expression of employees' support for AIEA, the Management has remained unmoved. Such an approach is difficult to reconcile with the principles of fairness, transparency and participative industrial relations that should characterise a premier public sector institution like LIC.

It is pertinent to recall that when the Central Government operationalised the new Labour Codes with effect from 21 November 2025, LIC employees throughout the country participated in the nationwide one-day strike on 12 February 2026 in protest against the Codes and their implications for workers'

rights. Notwithstanding the widespread participation of LIC employees in the strike, the Corporation chose to launch a publicity campaign on social media extolling the Labour Codes as a progressive reform and a new dawn for labour in India.

When the Management considers the Labour Codes worthy of such enthusiastic endorsement, it follows that the principles enshrined therein should also find sincere reflection in its own industrial relations practices. In this context, we invite your attention to **Section 14 of the Industrial Relations Code 2020, which provides for the recognition of negotiating unions and negotiating councils. The Code clearly stipulates that where a single trade union secures the support of not less than fifty-one per cent of the workers in an industrial establishment, it shall be recognised as the sole negotiating union.** Where no single union commands such majority support, a negotiating council comprising representatives of trade unions having not less than twenty per cent of the workers as members is to be constituted.

These provisions embody a universally accepted principle of industrial democracy—that employees have the right to be represented by organisations enjoying their confidence and that collective bargaining must rest on a transparent and representative foundation. AIIEA has consistently maintained that it enjoys the support of the overwhelming majority of employees in LIC. If the Management has any reservation in this regard, the most democratic course would be to evolve, in consultation with the Unions, a transparent and credible mechanism to verify the representative strength of the trade unions operating in the Corporation. Such an exercise would conclusively establish the representative status of AIIEA and pave the way for institutionalising a healthy and democratic framework of collective bargaining.

We, therefore, request you to take immediate steps to accord due recognition to AIIEA as the majority representative union in LIC. In the alternative, if the Management proposes to follow the principles embodied in Section 14 of the Industrial Relations Code 2020, we request that an appropriate and mutually acceptable mechanism be initiated forthwith to determine the representative strength of the trade unions functioning in LIC, so that recognition may be granted on the basis of a transparent and democratic process.

LIC is the only financial institution which is without a recognised Union despite the fact that it has the largest unionised work force. We trust that the LIC will take timely steps to rectify this longstanding issue and uphold the principles of industrial democracy, especially in view of the operationalization of the IR Code 2020 and LIC's unequivocal support for the new Labour Codes.

Thanking You,

Yours faithfully
Sd/-
General Secretary