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Title : Need to give permanent appointment to the casual employees of L.I.C. of India.

SHRI S.K. KHARVENTHAN (PALANI): Sir, the Life Insurance Corporation of India employed temporary employees to carry out the backlog of work in various divisions throughout India. The above persons were appointed initially for a period of 85 days. After an artificial break of two or three days, they were again appointed for a further period varied from 85 days to 500 days. They are not appointed permanently. They have to be given first preference to any vacancy in Class III posts and Class IV posts in their respective divisions in terms of Award passed by the National Industrial Tribunal.

Sir, I want to bring to the kind notice of the House that National Industrial Tribunal passed an Award in the previous circumstances directing the LIC to absorb those who have completed 85 days in Class III posts within a period of two years. and 70 days in Class IV category within a period of three days. The above Award would be applicable only for the period from 01.01.1982 to 20.05.1985. Against the Awards, the LIC went to the Supreme Court and based on the compromise, the hon. Supreme Court directed to hold a formal examination and to solve the issue. Based on the direction, almost all the employees were absorbed by the LIC after 20.05.1985. Similarly, hundreds of employees worked for the period ranging from 85 to 500 days, and most of them are graduates. The Union Labour Ministry also referred the above dispute to the Central Government Industrial Tribunal for adjudication. Hon. Central Government Industrial Tribunal also passed an Award on 18.06.2001 and directed to absorb all the temporary employees working in LIC.

Hence, I urge upon the Government to absorb all terminated full time temporary LIC employees on permanent basis and save the lives of 30,000 employees of the country.