July 8, 2015

The Zonal Manager,

LIC of India,

Zonal Office

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Dear Sir,

**Wage Revision and another Pension Option**

You are aware that the wage revision in LIC fell due on August 1, 2012. The Unions submitted the Charter of Demands well before this day for upward revision of wages keeping in view the growth of the Corporation. The five year period of the last wage revision witnessed impressive growth of the Corporation in all spheres of its functioning despite a very difficult economic environment and the regulatory changes brought about relating to our products. This growth reflects the increasing productivity but also the commitment of the workforce. The demands raised for a wage revision reflecting the prosperity of the corporation and the aspirations of the employees due to their increased productivity are legitimate.

Unfortunately, this legitimate demand of the workforce is not settled even now – nearly three years after the wage revision fell due. The LIC has not been able to come forward with a proposal that can form the basis of serious negotiations. In this background the anger and discontent of the employees is absolutely justified. It was in this background that all Unions in LIC called for an agitational program including One Day Strike on 8th July 2015. The hugely successful demonstrations and observance of All India Demands Day on July 1, 2015 have not only shown the discontent of the workforce but also their resolve to fight for their legitimate demands. This situation can only lead to a serious unrest in the industry which surely is not in the interests of the Corporation.

The Unions decided to defer the One Day Strike on 8th July on the assurance of LIC that it is in active discussions with the government for an early settlement of wage revision. This decision to defer the strike once again shows the commitment of the workforce to the interests of the institution. It is this commitment that has made LIC, unarguably, the finest financial institution of the country.

The workforce is also agitated that the demand for another pension option is pending resolution for a very long time. There are just around 13-14% of the workforce which needs to be given another option to join the 1995 Pension Scheme. You are aware that today the LIC has been asked to become proactive in giving social security to the people and it is ironical that it is not resolving the issue of another pension option which is the most important social security measure for its own employees.

We, therefore, request you to impress upon the LIC and the Government to take immediate steps to find amicable solution to both the demands of a good wage revision that is satisfactory to all classes of employees and officers including field force and also another pension option. The failure to find an acceptable solution within a reasonably time will result into a serious industrial unrest in LIC.

Thanking you,

Yours sincerely