

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

Dear Comrades,

AIIEA Working Committee decides agitational program to

- **Protect Nationalised Insurance industry**
- **Secure a good wage revision without conditions; and**
- **One more option for pension**

The Working Committee of AIIEA met at Bhubaneswar, the capital city of Odisha from 03.05.2015 to 05.05.2015 in the sprawling campus of Kalinga Institute of Industrial Technologies (KIITS) to review the campaign in protection of the public sector industry and the present status on wage revision. The Working Committee was hosted by the BDLIEA with ECZIEA in a magnificent and successful manner.

CAMPAIGN TO PROTECT NATIONALISED INDUSTRY:

The Working Committee meeting at Bhubaneswar is a defining moment in the history of the movement of AIIEA. The Working Committee discussed at length and analysed the changed and difficult situation prevailing in the insurance industry in the aftermath of the passage of Insurance Laws Amendment Bill 2015. The meeting felt that to take the movement forward and the present situation should be understood with a class perspective. The Working Committee was of the opinion that the passage of insurance bill was not easy for the BJP led government because of the campaign of AIIEA. Our struggle could stop the Bill for ten long years in spite of powerful forces arrayed against us. The campaign of AIIEA could push back the international finance capital for ten years and during these years LIC and Public Sector General Insurance Industry (PSGI) could consolidate their businesses and strengths. The finance capital is still not satisfied with the increase of FDI to 49% with Indian control and certain conditions like foreign investments exceeding 26% to follow a FIPB route. The government was forced to impose these conditions due to our campaign. The Working Committee cautioned that sooner or later the demand for 100% FDI will be taken up by the government under the pressure from international finance capital and we have to be vigilant to thwart these attempts. Increase in FDI will not only facilitate more access to the domestic savings but also lead to acquisitions and mergers and there shall be an all-out attack on the LIC and PSGI. The foreign capital wants no restrictions on equity limits and will support campaign by the Indian Corporates for privatization of LIC.

The NDA government which is totally committed to the philosophy of privatization is sure to make efforts in this direction soon. Only a continuous campaign directed towards mobilization of the public opinion in favour of the public sector would help protect the nationalized insurance sector. The Working Committee was also of the opinion that a satisfied customer is the greatest asset and the hearts and minds of Indian people and policyholders should be won through our sustained campaign and service to policyholders. The meeting specifically discussed the situation in the PSGI and felt that there is no economic sense in having four separate public sector insurance companies and time has come for the merger of these four companies into **ONE ENTITY**. The working committee assessed that the prevailing situation is no doubt difficult but expressed confidence that with sustained campaign and struggle, insurance employees will be victorious once again. The working committee felt that the government politically ensured the passage of the bill, but AIIEA has won a moral victory. The Working Committee called upon the employees for the continuation of the struggle to protect the industry as it is very important not just for the survival of the public sector insurance industry but also for the very survival of the national economy. Therefore the Working committee decided the following programme of action in defence of public sector insurance industry:

- 1. Continue the campaign through conventional programmes like round table meetings, seminars, conventions, press meets etc.;**
- 2. Customer centric campaign re-assuring the best services by Public Sector Insurance industry;**
- 3. One lakh Online Petition to Prime Minister demanding merger of four PSGI companies;**
- 4. Explore the possibility of an All India Convention in Delhi during the winter session of parliament on Merger of PSGI along with other unions; and**
- 5. Educating the employees and mobilizing them in campaign against disinvestment.**

WAGE REVISION and PENSION OPTION:

The wage revision for LIC & GIC employees is due from 01.08.2012 and thirty three months have elapsed from the due date of wage revision. The LIC management offered a wage increase of 12.5% while the offer in GIC is 15%. AIIEA termed the wage offer as not acceptable to the employees as it does not reflect either the aspiration of employees or the paying capacity of the institutions. Further, the Working Committee condemned the attitude of the management for placing mobility and bio-metrics as counter demands. The meeting felt that the present time is tough and also critical due to the government policy on wages and therefore a tactical line has to be developed to meet the situation. The Working Committee fully endorsed the employees' aspirations for a good wage revision in the background of spectacular performance of public sector insurance industry and its unparalleled contribution in productivity and profitability when the Indian economy is going through a sluggish phase for last three years in particular. The claim settlements of the public sector insurance industry remain unmatched in the world.

Despite the magnificent achievement by LIC and PSGI, the issue of wage revision cannot be settled easily and it would require a big struggle. The Working Committee was fully aware that in a capitalist society, the issue of wage is the core of class struggle. This important fact has to be understood while framing our struggle. The Working Committee was absolutely clear that the wage in insurance industry must be determined on the basis of the strength and paying capacity of LIC and PSGI companies and the managements cannot take shelter under the pretext of external developments. The Working Committee demanded immediate commencement of wage negotiations and decided to mobilise employees in struggle to secure this legitimate demand. The Working Committee felt there is no justification in delaying or denying a pension option. While the LIC and PSGI companies have communicated to the government their willingness to concede this demand, the government is trying to deny this due to its own policy on pension. This adamant attitude of the government has to be broken through struggle as the demand is absolutely justified. The Working Committee decided to go on agitational programme including **one day strike** action in the first or second week of June. The Working Committee also decided to explore the possibility of joint struggles with other unions on wage revision and pension option.

The following decisions were taken on wage revision struggle:

- 1. Make all efforts to build unity within the industry for common struggles to secure a good wage revision and pension option;**
- 2. Conventional programme in May in consultation with other unions;**
- 3. One Day strike in June 2015 in consultation with other unions; and**
- 4. Prepare for intensified struggles including strike actions.**

ORGANISATION:

The Working Committee discussed at length the intricacies involved in Supreme Court judgment on CGIT award. The Working Committee unanimously passed a resolution demanding implementation of the CGIT award by LIC. AIIEA will take up the CGIT issue with the Management and will pursue the implementation of the CGIT award.

The Working Committee congratulated all the units for their response to the flood victims in the state of Jammu and Kashmir. The meeting decided to donate four ambulances to the government hospitals in Jammu & Kashmir. It also decided to reconstruct the damaged building of a government Girls School at Srinagar. It was also decided to extend some financial assistance to our employees and agents who suffered huge losses in the calamity.

The Working Committee felt that there is need to provide assistance to the people of Nepal and it has been decided to donate Rs 500000/- to the people of Nepal through fraternal trade union in Nepal.

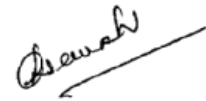
The meeting also decided that AIEA should take part in the National Convention by all Central Trade Unions to be held at Delhi on 26.05.2015 and join the programmes of action as decided by the National Convention.

The Working Committee also decided to form a social media group of AIEA and decided to conduct a workshop for the social media group after its formation. The Working Committee requested members to avoid the usage of the name and logo of AIEA while communicating through WhatsApp and AIEA is not responsible for any misinformation carried through in this mode.

The Working Committee Meeting concluded with a resolve to realize a good wage revision for insurance employees while also to continue the campaign for the protection public sector insurance companies.

With warm Greetings,

Comradely yours,

A handwritten signature in black ink, appearing to read 'Anwar', written over a diagonal line that extends from the bottom right towards the middle left.

General Secretary.