

BANK FLAG

Monthly Organ of All India Bank Employees Association

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EDITORIAL

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United Forum of Bank Unions' have given a call for all India Bank strike on 24th and 25th March, 2025 on certain pressing demands of the employees and also against callous and indifferent attitude of the Bankers and the Government. The undue interference of the DFS in matters related to employees has made the situation far more suffocating. Government of India is moving to transform the Banking Industry in to an unorganized sector. The character and composition of the nationalised Banks are fast changing. Number of permanent staff are steadily declining. Bank Mitras and / or Banking Correspondents are engaged in numbers to do all the donkey jobs of clerical cadre. These Bank Mitras have no service conditions and they are being exploited up to the hilt. If things go on in this space, then very soon job permanency will be a thing of the past. Casualisation and contractualisation have become the order of the day. After the introduction of the New Economic Policy in 1991, we were told that international finance capital represented by World Bank and IMF want a union free atmosphere in financial sector. As a corollary to this new generation Private Banks were opened. Financial sector reforms were set in. Obviously, it was aimed at to privatise Banks and Insurance. The then Government was talking about consolidation of nationalized banks and convergence thereafter. Because of the stiff opposition of AIBEA and UFBU Government could not fulfill their agenda. But the present Government has ruthlessly implemented its agenda of merger of banks and consequently squeezing the space of nationalized banks and the vacuum is filled up by new generation private banks whose market share has gone up. Branches of nationalized banks are closed after merger of banks. Number is not small. It is in thousands. New generation private sector banks are being allowed to open branches.

Banks were nationalized to subserve the needs of our society, to stand by the weaker sections of the society. Initially the job was done. India became self sufficient in food. Green Revolution and White Revolution were the result of the financial sector being under the control of the Government. A process is on to reverse the role of the nationalized banks and social objectives have taken a back seat.

Bank employees who fought for nationalization under the banner of AIBEA cannot allow this to happen.

Let us make the strike on 24th & 25th March, 2025 a stupendous success.

Founder Editor - in - Chief : Late Tarakeswar Chakraborti
Editorial Board : Kamal Bhattacharyya, Rajen Nagar, C.H. Venkatachalam, Sonali Biswas

9th NATIONAL WOMEN CONVENTION – 8 & 9 FEBRUARY, 2025 AT AHMEDABAD



Safety of women at workplace – Our task

The recent All India Convention of women bank employees organized by AIBEA at Ahmedabad turned out to be a massive success. Success not only in terms of enthusiastic and massive participation of women cadres in the Convention but more than that by the enhanced level of their awareness, trade union consciousness and visible commitment to trade union. It is very important to take note of their increasing number in the Banks. Today it is more than two lacs of women employees and officers in public sector Banks alone, which means that little more than twenty five percent of the workforce are women.

This is a welcome trend but it also brings in more responsibility on our Unions. On the one hand, the routine issues relating to their postings and transfers have to be looked into with empathy and extra care. On the other hand, we have to ensure their safety and proper treatment at the workplace in the Branches. Many a times we observe that women employees are facing the wrath of customers for no fault on their side. Sometimes customers are very abusive in their language and behaviour. But every time, the women employees are counselled and asked to swallow on the plea that customer may close his account with the Bank and that we cannot afford to lose a customer. It is high time that managements work out some ground rules to take on the unruly customers

Adding fuel to fire, some Executives also behave in a high-handed manner against staff including women. Recent distressing example was in Union Bank, Ahmedabad where 2 lady officers were asked to stand up in front of the cabin deliberately to insult and ill-treat them. Even some managers create problem in sanctioning genuine leave of women employees even for emergencies. Some managers demand proof for the one day sick leave per month entitled to women employees.

In cases of complaints of sexual harassment, we are informed that managements try to persuade the complainant lady employee with withdraw the complaint.

Here comes the role of our Unions at all levels. We must ensure that women employees are treated properly in the Branches either by customers or by the management and colleagues. This is an important task which our Unions should not ignore.


C.H. Venkatachalam



**16th Com. Tarakeswar Chakraborti Memorial Endowment Lecture
On 26th February, 2025
Topic : “Indian Economy – Challenges & Solutions”
By Prof. Arun Kumar**

AIBEА has sponsored the **Tarakeswar Chakraborti Memorial Endowment with the University of Madras.**

Under the auspices of this Endowment, AIBEА has been sponsoring the scholarship of two Research scholars who are doing their PhD on subjects relating to banking and economics.

Further, the University of Madras is also holding Memorial lectures inviting various eminent people to deliver lectures on varied topics of importance.

For the current year, the following Memorial Endowment Lecture has been arranged by the University.

- Topic :** “Indian Economy – Challenges & Solutions”
- Lecture by:** Prof. Arun Kumar, Malcolm Adiseshiah Chair Professor in Institute of Social Sciences, JNU, Delhi
- Venue:** Seminar Hall, MUSE Building, Department of Economics
University of Madras, Chepauk, Chennai –5
- Date & Time :** 10-30 AM on 26th February, 2025 (Wednesday)

**Com. Tarakeswar Chakraborti Memorial Endowment Lectures
in tie up with the University of Madras at Chennai**

Year		Lecture By	Subject
2005	1.	Inaugural Lecture by Com. Gurudas Das Gupta, General Secretary, AITUC	Challenges before Trade Unions and what is expected from AIBEA
2006	2.	Prof. T. T. Rammohan, IIM, Ahmedabad	Banking Reforms in India – Charting a unique course
2007	3.	Com. A. B. Bardhan, General Secretary, Communist Party of India	Some trends in socio-economic Development in India
2008	4.	Dr. M. S. Swaminathan, Chairman, MSS Research Foundation	Some trends in Socio-economic development in India
2009	5.	Sri. S. Gurusurthy, Noted Columnist	Global financial crisis & Indian Banking System
2010	6.	Prof. Victor Louis Anthuvan, LIBA, Chennai	Indian Economy – Development & Direction – Role of Banks
2011	7.	Dr. V. B. Athreya, Advisor, M. S. Swaminathan Research Foundation, Professor of Economics (Retd), Bharathidasan University	The World at a turning point – the crisis of Globalisation
2012	8.	Prof. M. S. Sriram, IIM, Bangalore	Agriculture, Role of Banks in Agriculture Credit vis-à-vis National Development
2014	9.	Shri. Muralidhara, Labour Lawyer, Bangalore	Challenges before the trade unions and our tasks with reference to banking sector
2015	10.	Dr. R. Kannan, Head of Office of United Nations Assistance Mission for Iraq's Basra Office	Human Development in India

[We reproduce hereunder UFBU Circular no. UFBU/2025/1 dated 7-2-2025]

**UFBU's clarion call for agitation and strike
Demanding
Recruitments, 5 Day Banking and on other demands
March on to 2 Days Continuous Strike
on 24th and 25th March, 2025**

All our Unions and members are aware that on the one hand, our important demands remain pending and on the other hand, new attacks are emerging. Hence after due discussions and deliberations, it has been decided to launch our agitational programme culminating in 2 Days Continuous Strike for 48 Hours on 24th and 25th March, 2025 on the following issues and demands.

DEMANDING:

- Adequate recruitment in all cadres, regularise all temporary employees
- Implementation of 5 Day work week in Banking Industry
- Immediate withdrawal of the recent DFS directives on performance review and PLI, which threaten job security, create division and discrimination amongst employees and officers, violate the 8th Joint Note, and undermine PSB's autonomy
- Safety of Bank Officers/ Staff against the assault/ abuses by unruly banking public.
- Fill up the post of Workmen/ Officer Directors in PSBs.
- Resolution of residual issues pending with IBA
- Amend Gratuity Act to increase the ceiling to Rs 25 lacs on the lines of Scheme for government employees along with exemption from income tax
- Do not recover income tax on staff welfare benefits given to employees and officers on concessional terms. Managements to bear the same.
- Maintain a minimum of 51% of Equity Capital in IDBI Bank by Government

OPPOSING:

- Micromanagement of PSBs by DFS on policy matters affecting service conditions of employees and officers and undermining bilateralism .
- Outsourcing permanent jobs in Banks
- Unfair Labour Practices in Banking Industry.

Agitational programme

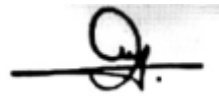
7-2-2025	UFBU Circular – announcing Agitational programmes
14-2-2025	Evening time demonstration at all major centres and district headquarters
From 16-2-2025	Poster campaign at all branches/offices/Rly.stn/Bus stand/public places
21-2-2025	Evening time demonstration at all major centres and district headquarters
23-2-2025	Social media campaign
28-2-2025	Badge Wearing
3-3-2025	Dharna before Parliament at Delhi and submission of Memorandum to Finance Minister/DFS
5-3-2025	Serving strike notice on IBA, DFS and CLC
7-3-2025	Evening time demonstration at centres
11-3-2025	Demonstration at all Corporate/ Head Office/ Zonal/ Regional offices by respective affiliates
17-3-2025	Press Conference at all State Headquarters
21-3-2025	Rally at evening time at all centres
22-3-2025	Social Media Campaign including X handle
24/25-3-2025	TWO DAYS STRIKE FOR CONTINUOUS 48 HOURS

Comrades, the importance of the issues and demands are well-known to all our unions and members. We urge upon all our unions to move together and implement the programmes successfully.

With greetings,



AIBEA


AIBOC

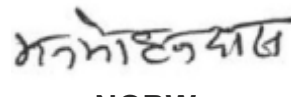

NCBE

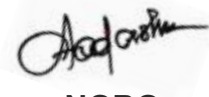

AIBOA


BEFI


INBOC


INBEF


NOBW


NOBO

DEMONSTRATIONS AT THE CALL OF UFBU



UFBU Campaign on Twitter / X Handle Completed successfully with more than 2,90,000 posts and tweets

March on to Dharna before Parliament on 3rd March, 2025 at Delhi

As a part of our present agitational programme, UFBU had given the call for a campaign today in the social media to popularise and propagate the issues and demands of our struggle. Many of our Unions had prepared in advance for undertaking this campaign on twitter / X handle. In some places, our Unions had planned to set up War Rooms for undertaking enmasse campaign.

We are happy that our unions and members were active in the campaign from the morning itself and the common hashtag “**UnitedWeStand**” became to trend and lead. The whole day the campaign was continued. Other unions of UFBU were also undertaking the campaign.

We are happy that at the end of the day when the campaign was concluded, there were more than **2,90,000** posts, tweets and re-tweets. This is a

new record when compared to similar campaigns undertaken by AIBEA or UFBU in the past.

We congratulate our Social Media Team for their commendable work in this campaign and thank all our unions and members for their encouraging response to this programme.

The next programme is **Badge Wearing on 28th February, 2025**. All our Unions are requested to ensure that Badges are supplied to all Branch units and our all members implement the programme successfully.

Next week, on **Monday, the 3rd March, 2025**, there will be **Mass Dharna** programme before Parliament. All State Federations are requested to ensure that all our States participate in the programme at Delhi. It will be from 10-30 am to 3-30 pm at Jantar Mantar, Off Parliament Street.



8th Conference of All India Bank Deposit Collectors Federation was held in Chennai on 16-2-2025. Com J P Shirma Presided over the conference. Com C H Venkatachalam, Com E Arunachalam, Com S D Srinivasan, Com B Ramprakash, Com. K Srikrishna, Com. C D Josson and Com A Chidambaram from AIBEA and TNBEF greeted the Conference. Com S D Srinivasan and Com B Ramprakash, Joint Secretaries of AIBEA were elected as president and Vice president. Com Ponnusamy was re-elected as General Secretary

BADGE WEARING



NATIONWIDE BANK STRIKE
24th & 25th MARCH, 2025

DHARNA BEFORE PARLIAMENT
ON 3rd MARCH, 2025

DEMANDS

- ADEQUATE RECRUITMENT IN BANKS
- IMPLEMENTATION OF 5 DAYS BANKING
- RESOLVE PENDING ISSUES
- STOP OUTSOURCING JOBS
- RESOLVE OTHER DEMANDS OF UFBU

UNITED FORUM OF BANK UNIONS
(AIBEA-AIBOC-NCBE-AIBOA-BEFI-INBEF-INBOC-NOBW-NOBO)



AIBEA's National Women Employees Convention

A Thundering Success

We are happy to inform all our unions and members that the 9th National Convention of Women Bank Employees held at Ahmedabad on 8th and 9th February, 2025 has ended successfully. The participation was massive, the enthusiasm was visible and the response was overwhelming. Detailed circular will be issued on the proceedings of the Convention. The Convention formed National Women's Council as under:



CONGRATULATIONS

To the newly elected

NATIONAL WOMEN'S COUNCIL

CHAIRPERSON



COM.LALITHA JOSHI
Maharashtra

CONVENER



COM.RICHA GANDHI
Madhya Pradesh

JOINT CONVENERS

 <p>COM.SRILATHA KULKARNI Karnataka</p>	 <p>COM.SWARNALI RAY West Bengal</p>	 <p>COM.J.VIJAYALAKSHMI TamilNadu</p>	 <p>COM.K.V.SWATHI AP & Telangana</p>
 <p>COM.P.M.AMBUJAM Kerala</p>	 <p>COM.SWATI SINGH Uttar Pradesh</p>	 <p>COM.NEETA GHAG Maharashtra</p>	 <p>COM.NIYANTA SHARMAH Assam</p>
 <p>COM.MEGHA MALIK Rajasthan</p>	 <p>COM.ANJALI RUPARELIYA Gujarat GBWU</p>	 <p>COM.HIRAL SOLANKI Gujarat MGBEA</p>	 <p>COM.KALPANA Delhi</p>

Formation of AIBEAs National Women Council

In the recently concluded National Women's Convention, we have formed our National Women Council. The Council will consist of 1 Chairperson, 1 Convener and 12 Joint Convener besides Council Members from all the State Federations.

Chairperson, Convener and Joint Conveners were already finalized in the Convention as under:

Chairperson	Com. Lalitha Joshi	Maharashtra
Convener	Com. Richa Gandhi	Madhya Pradesh
Joint Conveners	1. Com. Srilatha Kulkarni	Karnataka
	2. Com. Swarnali Ray	West Bengal
	3. Com. J Vijayalakshmi	Tamilnadu
	4. Com. K V Swathi	AP /Telangana
	5. Com. P M Ambujam	Kerala
	6. Com. Swati Singh	Uttar Pradesh
	7. Com. Neeta Ghag	Maharashtra
	8. Com. Niyanta Sharmah	Assam
	9. Com. Megha Malik	Rajasthan
	10. Com. Anjali Rupareliya	Gujarat GBWU
	11. Com. Hiral Solanki	Gujarat MGBEA
	12. Com. Kalpana	Delhi

All others who are CC/GC members of AIBEAs from various State Federations will be members of the National Women Council.

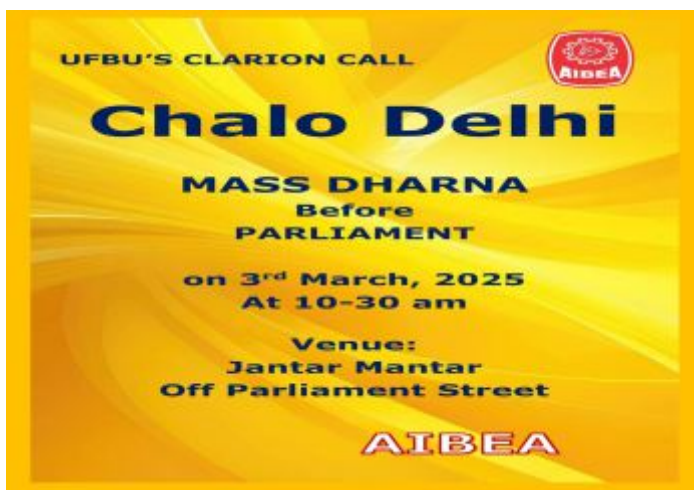
We give below the names of the CC/GC members who will be members of the National Women Council.

1.	Com. CH RADHA	AP - TELANGANA
2.	Com. BACHWAL SUMALATHA	AP - TELANGANA
3.	Com. RANJANA KAANT	BIHAR
4.	Com. ASHA GANGESHRI	CHHATTISGARH
5.	Com. ANITA RUSTAGI	DELHI
6.	To be given	EMBEA
7.	Com. SHIVANI PATEL	GBWU GUJARAT
8.	Com. BELIZA PEREIRA	GOA
9.	To be given	HARYANA
10.	to be given	JAMMU
11.	to be given	JHARKHAND
12.	Com. SHAILAJA J	KARNATAKA

13.	Com. B. LAKSHMI	KARNATAKA
14.	Com. P HEMALATHA	KERALA
15.	Com. S. PINKY	KERALA
16.	Com. RASHI SAXENA	MADHYA PRADESH
17.	Com. DIVYA TRIVEDI	MADHYA PRADESH
18.	Com. ARCHNA BHATT	MAHA GUJARAT
19.	Com. JIGISHA DESAI	MAHA GUJARAT
20.	Com. SWATI NAIDU	MAHARASHTRA
21.	Com. SAROJ AJINKYA	MAHARASHTRA
22.	Com. RITU KARNA	MAHARASHTRA
23.	Com. MASHILLEIBI LOUREMBAM	MANIPUR
24.	Com. MERINDA SUCHIANG	MEGHALAYA
25.	Com. PRIYANKA MUDULI	ODISHA
26.	Com. BALJIT KAUR	PUNJAB
27.	to be given	PUNJAB
28.	Com. MUTHULAKSHMI	TAMILNADU
29.	Com. MEERA	TAMILNADU
30.	Com. BHAGYASHREE DEVI DEBNATH	TRIPURA
31.	Com. SHIV KUMARI	UTTAR PRADESH
32.	Com. SHIPRA SRIVASTAVA	UTTAR PRADESH
33.	Com. EKTA GULATI	UTTARANCHAL

In addition, women comrades who are Office Bearers of our All India Bankwise Federations/Unions not covered by the above, will also be members of National Women Council.

Note : All our All India Bankwise Federations/Unions are requested to provide the names of such women comrades for inclusion in the National Women Council.



AIBEA'S Letter to IBA on Harassment of Women Bank Employees

To
Chief Executive,
Indian Banks' Association, Mumbai

Dear Sir,

Harassment of women employees

Recently, on 8th and 9th February, 2025, we had organised an exclusive all India Convention of women bank employees. Nearly 700 women employees from all over the country from all the States and from all the Banks including from RRBs, Co-operative Banks, Foreign Banks and new generation private Banks participated.

With the increasing number of women employees working in the Banks, particularly when we find that more than 50% of the new recruits joining the Banks are women, Banks today need to be much more considerate, sympathetic and sensitive to ensure that dignity of women employees are in no way affected and compromised, rather to be upheld the utmost.

Recently on 12-2-2025, **we have come across the inhuman, uncivilized, barbaric approach of a Dy. Regional Head of Union Bank of India, Ahmedabad in brazenly ill-treating two women officers.** It is highly condemnable and severe disciplinary action needs to be taken against him. We are sure that the top management of the Bank will do the needful.

Again, we are feeling extremely sad to come across an elegiac letter dt. 15-2-2025 by a lady officer of Bank of Baroda, Chennai Zone lamenting about the loss of her delicate pregnancy because of denial of sick leave though her application was fully supported by proper medical certificates. **Who is accountable and punishable for this crime where this young lady officer lost her expected child.** We feel action should be taken on the official who declined the leave.

Earlier we had drawn your attention that some Managers are declining the one day sick leave entitlement of women employees and asking for reason /medical certificates.

During the negotiations for the 12th Bipartite Settlement, while discussing the issues relating to

leave rules, we had pointed out that of late management/ Managers are rampantly declining leave of employees on whimsical and high-handed basis and employees are imposed with loss of pay for such period of absence. Hence it was decided and accordingly mentioned in the Settlement that **“a provision will be put in place to record the reason for the refusal of leave by the management”**. Similarly, it was added in the Joint Note under Clause 9 (i) with the same provision. **Was this provision added in the Settlement just to please the Unions or to sensitize the Leave Sanctioning Authority to be more judicious?**

Here, we call the classically cruel example of a Branch Manager asking a newly married lady employee not to become pregnant because leave may not be sanctioned to her due to shortage of staff in the Branch. Of course, after the Union took up the issue, this foolish remark with withdrawn with an apology.

Incidentally, shortage of staff in Branches is also one of the reasons for such whimsical rejection of leave of employees. Manpower planning should factor the leave incidence/entitlement of employees into account while deciding the Branch manpower.

In the instant case, in Bank of Baroda, to which this lady officer belongs, there are a total of 75,000 staff in the Bank out of which 43,500 are officers. Whether declining her legitimate sick leave has boosted the profit of the Bank or whether sanction of the leave to her would have made the Bank into loss? The sanctioning officer has clearly erred on the wrong side and the victim is the young lady officer.

We strongly feel and urge that IBA should discuss with Banks and emanate broad guidelines to the Bank to ensure that no women employee or officer is harassed, pressurized or ill-treated affecting her dignity in any manner.

Thanking you,

Yours sincerely,
Sd
C.H. VENKATACHALAM
GENERAL SECRETARY

AIBEA's letter to IBA regarding ICC in Banks on Sexual Harassment

To
Chief Executive,
Indian Banks' Association, Mumbai

Dear Sir,

Reg: ICC – Internal Complaints Committee in Banks on sexual harassment

You are aware of the mandatory provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 under which as per Section 4 of Chapter II of the Act, managements have to constitute Internal Complaints Committee to deal with complaints received from women employees.

In the recently held National Women Bank Employees Convention organised AIBEA at Ahmedabad on 8th and 9th February, 2025, many Delegates to the Convention spoke about this as obtaining in various Banks. While this important Committee is expected to be functional, it is informed that this Committee remains without proper representation due to transfers, retirement, etc. It is mostly unupdated with new members. It was also informed that women employees are not informed of the details of the members of this Committee and the Committee remains on paper.

We were also disturbed to be informed by the delegates that when some complaint is made to the ICC, the complainant is invariably advised (frankly

speaking – pressurized) to withdraw the complaint. We were also informed that in some of the cases of complaints, the victim was transferred out from the Branch instead of the perpetrator. Our women delegates felt that this is travesty of justice.

We were also informed by the delegates that the ICC consists only of some women officer and nowhere women who are Award staff are made part of the Committee.

Hence it has been suggested by the delegates and we fully concur with this suggestion that an Award staff woman representative as nominated by the Union should be made a member of the ICC.

In the present scenario where out of the about 2,10,000 women staff in the public sector Banks, more than 1 lac of them belong to the Award staff and hence it is unfair to keep them out of this vital Internal Complaints Committee. Particularly, when the complainant /affected person is an Award staff woman employee, there should be an Award staff representative as member of the ICC.

We request you to issue suitable advisory to all the Banks addressing the above concerns.

Thanking you,

Yours sincerely,

Yours sincerely,
Sd
C.H. VENKATACHALAM
GENERAL SECRETARY

AIBEA's NATIONAL TRIGGER COMMITTEE

Against any harassment of women employees
To ensure safety of women employees in work place
24x 7x 365 Helpline

In our recent National Convention, we have elaborately discussed about the need to ensure safety of women employees when they work in the Branches. Keeping this in view, the Convention decided to form a National Trigger Committee who will be available 24 x 7 x 365 for contacting and getting guidance.

NATIONAL TRIGGER COMMITTEE

1. COM.RAJENNAGAR	9830016237
2. COM.C.H.VENKATACHALAM	9840089920
3. COM.B.S.RAMBABU	9866633422
4. COM.LALITHAJOSHI	9833888166

5. COM.RICHAGANDHI	9406622471
6. COM.SRILATHAKULKARNI	9986724329
7. COM.SWARNALIRAY	9051164003
8. COM.JVIJAYALAKSHMI	9841483210
9. COM.KV SWATHI	8517683300
10.COM.PMAMBUJAM	9495558931
11.COM.SWATISINGH	8299188145
12.COM.NEETA GHAG	9850186205
13.COM.NIYANTASHARMAH	9435598496
14.COM.MEGHAMALIK	9024563567
15.COM.ANJALIRUPARELIYA	9724427564
16.COM.HIRALSOLANKI	8460572573
17.COM.KALPANA	9268240676

31st Conference of All Kerala Bank Employees Federation

31st Conference of All Kerala Bank Employees Federation was held at Kozhikode on 22nd and 23rd February, 2025. Com. C.H. Venkatachalam, General Secretary, AIBEA, Com K Rajan, Revenue Minister, Govt. of Kerala, Com Binoy Biswam, Former MP and Working President of AITUC and Com K P Rajendran, Former Minister and General Secretary, AITUC-Kerala addressed the Conference. Com AR Sujith Raju and Com B Ramprakash were elected as President and General Secretary respectively.



AIBEA Condemns Alleged Harassment of Women Officers at Union Bank of India

The National Women's Council of the All India Bank Employees' Association (AIBEA) has strongly condemned the alleged mistreatment of two women officers by Rajesh Kumar Mishra, Deputy Regional Head of Union Bank of India (UBI), Ahmedabad. In a statement, the AIBEA demanded stern action against Mishra, citing public humiliation and psychological distress inflicted on the officers.

According to the AIBEA, the alleged incident occurred on February 12, 2025, when the two women, both Relationship Managers, were summoned without prior notice to the Regional Office at 9:30 AM. The organization stated that the unplanned meeting subjected the officers to undue stress and anxiety.

The AIBEA reported that upon arrival, the officers were allegedly made to stand outside the Regional Head's cabin, where Mishra allegedly berated them in the presence of other staff members. The association further claimed that Mishra allegedly instructed the staff to clap during the humiliation. When the staff did not comply, the women were reportedly forced to clap for themselves,

exacerbating their embarrassment.

"We strongly condemn the actions of Mr. Mishra and the inhumane treatment meted out to our colleagues," said the AIBEA statement. The organization emphasized the emotional toll the incident took on the officers, who broke down in tears following the ordeal.

The AIBEA has urged Union Bank of India's management to initiate a thorough investigation and take appropriate disciplinary action against Mishra. The organization highlighted the need for a safe and respectful workplace environment, particularly for women employees.

In its statement, the AIBEA reiterated its commitment to protecting the rights and dignity of banking professionals. "Such behavior sets a dangerous precedent and cannot be tolerated," the organization said, calling on authorities to act decisively.

The Union Bank of India has yet to respond to the allegations. Meanwhile, the AIBEA affirmed its intention to pursue the matter until justice is served.

Observe International Women's Day – 8th March, 2025

8th March, 2025 will mark the International Women's Day. It is an important day to observe because we focus and highlight the problems of women and our resolve to fight against the injustices to them. It is all the more important for working women who face multiple challenges.

In AIBEA, we believe that the problems of working women are not just the problem of

women alone and rather, it is a challenge to the trade union itself. Women are an integral part of the society and no society can afford to ignore their problems. In fact, society that does not care for the problems of women cannot progress.

We are happy that in AIBEA women have been ensured with equal remuneration and service conditions through our struggles

since inception. AIBEA has also achieved certain special concessions in their service conditions.

But as we have heard the delegates in our recent All India Women Employees Convention held at Ahmedabad, women employees in Banks continue to face various problems. It was a matter of shame to listen to some delegates when they pointed out that there is no separate wash room in some Branches. Government boasts of Swachh Bharat and Banks spend lot of their CSR funds on constructing public toilets but in some of our Branches we do not have separate washroom for women! What a dichotomy!

We also heard the women delegates talking of ill-treatment, harassments in Branches, compulsion to sit late to complete the daily routine work, instances of sexual harassments, unprovoked abuses by unruly customers, etc. Some delegates spoke that some insensitive Managers demand medical certificates to avail the monthly one day sick leave. These are important concerns for all our Unions to address.

Recently we came across the pathetic case of a young lady employee of a Bank being compelled to join duty despite her delicate pregnancy and in the result, the tragedy of her losing the expected precious child.

Few such cases come to the fore. Many such instances go unnoticed. Hence there is increasing need for our Unions to be watchful so that our women comrades do not face any difficulty or problem.

Women in Government sector and public sector are better protected. But one can imagine the plight of women workers in the private sector, particularly in the unorganised segments and industries.

They are subject to unequal treatment, lower wages than men, exploitation of various

kinds, and affecting their self-respect and dignity.

We are happy that due to the continuous efforts taken by AIBEA, women employees in Banks are nowadays more active in the trade union. We should continue our efforts so that women employees in Banks are more and more empowered in our organisation at all levels.

We are happy that in our Convention, an exclusive National Women Council has been formed and we hope that this will serve the purpose to activate more and more women employees in trade union activities.

It is also a requirement that our women employees not only remain active in our unions, not only highlight the problems faced by them in the Banks, but they should also play a wider role in networking with the women workers in the various sectors, particularly in the unorganised sectors to inspire them, to give them confidence to stand up to fight against the injustices.

World over women have played a leading role. In our country also, women have played their inspiring role in every field and walk of life. Even today, it continues. The President of our country is a woman. The Finance Minister of our country is a woman. Recently, a woman has become the Chief Minister of Delhi. The General Secretary of the first national trade union centre, AITUC is a woman. The MD & CEO of a major Bank in our country – Union Bank of India, is a woman. In all fields women are outshining. Women have natural leadership instincts and capabilities.

In AIBEA also we are sure that women comrades would be more and more active in the days to come. Let us observe and celebrate the International Women's Day with this resolve and expectation.

*[PRESS RELEASE Dtd 1-2-2025 By C H Venkatachalam General Secretary,
All India Bank Employees Association]*

Budget 2025 – Very disappointing

The Budget has been very disappointing. It was widely expected that the Government would announce measures which would address the basic problems of the people. But all these problems and challenges faced by the people and the economy have been overlooked and neglected. Government is aware that unemployment problem is rising alarmingly and educated youth do not get proper jobs. Talking of growth and development without creating jobs is a myth. Whatever GDP growth they are talking about is all cornered by the Corporates. The poor will continue to suffer. The budget talks of zero poverty but in reality the number of people below poverty line is on the increase.

People suffer from continued inflation and price rise affecting their livelihood. Poverty has increased and income disparity has widened so much. Rupee value has declined and the recent threat by the US in tariff is a matter of serious concern. Even by their own statistics, the economy is not in good condition.

But all these problems have been ignored by the Budget and routine statements have been made and assured are given. Assurance and targets will not improve the crisis in the agriculture sector. Farmers continue to face problems and their demand for MSP based on Swaminathan Committee to ensure remunerative prices for their produce has not been fulfilled. FM talks of agriculture as main engine of growth but plight of farmers is pathetic.

MSME sector is deep difficulty after demonetization

and GST related problems. But there is no package to resolve their problems. Crisis in MSME will further aggravate unemployment problem.

It is not clear how health sector, education, etc will get a boost without sufficient allocation. MNREGA is an important source for rural employment. Without additional allocation, this scheme cannot also serve its objectives.

PPP – public private partnership is extended to more sectors and target for monetization has also been increased which indicates the further attacks on public sector. 100% FDI in insurance sector is most retrograde. In the banking sector also, when the Government is claiming that all the public sector banks are doing very well and earning record profits, there are no measures to strengthen the public sector banks. On the other hand, they have decided to disinvest a major portion of the Government equity to private hands in 5 Banks. Huge corporate loan defaults are compromised with the blessings of the Government's IBC scheme and banks are forced to swallow huge haircuts. There is no remedial measure announced in this Budget.

Bank employees have been demanding reverting back to old pension scheme from the contributory NPS. But there is no mention of it in this Budget. Bank employees and officers are facing the problem of sudden huge burden of income tax on perquisites. But the Budget is conveniently silent on this. On the whole, this Budget is a big disappointment.

Pro-corporate Budget 2025-2026, shattering hopes of workers, farmers, unemployed youth, students and women - No relief from price rise of essential commodities - Job losses and jobless growth is the main direction Trade Unions to organise Nationwide Protest on 5th February

[The following statement was released to press on 3 Feb, 2025 by the platform of Central Trade Unions and independent Sectoral Federations/Associations on Budget 2025-2026 presented by the finance minister Ms Nirmala Sitharaman.]

The Budget 2025-2026 has once again treaded the path to the advantage of big business corporate houses, fails to address the unprecedented unemployment situation, aggravating agrarian crises, uncontrolled inflation

resulting in rising prices of essential commodities, continuity of policies of privatisation and sale of Public Sector enterprises and Public services, less budget to education and health making it difficult to access by the poor, marginal, lower

income groups as well as middle classes.

The announcement of 100 percent FDI in insurance sector would be damaging not only to our common people and the farmers but to the country's economy as well.

The policy of handing over public sector enterprises and public infrastructure to the corporates through the policy of National Monetisation Pipeline to continue aggressively.

The policies of the Union government have resulted in the increase of inequalities and this budget will ensure that trajectory to continue. Once again announcement is made of another set of schemes whereas the track record of this government has been to announce schemes and never inform the nation what happened to the implementation of the same.

Mrs Sitharaman made a loud statement that "A country is not just its soil; a country is its people". Yes, Madam the country is its people among whom the vast majority are the wealth producing sections of our society- the workers and the farmers who are totally neglected in this budget.

This budget is another blow to informal economy workers, unemployed youth, poor and marginal farmers who are ignored.

The budget does not do justice to the needs of our people for more needed allocation to education (it is only 2.6%), health (it is only 1.9%), drinking water, shelter to the poor, marginal and lower income group people. Some cosmetic announcements are mainly to garner votes only.

The raise in the tax relaxation to middle class is made but with the price rise of essential commodities, expensive healthcare and education, wage depression due to inflation, hence this is no big bonanza to middle class. The fact revealed by Economic Survey that the monthly wage of selfemployed and the salaried is gone down in 2023-2024 from 2017-2018.

In case of self-employed men, the wage is lower by 9.1% and for females by 32% in this mentioned period. Similarly for salaried class reduction was for males 6.4% and for females 12.5%.

During this very period the corporates increased their wealth by 22.3 % stealing the wages of working people is one of major factor in that.

Employment expanded only by 1.5 % as per the same survey.

The expenses on education and health have increased exorbitantly which is a burden on the poor sections of our people including the middle class.

Hence this so-called jubilation of increase in the tax slab for the middle class is more of a propaganda specially to garner votes in the assembly elections in Delhi and the coming election in Bihar.

To keep its ally in Bihar within NDA fold and the forthcoming election in the state, the schemes were announced but there is no guarantee that they would be realised as earlier track record of this government is miserable.

The government continues its failed schemes of ELI and production linked incentives which did not help generate better paid jobs but served the interest of corporates and continues in the new form of incentives in some other areas.

The Budget talks big about increased credit facility to MSMEs but does not give relief for them for the revival of those units which were pushed to die because of un planned demonetisation and GST policies.

Agrarian crises is not addressed rather the new scheme namely National Policy Framework on Agricultural Marketing announced a few days ago will further add to the miseries of farmers to push them out of farming. CTUs' demand to increase funds to MGNREGA not only ignored, rather there is decrease in practical terms.

The demand by Central Trade Unions to have Urban Employment Guarantee Scheme is also ignored. The cut in Railway budget indicates its negligence of safety norms rather to continue privatisation of this vital sector of our country.

The allocation of budget to ICDS, ASHA and Mid-day-Meal schemes is reduced in practical terms, it is not only blow to those engaged in these schemes but is the utter neglect of the families of marginal and lower income groups who receive these services

The FM said that the migration should be option and not necessity, but that requires direct investment into creation of jobs. On the contrary

the finance minister has offered several incentives to the employers in various sectors claiming that this would generate jobs. It will remain a mirage as is the track record of this Government.

The government is not willing to make recruitments in the already sanctioned posts in the central and state government departments and the PSUs while the ban on creation of jobs continues. The government is pushing for nuclear energy/atomic energy/nuclear reactors where as it is endangering the nation by fast-track privatization move of electricity generation and distribution in the country.

Trade Unions had demanded increase in corporate tax, introduction of wealth and gift tax to raise money but nothing of the sort done rather indirect taxes and Cess on common masses will add to their burden. We know that the government takes this route to meet the fiscal deficit.

In the name of "Ease of Doing Business" the government is pushing pro employer, anti-workers

labour codes whereas the policies to give advantage to Monopoly corporates are reflected in this budget.

The announcement by the finance minister about decriminalisation of provisions and exemption in violations is actually aimed to weaken the trade union movement who represent the voice and interest of 570 million (57 crores) of work force in the country. The government agenda to do away with inspection system continues with vengeance.

The platform of Central Trade Unions and Independent Sectoral Federations / Associations calls upon the common people to join the nationwide protest on 5th February 2025 against anti-worker, anti-farmer and anti-people budget 2025-2026.

**INTUC AITUC HMS CITU AIUTUC TUCC
SEWA AICCTU LPF UTUC**

**And independent Sectoral
Federations/Associations**

NEWS ON BANKING

Banks' deposit insurance hike may be on the anvil amid periodic review

Raghu Mohan

The mess at the Mumbai-based New India Cooperative Bank has once again put the spotlight on deposit insurance. M Nagaraju, secretary in the Department of Financial Services, has said a hike in coverage is under consideration (speculated to be at 15 lakh from the current Rs.5 lakh). This issue – among other matters – may figure at a meeting to be held with the chief executive officers of state-run banks on March 4. The Deposit Insurance and Credit Guarantee Corporation of India (DICGC) – a subsidiary of Mint Road – is the executing agency; and if an upward revision were to come through down the line, it would be the quickest in the post-reform period: After 1993, it has moved northwards only once (in February 2020) compared to the four times between 1968 (first hike) and 1980. DICGC was set up in 1962.

Should such revisits be episodic? Like after the collapse of Bank of Karad in 1992 (which was merged with Bank of India after the Harshad Mehta scam) and the Punjab and Maharashtra Cooperative Bank fiasco in 2019 (now within the fold of Unity Small Finance Bank).

At present, there is uniform deposit insurance coverage capped at Rs.5 lakh per depositor. But as M Rajeshwar Rao, Deputy Governor of the Reserve Bank of India (RBI), noted (August 19, 2024), a growing and formalising economy can naturally be expected to see a sharp increase in both primary and secondary bank deposits, “driving a wedge between the desirable insurance reserve requirement and the available reserve”. And considering multiple factors like growth in the value of bank deposits, economic growth rate, inflation and

increase in income levels, “a periodical upward revision of this limit may be warranted”.

It brings us to a deposit insurance architecture based on risk premium. The rate is now a flat 12 paise per 100 of assessable deposits in a year.

“When non-banks raise funds, credit rating is mandatory and made known to investors. This is the case even when banks float bonds. In the case of bank deposits, there's no such regulatory requirement. If such ratings are to become mandatory, it may promote better governance,” says Ravi Bhadani, partner - SNG & Partners (insurance and funds practice). What's the flipside to this? Ajit Velonie, senior director (financial sector and structured finance ratings) at Crisil Ratings, has it that risk-based deposit premium “has implications due to depositors' perception of the health of individual banks”.

Satish Marathe, director - central board, RBI, fleshes it out: “It brings its own issues. There could be a flight of deposits from weaker-rated banks to higher-rated ones. We can't have instability.” His stance: “A better way is to give a roadmap for this transition. Again, have a system where better-rated banks' deposit insurance premium also comes down as an incentive.”

What's lesser known is that a risk-based deposit insurance architecture – radical as it may appear – is not a new concept. It was flagged by the Jagdish Capoor working group on Reforms in Deposit Insurance (1999), the Committee on Credit Risk Model (2006) set up by DICGC, and the Jasbir Singh Committee on Differential Premium System for Banks (2015). Incidentally, the Singh committee was set up after the issue of risk-based premium was discussed at the RBI's board meeting held on October 16, 2014. It was felt that DICGC could “explore the possibility of putting in place a differential premium within the cooperative sector linking it to governance and risk profile

of co-operative banks”.

C H Venkatachalam, general secretary of All India Bank Employees Association, has an entirely different perspective on deposit insurance. The amended Section 45 of the Banking Regulations Act (1947) – put through in 1960 – gave the government and the RBI powers to amalgamate banks to avert their closure; post this amendment, no commercial bank has been shut down. “Only cooperative banks run the risk of closure and liquidation. So, only their deposits need to be covered by DICGC,” he says. This may not find takers. Or will it?

Protecting NBFC deposits

It leads us to another aspect: Deposit-taking non-banking financial companies (NBFCs-D) – these are not covered by DICGC. Public deposits remain an important source of funds even as asset sales and securitisation have emerged as important funding sources for them. As the Report on Trend and Progress of Banking India (T&P: 2024) observed, despite a reduction in the number of NBFCs-D to 25 in FY24 from 36 a year ago, their deposits grew 20.8 per cent to Rs.102,994 crore during this period (and formed 22.49 per cent of their total borrowings). Now, what if there were to be a sudden fall in the key ratios of NBFCs-D and that led to panic withdrawal of deposits? The RBI is aware of this concern. The T&P: 2019 notes, “The strategy adopted of limiting the operations and growth of NBFCs-D is driven by the need to secure depositors' interest, given that deposits are not covered by the DICGC.” The Capoor committee had held “a number of entities like financial institutions, NBFCs, etc., have been taking public deposits. The moot question is whether deposit insurance should cover liabilities of these entities as well.”

The bank deposit insurance story can get interesting.

DEPOSIT INSURANCE COVER

Effective from	Insurance cover *
Jan 1, 1962	1,500
Jan 1, 1968	5,000
Apr 1, 1970	10,000
Jan 1, 1976	20,000
July 1, 1980	30,000
May 1, 1993	100,000
Feb 4, 2020	500,000
	(up to in ₹)*

PREMIUM RATES

(As % of deposit of ₹100)



INSURED DEPOSITS

Status	As on Mar 31, 2023	On Mar 31, 2024*
No. of registered banks	2,026	1,997
Total accounts (bn)	2.76	2.9
Fully protected accounts (bn)**	2.71	2.83
Share of fully protected accounts in total (%)	97.9	97.8
Assessable deposits (₹ trn)	194.59	218.24
Insured deposits (₹ trn)	86.31	94.11
Share of insured to assessable deposits (%)	44.4	43.1

* Provisional, ** Accounts covered by deposit insurance

TOP 10 COUNTRIES

in terms of deposit insurance fund (DIF)

Country	Global DIF Rank	IDR* (%)
Belgium	9	71.0
Japan	2	69.1
Spain	10	66.0
US	1	56.6
Brazil	4	51.7
S Korea	6	51.7
Indonesia	5	46.9
India	3	46.3
Switzerland	8	37.0
Turkey	7	21.5

* Insured deposit to assessable deposit ratio

TOP 10 COUNTRIES

in terms of IDR

Country	APRC rank	IDR (%)
Japan	1	69.1
South Korea	4	51.7
Taiwan	6	47.2
Indonesia	3	46.9
India	2	46.3
Malaysia	9	32.1
Thailand	7	28.1
Hong Kong	10	20.0
Philippines	5	18.8
Vietnam	8	8.9

Asia Pacific Regional Committee. Charts' source: BIROC Annual Report, 2024

AIBEA Condemns Attack on Union Bank Manager, Calls for Urgent Action on Staff Safety

Pradeep Jayan

The All India Bank Employees Association (AIBEA) on 17 February strongly condemned the recent violent attack on Abhay Kumar, a young manager at Union Bank in Nawada, Bihar. The association described the incident as yet another example of the deteriorating working conditions faced by bank staff across the country and called for immediate intervention from authorities.

In a statement, AIBEA General Secretary C.H. Venkatachalam expressed deep concern over the growing threat to bank employees. "This deadly murderous attack is one more proof of the deteriorating working condition of the bank staff in branches," he said. Venkatachalam pointed to the chronic staff shortages in banks, attributing the issue to years of inadequate recruitment. He highlighted that nearly two lakh vacancies remain unfilled, while the workload has increased significantly.

"Because of the government's and management's policy, the number of staff has drastically come down without adequate recruitment in the last decade," Venkatachalam said. "The increasing expectations and requirements of customers, combined with the reduced staff strength, are leading to frustration and, in some cases, violent attacks on employees," he added.

The incident in Nawada has sparked concerns about the lack of security measures in many bank branches. Venkatachalam criticized bank managements for prioritizing the protection of cash and valuables over employee safety. "Most of the banks do not have security guards, and the staff face deadly risks. Managements feel their job is done by insuring cash, but human assets become the victims," he remarked.

AIBEA also blamed regulatory bodies,

including the Reserve Bank of India (RBI) and the Department of Financial Services (DFS), for their inaction. "RBI is keeping quiet, DFS is keeping quiet, and managements are clueless about what to do," Venkatachalam said. He questioned why adequate staffing could not be ensured in a country grappling with high unemployment rates.

The association has demanded the immediate deployment of armed guards in all bank branches to deter violent incidents. "If there had been an armed guard in that branch, this incident perhaps would not have happened," Venkatachalam noted. He called for the guards to be given full authority to handle violent situations, including the power to use force when necessary to protect staff.

In response to the escalating violence and persistent staffing issues, the United Forum of Bank Unions (UFBU) has announced a nationwide strike on March 24 and 25. Venkatachalam indicated that the strike could be advanced if authorities fail to act swiftly. "The attacks have reached intolerable limits. We may have to prepone the strike. We will discuss with all our unions," he said.

The banking sector has witnessed multiple incidents of violence against employees in recent years, raising concerns about workplace safety. Bank unions have consistently demanded increased staffing and enhanced security measures, but progress has been slow.

AIBEA's call for action underscores the urgent need for a comprehensive safety protocol for bank staff. As the strike deadline approaches, the spotlight is now on the banking regulators and government authorities to address these critical concerns before more lives are put at risk.

Toxic work culture in Indian banks: A crisis ignored for too long

John Davis

The recent spate of disturbing incidents from India's banking sector paints a grim picture of a toxic work culture that has long been neglected. From caste-based harassment to violent attacks on bank staff, the working conditions in banks are deteriorating at an alarming rate. It is high time the authorities took serious note of this crisis.

Consider the horrific case reported by Kerala Kaumudi, where an assistant manager at Indian Overseas Bank (IOB) faced caste-based abuse and physical assault by his superiors. This young Dalit employee was allegedly made to run errands for his seniors, including buying tea and watering office plants. When he objected, he was beaten. Despite lodging a police complaint, the victim was intimidated into withdrawing it initially. The case has now gained attention, but the larger issue remains untouched.

This incident is not an isolated one. Reports have highlighted how bank employees are increasingly stressed due to mounting workloads, inadequate staffing, and rising instances of customer aggression. The All India Bank Employees Association (AIBEA) has voiced concerns over the deteriorating work environment. A young manager from Union Bank in Bihar was brutally attacked by irate customers, underscoring the lack of adequate security measures and the ever-present risk faced by frontline staff.

Why are we allowing such conditions to persist in institutions that are vital to our

economy? Banks, particularly public sector banks, are supposed to embody trust and reliability. Yet, their own employees are being pushed to the brink.

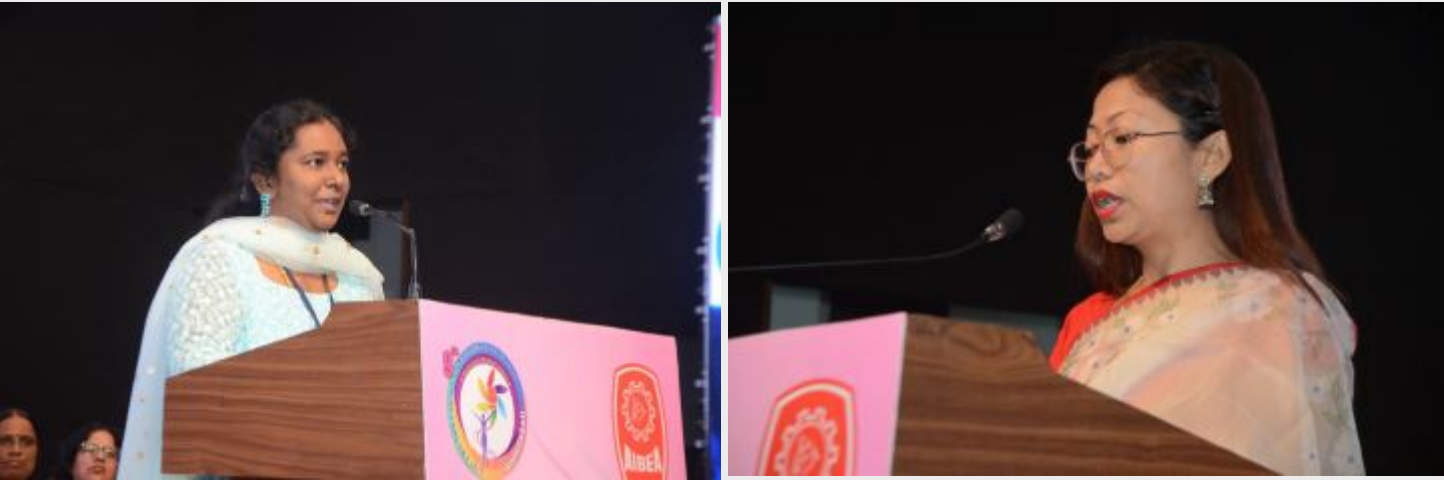
The chronic understaffing issue is exacerbating this problem. According to AIBEA, nearly two lakh vacancies remain unfilled, leaving existing staff to bear the brunt of growing workloads and customer dissatisfaction.

The Reserve Bank of India (RBI), the Department of Financial Services (DFS), and bank managements cannot continue to remain silent. Token measures like insuring branch cash while neglecting the well-being of human assets are not enough. Concrete steps must be taken: filling vacant positions, providing proper training, and installing security measures like armed guards where necessary.

Moreover, workplace harassment, especially caste-based discrimination, needs to be met with zero tolerance. The Prevention of Atrocities Act exists for a reason; it must be enforced strictly, irrespective of the accused's position.

India's banking sector is at a crossroads. The decision to either prioritize employee welfare or ignore these red flags will determine not only the industry's future but also the trust of millions of customers. The time for action is now. Delays will only deepen the crisis, pushing more employees into a toxic abyss of fear, exploitation, and insecurity.

9th NATIONAL WOMEN CONVENTION – 8 & 9 FEBRUARY, 2025 AT AHMEDABAD





Observing 79th Foundation day of BPBEA on 16 February, 2025 at BPBEA office, Kolkata



Kerala Bank Employees' Congress (AKBEF affiliate) conducted women's Convention of KBEC VANITHA VEDHI at Aluva on 15,16. Feb. 2025

ग़ज़ल

मुहम्मद जनीफ अंसारी "गाजी".

साल तो बदल गया क्या हाल भी बदल जापुंगे।
नफरत फैलाने वालों को भी हम संभाल जापुंगे ॥
देश के मजदूर किसान और बेरोजगार नौजवान।
बैठे बैठे सोच रहे है अच्छे दिन कब आपुंगे ॥
धर्म के नाम पर कुकर्म करते ये सियासत के लिफ्ट।
काला धन तो आया नही भगोड़े देश कब आपुंगे ॥
इन्साइ का गला घों कर बेगुनाहों को परेशानी।
मुजरिम जो बेलगाम है वह सजा कब यापुंगे ॥
अभी ताकत के बल पर जो भी करलो "गाजी"।
याद रहे एक दिन सब जोश खत्म होजापुंगे ॥

To



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