

ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION
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To

All the Zonal/Divisional/Regional/State Units,

Dear Comrades,

DISCUSSIONS SHOULD BE MEANINGFUL

The LIC has sent a communication to unions stating that it intends to call them soon for discussions. The Unions have been asked to send the issues on which these discussions be held. This looks a bit strange. The AIIEA has been over the past several months representing issues that need immediate resolution. The overwhelming number of employees at the call of AIIEA went on a protest strike action on 28th March 2018 against the insensitive attitude of LIC and the government on four very important issues. The AIIEA had submitted its Charter of Demands to the Chairman of LIC on August 2, 2017. The Charter contains not only monetary issues but also other important issues relating to the service conditions. The Charter of Demands reflects the hopes and aspirations of the employees. Therefore, the issues on which we want discussions and resolutions are too well known. It is surprising that rather than responding to these demands through meaningful dialogue, we have been asked to list the issues once again. It is, therefore, not wrong to conclude that the offer of discussions lack seriousness.

It is our experience that even when discussions are called in the nomenclature of information sharing, the information shared would already be in public domain. This was pointed out to the authorities on numerous occasions. The Corporate guidelines are decided and documents are released with the title We Have Decided. In this entire process even minimum consultations are not made with the representative organisations of the employees. The representatives of the organisations are only asked to support the decisions already taken. In the whole process the most important point missed is that the workforce of LIC has big stakes in the functioning, growth and prosperity of the institution and it is necessary to involve them in the decision making processes.

The AIIEA has always considered meaningful discussions on both the issues of the employees and the road map of the institution basic to industrial democracy. It has never considered discussions as just exchange of pleasantries. Therefore, discussions when called, AIIEA want them to be serious, sincere and an honest exercise to find solutions to the issues represented.

The LIC has recorded yet another spectacular performance in the financial year 2017-18. It has earned a record new premium both in individual and group businesses. The Total Premium Income is provisionally estimated to be over Rs. 3.17 lakh crore. The total income

of the corporation is expected to touch Rs. 5 lakh crore and the assets may be around Rs. 30 lakh crore. The corporation has achieved a very high level of customer satisfaction with a record claim settlement performance. This magnificent performance is a reflection of the commitment of the workforce and their hard work. Having contributed to this record performance, it is natural to expect that their just demands are favourably considered.

The AIIEA strongly demand the opening of negotiations on upward wage revision. Negotiations on this important issue must begin on the basis of the financial strength and unmatched paying capacity of the institution. The external developments should not be imported to influence the course of our negotiations on wages. The demand for a final option on pension is another issue pending for over a decade now. It is true that pension is no longer an economic but a political issue. But the LIC cannot take refuge under the unwillingness of the government to concede this demand. The LIC has committed to its employees to give a final option and therefore it must assert its rights with the government to secure this benefit for the employees. It is basically the responsibility of LIC to ensure that its commitments are honoured. The LIC must stand up and fight for its autonomy. In this fight they will have the full backing of the entire workforce.

The AIIEA expects serious discussions on both the monetary and non-monetary issues listed in the Charter of Demands. The residual issues of the last wage revision should also find resolutions fast. The LIC must understand that its rich human resources are its greatest assets. This has to be nurtured to meet a very challenging situation that is unfolding. The competition in the market is heating up. The opportunities in the market have to be grabbed. These challenges have to be met by both LIC and its workforce together. Therefore, it is necessary to settle the genuine demands of the employees early and create conditions necessary for the entire workforce to stand unitedly to defend and advance the interests of our great institution. We hope that it is with this spirit and understanding discussions are convened and held.

With greetings,

Comradely yours,



General Secretary.