

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

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

Dear Comrades,

We have addressed a letter today to the CEO&MD of LIC on the inordinate delay in initiating the process of recruitment in LIC. The letter is self-explanatory. Please ensure its wide circulation among our members.

With Greetings,

Comradely Yours



General Secretary

To,
The CEO & Managing Director
L.I.C. of India
Central Office
MUMBAI

Date: 12.01.2026

Dear Sir,

Re: Urgent need to immediately initiate recruitment process for Class III & IV employees

We have been regularly drawing attention of the LIC management to the acute shortage of Class III and Class IV employees in the Corporation. The shortage has reached alarming proportions and is seriously affecting policy servicing and day-to-day operations of LIC.

This is acknowledged by the government in Parliament in an answer to the question raised. The total staff strength of all classes of employees as on 31.3.1995 was 121410 when the number of in-force policies were 6.55 crore. Thereafter, one can observe sharp decline in the staff strength with each passing year. The staff strength sharply declined to 98661 as on 31.3.2024 which is a reduction of 22749 in the total strength compared to 31.3.1995. The number of in-force policies as on 31.3.2024 grew to 26.85 crore. This means that the in-force policies between the period 31.3.1995 to 31.3.2024 grew 410% while the staff strength came down by nearly 18.74%. The fall is much more drastic in the class III and IV strength. From 89,856 as on 31.3.1995 to 45,762 as at 31.3.2024. This shows an overall reduction of 44,094 translating to a sharp decline of over 49%. A realistic assessment suggests that by 31.3.2028, the total number of Class III employees will come down to just around 26000. Despite the existence of such a large number of vacancies, it defies all logic as to why the LIC is procrastinating on the issue of recruitment.

This situation has created industrial unrest and the AIIEA had to call the employees to register their protest against this delay in recruitment through a number of struggles, including the One Hour Strikes on 10th January 2024, 20th February 2025 and the One Day Strike on 9th July 2025. It is to be noted that the AIIEA deferred the proposed Strike Action in the month of March 2025 at the request of the then management when an indication was given that the process of recruitment would take place in the upcoming financial year. In the last round of discussions that we had in Central Office in the month of August 2025, we were given an indication that the process would start by the end of December 2025. However, no such notification has been issued so far, causing widespread resentment and disappointment among employees.

The recently concluded 27th General Conference of the All India Insurance Employees' Association (AIIEA) has taken strong exception to this inordinate delay and expressed serious concern over the Management's continued inaction on this critical issue. The Conference has categorically resolved that immediate steps must be taken to initiate large-scale recruitment to ensure smooth functioning of the Corporation and proper servicing of policyholders.

In view of the above, we once again urge you to initiate the recruitment process for Class III and Class IV employees without any further delay and announce a clear timeline for the same. We wish to make it clear that continued neglect of this long-pending and vital issue will leave the employees with no option but to resort to organisational struggles and agitations to safeguard the interests of the Corporation, its policyholders and its workforce.

Thanking You,

Yours faithfully
Sd/-
General Secretary