

Date: 16.02.2024

To
The Chairperson
LIC of India
Mumbai

(Through the Sr./Divisional Manager,Division)

Dear Sir,

Re: Discontent of the Employees over inordinate delay in commencement of wage negotiations and resolution of pending issues

We the employees of LIC working under.....Division are greatly disturbed over the inordinate delay in commencement of wage negotiations and resolution of some genuine demands of the employees.

The AIIEA submitted the Charter of Demands on 11th August 2022 for revision of wages effective from 01.08.2022. Even after lapse of more than eighteen months, negotiations are yet to commence in LIC. In the meanwhile, public sector banks have already had several rounds of discussions and the issue is heading towards finality. There should be no reason why the negotiations cannot start in LIC. The LIC has been performing admirably well in a very difficult macro-economic environment and a fiercely competitive market. The LIC recently reported an increase of 49 per cent in its net profit reaching Rs.9,444 crore for the third quarter ending December 2023. LIC's total income also saw a substantial increase to Rs.2,12,447 crore in the latest quarter. The assets under management (AUM) of the LIC have reached an astronomically huge figure of Rs.49.66 lakh crore. The management and government should realize that this progress would not have been possible but for the dedication and commitment of the workforce.

The AIIEA has been demanding, without any prejudice to our demand of scrapping the NPS, the enhancement of management's contribution under the Defined Contribution Pension Scheme (DCPS) from the existing 10% of pay plus dearness allowance to 14% thereof as is applicable to central government employees under the National Pension System (NPS). Even though the DCPS beneficiaries of LIC have now been made a part of the institutional architecture of the NPS, the management's contribution to the fund continues to be at the old rate of 10% despite our repeated follow-ups. We were given to understand that a lot of headway was made on the issue, but unfortunately till now the issue is hanging fire.

There is an acute shortage of manpower in Class III & IV cadres. Looking at the age profile of LIC, it is clear that the institution is aging and there is an urgent need for infusion of young blood. Out of the 8000 Class III vacancies notified in 2020, more than 2000 vacancies could not be filled up for various reasons. The position is more acute in the cadre of Class IV. There has been no recruitment to class IV cadre since long. Rather than addressing the issue by way of recruitment, attempts are being made at some places to outsource the Class IV jobs altogether. These attempts are in flagrant violations of the agreed position that jobs of permanent nature in Class IV cadre will not be outsourced. Despite repeated assurances of LIC management to the demands of AIIEA for immediate recruitment, there is no movement on this score.

Employees are restive over these issues. They have already gone on a one-hour walk out strike on 10th January 2024. Employees will be forced to intensify the agitations further if the genuine demands are not addressed forthwith. We would request you for your personal intervention on the issues cited above in the interest of industrial harmony and peace.

Thanking You,

Yours faithfully

General Secretary