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

Cir. No. 25/2026 September 10, 2026

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

Dear Comrades,

We reproduce below a letter sent by AIIEA today to the LIC Management regarding the growing restiveness among employees over the issue of recruitment. You are aware that the Platinum Jubilee Year 27th General Conference of AIIEA, held at Bhubaneswar, had unanimously decided to intensify the agitation on the issue. The Conference had authorised the AIIEA Headquarters to chalk out programmes of action at the appropriate time. This understanding was also reiterated at the meeting of the AIIEA Secretariat held at Hyderabad on 10th May 2026.

The letter sent today is self-explanatory. We request all our units to ensure its widest possible circulation among our members. Units are also requested to remain prepared for further programmes of struggle at the call of AIIEA.

With Greetings, Comradely Yours

Shreekant S Mishra

General Secretary

To, Date: 10.09.2026
The CEO & Managing Director
LIC of India
Central Office
Mumbai

Dear Sir,

Re: Growing Restiveness over Recruitment

We would like to draw your attention to the several letters we have addressed to you in recent times highlighting the urgent need for recruitment. In our **letters dated 01.07.2024, 12.11.2024, 12.01.2026 and 18.03.2026** as well as our meetings with you on **20th August 2025 and with other senior officials, including the Managing Director(s) on 14th January 2025, 20th August 2025 and 27th May 2026,** we had repeatedly drawn attention to the growing restiveness among employees over the unconscionable delay in the recruitment process.

You will recall that employees have already resorted to **two one-hour walk-out strikes on 10th January 2024 and 20th February 2025, followed by two one-day strikes on 9th July 2025 and 12th February 2026** demanding, among other things, recruitment in LIC. Apart from this, AIIEA deferred the proposed Strike Action in the month of March 2025 at the request of the then Management, on the understanding that the recruitment process would be undertaken in the ensuing financial year. During our discussions at CO in August 2025, we were assured that the recruitment process would commence by December 2025.

That did not happen. Subsequently, in May 2026 we were assured that the process would be expedited by addressing the minor irritants that stood in the way. However, there is hardly any progress thereafter.

Despite the clear mandate of the Platinum Jubilee Year Conference of the AIIEA in January 2026 to intensify agitation on the issue of recruitment, we exercised restraint and waited patiently, pinning our hopes on the assurances given by the management. We are constrained to observe that perhaps our patience and commitment are being construed as our weakness.

Though LIC has been registering impressive growth year after year, there has been no corresponding addition to its workforce. On the contrary, given the huge natural exits from class III & IV cadres through retirements and deaths, LIC is experiencing not merely jobless growth but in effect, job-loss growth. **A comparison of the number of in-force policies and the manpower deployed by LIC and private insurers clearly shows that the productivity of LIC employees is many times higher than that of employees in private insurance companies.**

While this may be contributing to maximising returns to shareholders by keeping wage costs down, one must remember that the continued failure to recruit in the lower cadres, particularly from among the disadvantaged sections of society, is antithetical to LIC's foundational objectives. LIC, it must not be forgotten, is a State under Article 12 of the Indian Constitution. LIC cannot therefore give short shrift to its social responsibility.

Of late, it has become fashionable to invoke LIC's listing on the share market to justify anti-employee measures. One must remember that LIC is not the only public sector financial institution listed on the stock market. Public sector banks too have substantial public shareholding, yet they have been undertaking recruitment at regular intervals. We fail to understand what prevents LIC from going ahead with recruitment.

We therefore demand that the recruitment process be commenced without any further delay. Any further delay, we are afraid, has the potential to seriously disrupt industrial peace in LIC which we have assiduously sought to preserve over all these months and years.

Thanking You,

Yours faithfully
Sd/-
General Secretary