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INTERNATIONAL WOMEN'S DAY 2025 AROUND THE WORLD



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UFBU'S DHARNA BEFORE PARLIAMENT

UFBU's Dharna before Parliament on 3 March, 2025 in Delhi, was a massive success. Participation by the unions and members was encouraging and enthusiastic. Leaders of UFBU explained the demands of our agitation. From the Central Trade Unions Com. Girish Arya, BMS, Com. Giri, AITUC, Com. Tapan Sen, CITU, Com. Santosh Roy, AICCTU greeted our Dharna and extended their support to our demands. A delegation from the Dharna met Mr. Nagaraju, Secretary, Dept of Financial Services and submitted a memorandum on the demands of our agitation.



After the Dharna programme UFBU delegation met Shri. M. Nagaraju Secretary, Dept. of Financial Services, Ministry of Finance, Govt. of India, New Delhi and submitted the memorandum

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After ascending the throne of US presidency, Donald Trump has engaged himself in a trade tariff war. Mexico, Canada, and China have retaliated with enhanced tariffs on US imports. The same formula is for Indian exports to. India did not retaliate. GOVT of India is numb in matters of tariff. US has announced that on automobile spare parts tariff will be more than what it is today. US President has been nosing himself in all matters including Ukraine and Russia conflict. Taming Ukraine President openly smacks his ill-tempered behaviour. He talks about US superiority and wants India to stop buying arms from Russia. India should instead buy arms from US. Because of the US government's attitude, uneasiness prevails even in European countries. Trump wanted Gaza. Gaza has been razed to the ground. Children have been killed by Israel forces. UNO is a watcher. Such an incompetent organization should cease to exist. Indian subcontinent is also witnessing a rise of fundamentalist forces. Uneasiness prevails in the Eastern and Western borders of our country. Society is crying because of the growing inequality. Nation's wealth is being cornered by a handful of few. The majority are gasping for breath. Majoritarian approach of the Government in all matters has further worsened the situation. Joblessness rising prices of essentials have made large chunk of people half fed and ill fed.

CTUs have called for agitation against the anti-employee and anti-worker policy of the Government. Independent trade federations have supported the cause. Our involvement in the struggle will hasten the process of the settlement of our demands. Workers are looking at us. Let us plunge in to action too.

Recent agitation on Recruitments Gate is opened but to be pursued vigorously

The recent UFBU's agitational programme and strike call demanding adequate recruitment in Banks and on other demands has been postponed in view of the discussions during the conciliation proceedings and IBA coming forward to discuss the issue of recruitment further with the Unions. IBA has stated that with the revised duties and responsibilities attached to clerical cadre, the clerical cadre posts have become much more relevant for the Banks and hence there is scope for more and more recruitment of clerical staff in the Banks.

This is a good opening but the issue needs to be further discussed with IBA and also with all the Banks. We should try to evolve a common minimum manpower mechanism at the IBA level based on which each Bank can decide their staffing pattern based on their specific requirement.

But we insisted that there should also be recruitment of substaff, Armed Guards, part time employees, etc. We informed them that Government wants banks to go for outsourcing of substaff jobs and hence they have advised banks not to go for recruitment of substaff. IBA pointed out that Supreme Court has given its interpretation of our Settlement on outsourcing but they are ready to discuss with the Unions and arrive at an amicable solution for recruitment of staff including some functions to be outsourced.

Thus, the issue of recruitments has now become a bilateral issue. The gate is just opened due to our struggle. We should pursue the issue vigorously because adequate recruitment of clerks and substaff in the Banks is the top priority issue for AIBEA.


C.H. Venkatachalam

UFBU'S STRIKE POSTPONED UFBU'S MESSAGE ON 22 MARCH, 2025 FROM DELHI

The adjourned conciliation meeting took place today from morning. There was serious discussion on our demands. IBA and DFS were present. Joint secretary of DFS spoke on video call and informed about the positive discussion FM and DFS Secretary had on the issue of 5 Day banking. IBA proposed to further discuss issues like recruitment and PLI and other issues. CLC informed that he will directly monitor the issues including implementation of 5 days banking. The meeting has been adjourned to be held again in the third week of April. In view of this positive development, it was felt necessary to postpone our strike for a month or two. Units are thus informed that our strike on 24th and 25th is postponed. Detailed circular being issued.

- UFBU

Celebrate the 80th Founding Day on 20th April, 2025 Magical unity and magnificent militancy - AIBEA IS OUR HARBINGER

All of us are aware that 20th April, 2025 will mark the completion of 79 years of AIBEA and the 80th Founding Day of our beloved organisation.

Looking back at the path covered so far, it has been very tough, challenging, and zigzag but at the same time very exciting, inspiring and very satisfying.

It has been a continuous path of organising, mobilising and uniting the bank employees under the protective umbrella of trade union movement.

All along, it has been an incessant path of unremitting struggles and endeavours to ameliorate the economic conditions and living standard of bank employees.

In between the journey, we have seen attacks of the various Governments and managements on many occasions but with our magical unity and magnificent militancy, we have overcome all these obstacles.

There were attempts of disruption to weaken our organisation but hats off to the Niagara-like ever flowing love and loyalty, affection and dedication, conviction and commitment, our members have defeated all these attempts and kept our organisation ever-shining.

Above all, our leaders and founding fathers were embodiment of sacrifice, guided by their vision to espouse the cause of bank employees and mission to build up this mighty edifice, have virtually turned mud into gold.

They have achieved the impossible for us – from anarchy to secured service conditions, from slavery to dignity, from beggary to collective bargaining, from paltry wages to better wages and impressive service conditions today. AIBEA has the distinction of having signed all the 12 Bipartite Settlements.

Our AIBEA also has the unique distinction of having launched bitter struggles and finally

achieving nationalization of major private Banks, a watershed event in our country's political history.

We are conscious that we are typical middle-class employees with all our inhibitions, vacillations and hesitations. But yet our founding fathers adopted the **working class form of organisation**, the trade union. Hence we have our strong AIBEA today.

We are mindful that we are typical middle-class employees with all our inconsistencies, self-centeredness and contradictions. But yet our founding fathers adopted the **working class method of organisation, the path of militant struggles**. Because of this we have achieved many rights and benefits.

Similarly, our founding fathers have always emphasized that we should adopt the **working class ideology, and to fight for exploitation-free society**, to secure justice, equality and fraternity, when we get the due share of the wealth we all workers create.

We all know that it is the workers who with their blood, sweat and toil create wealth. But we are passing through times when the people in power glorify the Corporates as wealth creators and shower all concession to them while the workers and masses continue to suffer from deprivations.

We are also amidst the situation where public sector which has been responsible to build our modern India is under attack. Privation, disinvestment or monetization, are one and the same aimed to surrender national assets to the Corporates.

Banks which handle the huge and precious savings of the common people are sought to be handed over to profit greedy private vested interests.

Today there are increasing attacks on our labour rights, on our jobs, on our job security, on our future.

Our founding fathers, great leaders, and predecessors fought many battles and got us all that we enjoy today. It is our duty today to continue the struggle and safeguard the future of the present young generation of bank employees.

Let this Founding Day be an important occasion to renew our pledge and deepen our resolve to continue our efforts and endeavour to fortify the organisation to meet the aggressively increasing challenges.

As our great leader and architect of AIBEA late Com. Prabhat Kar used to say,

**Without an organisation, we are armless,
With our organisation, we are an army.**

Struggles are our weapons, unity is our shield.

Reminiscent the past—Reverberate the future

Let us strengthen our Unions and strengthen ourselves.

[We reproduce hereunder UFBU circular dated 23 March, 2025]

UFBU'S STRIKE POSTPONED

Our call for strike on 24th and 25th March, 2025 postponed.

UFBU CIRCULAR NO. 5 : In the midst of our agitational programme, as informed in our earlier message on 18-3-2025, there was conciliation meeting on that day between IBA/bank managements and UFBU as arranged by the Chief Labour Commissioner. Since no understanding could be reached on our demands, the conciliation meeting was adjourned to 21st , and accordingly day before yesterday (on 21-3-2025) one more round of conciliation meeting took place in CLC office, New Delhi.

Chief Labopur Commissioner (Central), Shri K. Shekar himself conducted the conciliation proceedings along with Dy. CLC, RLC (HQ) and ALC (IR). Representatives of DFS from the Ministry of Finance, IBA and all Bank managements were present. All our constituent Unions were present.

There were detailed discussions on all our demands raised in our Strike Notice.

1. 5 Days Banking per week: There was elaborate discussion on introduction of 5 Day Banking per week. We pointed out that even though our Bipartite Settlement/Joint Note was signed one year ago in March, 2024, the issue still remains pending with the Government to whom the IBA has recommended. We explained that keeping the issue pending for such a long time amounts to ignoring the sanctity of the bilateral settlement arrived between the IBA and UFBU.

We also pointed out that in the present scenario where employees and officers/Managers in the Banks work under a lot of stress and strain, many times, working beyond normal working hours, the demand for 2 days of weekly off has become a necessity.

IBA replied that as per the Settlement/Joint Note, they have recommended the matter to the Government and they are awaiting their approval. When pointed out by CLC that IBA should follow up the matter with Government, they assured that they would pursue the matter with Government for getting their due approval. DFS representative stated that the issue is under consideration but cannot commit any timeline. Hence there was virtual stalemate on this issue.

Hence, the Chief Labour Commissioner wanted some senior officials from the DFS to participate in the conciliation meeting to know the stand of the Government to end the stalemate. Even though all the top officials of the DFS were busy with the proceedings of the ongoing Parliament Session, a senior Joint Secretary of the DFS participated in the meeting via video conference and clarified that the matter is receiving the serious attention of the Government including by the Finance Minister.

We conveyed our disappointment over the undue delay in the matter and wanted the Government to expedite the process. He assured that the matter is already receiving the serious attention of the

Government including at the level of Finance Minister and hence requested the UFBU to reconsider our call for strike so that customers are not put to any inconvenience. We informed him that UFBU leaders will meet and take a decision looking to his assurances.

2. Adequate Recruitment in all Cadres : We pointed out that year after year the number of clerical and substaff is getting reduced even though business has swelled hugely. We explained how the shortage of staff is resulting in undue workload on the existing staff, staff not able to complete their work within office hours, compelling officer staff to undertake clerical, cashier and even watchman duties, customers getting irritated over delay in services and picking up quarrel with staff including physical assaults, etc. We also drew their attention that even out of the clerical staff recruited, the attrition is high and net intake is much lesser. We pointed out that in many branches, there is not a single substaff or watchman or Armed Guard or even part time sweepers. We explained that in the absence of recruitment of permanent substaff in these vacancies, large number of temporary employees have been employed by branches continuously for a long period of years and hence are expecting their regularisation. Hence we emphasised our demand for adequate recruitment of staff in all cadres.

After discussions, the IBA agreed to take up with the member banks and with the recent changes in the enhanced duties of clerical employees in public sector banks as per the 12th Bipartite Settlement, IBA was hopeful of positive development in recruitment in all the Public Sector Banks.

IBA also assured discussions with the UFBU on a periodic basis on this issue by involving all the Banks including discussing manpower planning mechanism in the Banks. The issue of recruitment of Substaff shall also be discussed and it was decided to take up the issue with a positive frame of mind.

Regarding high incidence of attrition in Banks, IBA informed that efforts are afoot to re-arrange the sequence of recruitment in Banks like POs followed by clerical staff and like SBI, PSB, RRB,

etc. which is expected to reduce the rate of attrition to some good extent.

3. Outsourcing Permanent Jobs in Banks: The IBA informed that as agreed before the CLC, they are ready to discuss the issue with the UFBU in the background of the guidelines of the RBI and having regard to the judgement of the Supreme Court. IBA also informed that they have sought for the suggestions and views of the Unions in this regard in the earlier round of discussions. The CLC advised the parties to discuss this issue bilaterally.

4. Review of directive on PLI issued by DFS : We pointed out that the recent Guidelines from the DFS on revised PLI for Scale IV officers and above is a violation of the mutually agreed/signed Joint Note and is also highly discriminatory and unfair. After discussion IBA agreed to refer the matter to DFS for re-examination and reconsideration of this new scheme sent to the Public Sector Banks.

5. Government guidelines on review of efficiency of employees and officers at the age of 55/57/58: We conveyed our strong protest against the recent instructions from the DFS to Banks that managements should review the efficiency of the officers and employees of the Banks on reaching the age of 55/57/58 years and submit the Report to them every month. DFS representative clarified that it was a routine communication sent to the Banks based on the guidelines from DOPT and there was no malafide in that. We conveyed to DFS that Government should not ask for such information from the Banks as the same are intimidatory.

6. Safety of Employees and Officers in Branches against assault by unruly elements and customers: We pointed out that instances are on the increase where unruly customers and outside elements are attacking and assaulting the bank employees, officers and Managers and the safety of the staff has become a question mark. IBA fully shared our concerns and informed that they are fully seized of the issue and it is being discussed at the IBA level with Bank managements to prevent such occurrences and to ensure safety of the bank staff. We suggested that permanent Armed Guards should be appointed in the Branches which will be a deterrent against

attacks on staff.

7. Filling up of Post of Workmen / Officers Directors in PSBs: We pointed out that the posts of Workman Director and Officer Directors based on the panel of names submitted by the majority Unions remain unfilled for the past nearly 10 years. The representatives of DFS informed that 14 names from various Banks have already been processed and sent for consideration and approval by the Appointments Committee of the Cabinet and the remaining cases are under correspondence and examination.

8. Resolution of Residual Issues pending with IBA: IBA informed that two round of discussions have already taken place on 26.8.2024 and 13.3.2025 and that further discussions will continue to find amicable solutions.

To our demand for reverting to **Old Pension Scheme for NPS** covered employees, IBA informed that this issue is part of the residual issues and that they are open for discussions on the same in the further round of discussions.

9. Increase in Gratuity ceiling: The DFS representative informed that it requires legal formalities which involves Ministry of Labour. DFS has already taken it up with the Ministry of Labour and is following up the same. The UFBU requested to expedite the process.

10. Income Tax on Perquisites: The DFS informed that levy of Income Tax on Perquisites is as per the Income Tax Act. Banks may take their own decision in absorbing the Tax burden.

11. Maintaining 51% of Capital in IDBI Bank: The representative of DFS and IBA informed that this is a policy matter announced by the Government and hence cannot comment on the same.

12. Unfair Labour Practice in Banking Industry : The UFBU brought to the attention of the CLC that even though all employees and officers have a right to join the Union/Association of their choice as provided in the Indian Trade Unions Act, 1926 and also as per the Article 19-1-C of the Constitution of our country, some of the Banks are preventing SMGS-IV and above officials to be members of the Association/Union in which other

officers are members. The IBA informed that they will discuss the issue further. The Unions requested the intervention of the CLC(C) in this regard. Responding to the issue of Unfair Labour Practice, The CLC(c) advised to file a complaint for violation of Section 25(T) of ID Act, 1947 so that the matter be investigated with legal application of mind and appropriate action may be initiated, if required. Looking to the entire detailed discussion as above, the Chief Labour Commissioner requested the UFBU to consider withdrawal of the proposed Strike on 24th and 25th March, 2025. We informed him that the undue delay so far by the Government in according its approval to 5 Days Banking has made us sceptical and going merely by assurances would be difficult for UFBU and hence cannot withdraw the strike call. CLC informed us that UFBU should keep in mind the assurances given by the senior official of the DFS through video conference and that the matter is receiving the attention of the Finance Minister also.

He further said that he will also follow up the issue with the DFS since 5 day banking is part of the Settlement/Joint Note which implies that both IBA and the UFBU have come to the agreement on that issue. The CLC also assured that he will directly monitor the development at periodical interval so that matter may be resolved at an early date.

In the view of the above developments, the leaders of constituent unions of UFBU met among themselves for mutual consultations and having regard to the entire proceedings of the conciliation, the response of the IBA on the various issues raised by us in the strike notice and the response of the DFS representatives including by the Joint Secretary of the Dept. of Financial Services, the initiatives taken by the CLC to follow up and monitor the issue of 5 Day Banking with the DFS, felt that the proposed strike action and agitational programmes can be deferred and postponed by about two months. It was decided that if there is no satisfactory development, UFBU will again revive the agitation and strike call.

Accordingly, this decision was conveyed to the CLC and IBA by UFBU to postpone our strike call.

In view of this, the CLC adjourned the proceedings

to 22-4-2025 for further discussions.

Comrades, it can be observed that all the issues listed in the strike notice have been taken up during the discussions and attempts are being made to take it forward for amicable solutions. On the important issue of 5 Days Banking, the assurances of the IBA, DFS and CLC have opened the way for an amicable solution at the earliest. We hope that things will move in the positive direction.

We thank all our Unions and members all over the country for their enthusiastic response and participation in the agitational programmes which

manifested our unity and determination to pursue our demands. This has paved the way for fruitful discussions and positive approach to resolve the issues.

We are aware that due to high expectations, there is some resentment about not achieving 5 day banking immediately. Our agitational programmes and strike call have sufficiently highlighted the importance of our demand and we are hopeful that the Government would attend to the same seriously. We assure all our members that this issue is being specially attended to and will be followed up to the logical conclusion at the earliest.

AIBEA Office Bearers meeting held on 25-3-2025

A meeting of the Office Bearers of AIBEA was held on 25 March, 2025 through Google Meet. Com. Rajen Nagar, President presided over the meeting.

The General Secretary reported the developments after the office bearers meeting held at Kolkata in January, 2025. He explained discussions held with the IBA on 13-3-2025 on Residual Issues and the proceedings of the two rounds of conciliation meeting held by CLC at Delhi on 18th and 21st March, 2025 leading to the postponement of the strike call by UFBU.

He reported in detail the developments on each of the issues raised by UFBU in the strike notice. He informed the IBA's views as expressed in the conciliation meeting that the Banks are now willing to go for more clerical recruitment and that the sequence of the recruitment by IBPS is also being finetuned to ensure higher level of retention and reduced attrition. Further discussions will be held between Unions, IBA and Banks to concretise the suggestions on manpower policy mechanism, etc. to ensure that more staff are recruited in the Banks.

Regarding the instructions of the Government not to go ahead with the recruitment of substaff and go for outsourcing of these jobs (minutes of meeting of DFS with Banks in October, 2022), we vehemently expressed our protest and after

discussions, the IBA agreed to discuss and find an amicable solution so that Banks are able to go for recruitment of substaff, security staff and part time staff. The issue needs further discussion with IBA.

On 5 Days Banking, he reported on the developments during the conciliation including the discussions by the senior official of the DFS. He also reported on the outcome of the discussions on all other issues including on the unilateral and discriminatory PLI scheme for Scale officers and above.

The meeting took note of the resentment of employees at different places over the postponement of the strike and decided to explain the context and background leading to the postponement of the strike. If our members are not properly informed of the developments leading to postponement of the strike, they are bound to be carried away by targeted propaganda being created in social media. We cannot blame our members for the misinformation.

All of us know that of late, social media is being misused by some people to create ill-will against UFBU/unions in general and AIBEA in particular. We know the agenda of these people and hence we should caution our members against the same.

After discussions on the reporting, the meeting endorsed the decision of the UFBU in postponing

the strike in the given circumstances taking note of the developments that have emerged on our important issue of recruitment of clerical staff and substaff and also on other issues covered by the strike notice.

Meeting of President/General Secretaries of All India Bank wise Organisations in PSBs :

Since we have to discuss further in more details with the IBA/Banks on the issue of recruitments in Bank, it was decided to hold the meeting of President and General Secretaries of All India Bankwise Organisations in Public Sector Banks along with the Office bearers of AIBEA in Hyderabad on 9th and 10th April, 2025.

National Convention of Workers against anti-worker Labour Codes – Call for countrywide

General Strike on 20th May, 2025:

Central Trade Unions (INTUC, AITUC, HMS, CITU, AIUTUC, TUCC, SEWA, AICCTU, LPF, UTUC) and various independent sectorwise Federations organised a National Convention of Workers at Delhi on 18-3-2025. As already informed, AIBEA participated in the Convention. The Convention discussed the continued anti-labour policies of the Government and their proposal to implement the anti-worker Labour Codes. With a view to continue our protest and opposition to these policies and to thwart the proposed action of the Government, the Convention has given the call for countrywide General Strike on 20th May, 2025. Our meeting welcomed the Resolution adopted in the Convention and endorsed the decision.

PERFORMANCE LINKED INCENTIVE

IBAIN2018	TO BE BASED ON INDIVIDUAL PERFORMANCE
UFBUI2019	TO BE BASED ON COLELCTIVE PEFORMANCE OF EACH BANK
2020-11THBPS 8THJOINTNOTE	TO BE BASED ON COLLECTIVE PEFORMANCE OF EACH BANK
IBA-UFBU MOU–JUNE2024	TO BE BASED ON COLELCTIVE PEFORMANCE OF EACH BANK
DFS/GOVT– NOV.2024	TO BE BASED ON INDIVIDUAL PERFORMANCE–FOR SCALE IV OFFICERS AND ABOVE–NOT ACCEPTABLE TO UFBU
NOV.2020	PLI SCHEME–BILATERALLY SETTLED BETWEEN IBA AND UFBU
JUNE,2024	MODIFICATIONS–BILATERALLY SETTLED BETWEEN IBA AND UFBU
NOV.2024	UNILATERALLY MODIFIED BY GOVT.FOR SCALE IV OFFICERS & ABOVE

The issue of extending some Incentive to employees, officers and Executives based on their individual productivity was raised by the IBA during the earlier negotiations in 2018-19. After a lot of discussions, it was agreed by IBA that PLI will be given on the basis of collective performance of each Bank according to agreed parameters/matrix and the scheme was incorporated in the

11thBPS/8thJoint Note in November, 2020.

In June 2024, the parameters were further modified as mutually agreed upon but the collective performance of the Bank continued to be the basis.

Now, in November, 2024, the DFS, Finance Ministry has sent an unilateral modification of the

Scheme as applicable to Scale IV officers and above. For EDs and MDs, it was always separate and it can be decided/modified/improved by the Government. But Officers Scale IV and above were already part of the collectively bargained Joint Note signed by the IBA and Unions. Further, Unions cannot accept the formula of PLI based on

individual performance. Hence the Government's unilateral modification of the Scheme has to be protested by us.

Further, this modified scheme for Scale IV and above will also distort and discriminate the masses of the employees and officers.

Present uniform PLI Formula	1to15days of monthly BP +DA. If BP of a clerk per month isRs.1lac, PLI will be max. Rs. 60,000 For a Scale IV officer, eg. For BP of Rs.140,000,PLI will be max.Rs.85,000 For a ScaleV officer, eg. BP of Rs 150,000, PLI will be 90,000 For a Scale VII officer eg .BP of Rs. 188,000, PLI will be Rs. 1,12,000
Modified Formula	
ScaleIV	70% of Annual Basic Pay i.e.255 days of Basic pay i.e. Rs. 11.75 lacs
ScaleVandVI	80 % Annual Basic Pay i.e. 292 days of Basic pay i.e. Rs. 14.40 lacs
Scale VII	90 % Annual Basic Pay i.e. 328 days of Basic pay i.e. Rs. 22.50 lacs

Why we oppose this new formula:

- It is unilateral scheme by Government

It is violation of bilateral scheme agreed by IBA

- It is not inclusive 1/5th of ScaleIV-VIII officers will not be covered even if they are performers.
- It is divisive because some will get PLI and some will not get PLI
- It is discriminatory because majority will get

lesser PLI and small section will get very huge PLI.

- The Scheme provides that if the reputation of a Bank is affected say due to some fraud by outsiders, the entire Bank will be ineligible for PLI and all Scale IV and above will not be paid PLI even though all of them are performers.
- It is against basic stand of UFBU that collective performance should be the basis and not individual performance.

That is why we oppose this modified scheme and demands its review.

Discussions with IBA on Residual Issues

[We reproduce hereunder AIBEA circular dated 14 March, 2025]

UFBU CIRCULAR NO.3 dt. 13-3-2025:

Today there was a round of discussions between IBA and UFBU on the pending residual issues.

New Chief Executive of IBA : Mr. A K Goel, former MD of PNB has taken charge as Chief Executive of IBA. We extended our warm welcome to him and expressed the hope that he would take initiatives to resolve the important pending issues like 5 Days Banking and also ensure that there is adequate recruitment in the Banks. Mr. Goel assured that it would be his endeavour to find solutions to the problems raised by the Unions as employees welfare is the key to achieve business improvement.

Discussions on the issues: IBA team was led by Mr. Gopal Murli Bhagat, Dy. Chief Executive of IBA along with Mr. Brajeshwar Sharma, Sr. Advisor, HR & IR, IBA and a team of HR Heads from SBI, BOI, BOB, UBI and CBI. UFBU was represented by our constituent Unions.

Some of the important issues discussed today are as under:

Recruitments: We demanded adequate recruitment of staff in the Branches due to lack of which the workload in the branches on the employees is very heavy. We pointed out how the number of clerical and substaff in the Banks have come down drastically over the years. We further pointed out that due to such shortage of staff, the officers are compelled to sit in counters to undertake clerical work which are otherwise not part of their

duties and which in turns affects proper discharge of their own duties.

Further we pointed out that there are oral instructions not to go for recruitment of substaff and housekeepers because of which large number of persons are being engaged on temporary and casual basis which is not a healthy and desirable practice. We informed that all the existing vacancies should be filled up and preference should be given to the eligible temporary employees while undertaking the process.

We also explained to them as to how the inadequate staff in the branches is resulting in increasing instances of customers and banking public getting irritated over inadequacies in customer service and turning their wrath on the branch staff.

IBA in response stated that individual banks have their manpower policy according to which recruitments are made and hence the views of the Unions would be informed to the member Banks. We pointed out that Government as the major stakeholder has to urgently and effectively intervene in this critical issue to advice the Banks to provide adequate staff in all the Banks.

Leave Bank system: IBA had agreed in principle to introduce Leave Bank system by which employees can donate/contribute their leave to a common pool and which can be utilized towards sanction of leave to employees/officers who have exhausted their leave and who are undergoing treatment for very major ailments. The

modalities were discussed and it was decided to further discuss the issue to finalise the scheme at the earliest.

Group Medical Insurance Scheme: To our demand for the Banks to bear the premium for the retirees, IBA informed that it needs further discussion to assess the cost aspect, etc. Regarding improvement in the Scheme like higher coverage, etc, it was decided to continue the discussions at the time of renewal of the current Policy.

Updation of Pension, Improvement in Ex-gratia : IBA informed that the issue is still subjudice. To our demand for improvement in the Ex-gratia, IBA suggested that the same could be discussed after the current financial year is over. We have requested the IBA to once again send a communication to the private sector Banks which have not implemented Ex Gratia payment to pensioners. To our demand for including Special Allowance for superannuation benefits, IBA informed that the same is subjudice due to legal cases pending in Courts.

Improvement in Pension: We have suggested that the present pension scheme is to be improved upon like full pension after 20 years service, calculation of basic pension based on last month's Pay or last 10 months average whichever is beneficial, additional pension for pensioners above 70, 80 and 90 years, minimum pension at Rs. 10,000, etc. and IBA requested us to provide a Note on the same for examination and perusal.

Changes in Disciplinary Action Procedure: We informed IBA that the existing procedure for workmen to be

modified based on the discussions finalised in the Sub-Committee. IBA agreed to follow up the matter with the Negotiating Committee. Regarding officers, it was agreed to discuss the issue further in a Small Committee.

Uniform DA formula for all Pensioners: We demanded that the DA formula applicable to pensioners post-12th BPS/9th Joint Note be extended to all previous pensioners. IBA indicated that they are open to discuss the issue if the modification will be cost-neutral and without any additional cost to the Banks. Unions have been requested to submit a Note to IBA on this issue. **Compassionate ground appointments scheme:** We requested that the present cap of 5% be calculated based on vacancies available instead of actual recruitment so that eligible pending cases can be considered. We also suggested upward revision of the Ex-gratia lumpsum amount being paid as an option in lieu of appointment. It has been agreed to discuss these issues further.

Monetisation of LFC for officers: IBA informed that the issue will be discussed further with the officers organisations.

Conciliation meeting by CLC on 18-3-2025: Since the IBA had arranged the meeting to discuss pending residual issues, our important agitational issues like introduction of 5 Days' Banking per week, Option to switch over to OPS from NPS, etc. were not taken up. In view of our Strike Notice, the Chief Labour Commissioner has called for a conciliation meeting at Delhi on 18-3-2025 when all these issues will be taken up for discussion. Outcome of this conciliation meeting will be informed to members in due course.

TNBEF WOMENS DAY CELEBRATION 2025

TNBEF continued its commitment to commemorate international Womens Day 2025 with a special Meeting on 6th March 2025 at A K Nayak bhavan Chennai, which was attended by more than 120 Comrades and with a social identification programme.

Chennai Special Meeting

Justice Chandru, highly respected former Judge of the Madras High Court, honoured the Occasion with his presence and addressed the gathering. He is well known for his Progressive Judgements, High case disposal rates, social impact, and his down to earth nature



He gave his valuable time in providing an analysis of the legislative changes In India that had impact on Women in particular.

He highlighted that to ensure effective solution for Women related issues the Policies of the Government and the Judiciary system should follow unified approach. Now that all of us are having access to information at fingertip, its falls under our responsibility to have the intention to understand the in the right sense. He also explained the various events that led to formation of several laws that were framed in the interest and to protect the dignity of Women in India.

The gender discrimination at the Judicial system was also asserted quoting that only 2 of the 34 Supreme court Judges, are women. He also emphasised the importance of Women Judges in understanding the issues pertaining to Women.

He also advised Women Comrades, that they must equip themselves to understand the issues and find ideology based solutions . And that Women should also speak International politics along with their traditional values. He Concluded his hour long speech with a strong statement that “ Women require Authority to effectively address their issues”



Com. Ch Venkatachalam, GS, AIBEA addressed the gathering and greeted women Comrades and expressed his happiness about AIBEA s 9th National Women Convention held at Ahmedabad on 8th and 9th Feb 2025. He also explained the various demands of the upcoming strike by UFBU March 24th and 25th.



Comrade E Arunachalam, GS TNBEF, greeted Women comrades and emphasised the theme accelerate action towards gender equality He also recalled, how Justice Chandru had been supported Workmen Unions in resolving various cases pertaining to the members.

The Meeting Concluded with a Vote of thanks by Com. Muthulakshmi, CC member AIBEA.

Social Identification Programme



A Social identification programme was implemented at "The Child", Children Home Kolathur Chennai, to enhance the significance of the day on 8th March 2025 The home offers protection, Carrer guidance and educational support to destitute Children of HIV affected parents. To support this great gesture TNBEF contributed Rs. 25000 towards repairs to the building pipelines and Food for the entire day to the inmates of the HOME.



'The Child'- A home for the children

UPBEU HELD INDOOR SPORTS ACTIVITY & SOCIAL IDENTIFICATION PROGRAMME TO OBSERVE THE WOMEN'S DAY, 2025

The Women Council of UPBEU organised Indoor Sports Activity and Social Identification Programme to celebrate International Womens' Day . The Council donated clothes to the inmates of A. K. Singh Bhawan, Gomti Nagar, Lucknow. This event served as a tribute to womanhood, recognizing the struggles, strength and contributions of women in all spheres of life.

Com. Ankit Garg (Organizing Secretary, UPBEU), Com. Lalit Srivastava (AGS, UPBEU), and Com. Swati Singh (AGS & Women Convenor, UPBEU)* addressed the gathering emphasizing the critical role of women in both social development and the trade union movement. They highlighted how collective participation can drive meaningful change in workplaces and society.



The overwhelming participation and enthusiasm of comrades made the event a grand success.

EXPRESSION

बेटी

ईला साहा (Kolkata)

जब जब जन्म लेती है बेटी
खुशियों साथ लाती है बेटी
ईश्वर को सौगात है बेटी
सुबह की पहली किरण है बेटी
तारों की शीतल छाया है बेटी
आँगन को चिड़ियों है बेटी
त्याग और सम्पूर्ण सिखाती है बेटी
नये नये रिश्ते बनाती है बेटी
जिस घर जाहे उजाला काती है बेटी
बार-बार याद आती है बेटी
बेटी की किमत उससे पछा
जिनके पास नहीं है वेही

SELF - RESPECT

Haimanti (Kolkata)

If you want to be a candle, then be it but don't get burnt only for other's need.

You only allow the fire to melt you when you wish, always try to take the lead.

If you want to be a flower, then always try to be a wild one and not be in anyone's garden.

Then only you will be free to see others, but they cannot smell or pluck you all of a sudden.

If you want to be water then don't be the pond of someone's possession but be the energetic, natural spring of the wild mountain.

You will be able to witness the beauty of surrounding nature and the nature can only enjoy the dramatic flow of your fountain.

If you want to be a pen, then let your ink be magical to only write the words you wish to protest to be free.

Don't let others to write their provocation or dictation with your ink then that will be true freedom for thee.

If you want to be a colour, then be it but be in your true spirit and be the colour which no one can change by their choice.

If you want to be sound or light, then be the thunder and lightning and never underestimate the power of your voice.

If you want to be a feeling of humans, then be that feeling which will always let you be yourself in all aspects.

Then from that moment you can love yourself with dignity as you are not spineless, but you have self-respect.

BPBEA WOMEN'S COUNCIL CELEBRATES WOMENS DAY

BPBEA Women's Council celebrated International Women's Day through a Poster Exhibition, Street Corner Meeting and Distribution of Leaflets amongst Public in Kolkata on 1 March, 2025. Com. Richa Gandhi, Convener, National Women's Council, AIBEA visited the exhibition and spoke before the gathering.



With the participation of women comrades in huge number throughout the day, with their splendid rendition, the Women's day was a grand success.

We demand - Recruitment of staff to fill up vacancies
We say – There is acute shortage of staff in Branches
We say – large number of vacancies remain unfilled
BUT

Minister of State for Finance says - 95% of vacancies are filled up !!!
What is the fact

All of us are aware that in our current agitational programme, one of the most important demands is adequate recruitment of staff. All of us know that Banks have reduced the recruitment of clerical staff and there is a virtual ban on recruitment of substaff and part time employees, on the plea that there is some oral instruction from the Government. Because of this, there is acute shortage of staff in the Branches. Because of this,

employees are not able to complete their routine work within the normal working hours. Because of this, large number of persons are employed on temporary and casual basis in the Branches.

To the question raised in the Lok Sabha by Com V Selvaraj, Member of Parliament from the Communist Party of India on 10-2-2025, the Minister of State for Finance, Government of India has replied as under:

*“As per inputs received from PSBs, as on 01.01.2025, **95% staff (Clerks and Sub staff) are in position against their business requirement.** The small proportion of gap is attributable to attrition on account of superannuation and other usual factors including unplanned exits.”*

The Minister has also given the following information in his reply about number of employees in the Banks:

Cadre	2011	2017	2024	As on 1.1.2025
Officers	2,39,997	3,19,685	4,12,977	4,21,584
Clerks	2,54,232	2,69,271	2,48,539	2,48,173
Sub staff	1,24,609	1,19,288	95,199	88,851
Total	6,18,838	7,08,244	7,56,715	7,58,608

According to this reply by the Minister, between 2011 and 2024, while 1,72,980 officers have been added, the clerical strength has come down only by 5,693 and substaff by 29,410.

But when we verified these figures with the information published by RBI, we find the follow details from the RBI.

	As per Minister's Reply		As per RBI Source	
	2011	2024	2011	2024
Officer	2,39,997	4,12,977	3,10,961	4,05,366
Increase		172,980		94,405
Clerk	2,54,232	2,48,539	3,13,537	2,46,965
Reduction		5,693		66,572
Substaff	1,24,609	95,199	1,51,190	94,348
Reduction		29,410		56,842

If we take into account the clerical recruitments of 2011 and 2012, when we compare the clerical staff strength between 2013 and 2024, it is much more alarming.

Clerical strength as on 2013	398,801
Clerical strength as on 2024	246,965
Reduction	151,836

That is why we say that atleast there are about **150,000 clerical posts and about 50,000 substaff posts (total of about 2 lacs vacancies)** remain unfilled in the Public Sector Banks. If you add the staff requirement for business improvement, implementation of various Government schemes, etc. the requirement is much more. This is the reason why employees are suffering with heavy workload.

If you compare the private sector Banks, the total staff in private Banks in 2011 was 1,71,071 and in 2024 it was 8,46,530.

We do not know how the Minister says that 95% of the clerical and substaff posts are filled up? Is it a statistical error or a deliberate attempt to misinform the people at large? Let it be anything. But we all know that there is acute shortage of staff in the Branches

[We reproduce hereunder the parliament debate on recruitment]

LOK SABHA

UNSTARRED QUESTION NO.953

ANSWERED ON MONDAY, FEBRUARY 10, 2025 / MAGHA 21, 1946 (SAKA)

Decline of Employees in Public Sector Banks

953. **Com. Selvaraj V :**

Will the Minister of Finance be pleased to state:

- Whether it is a fact that the number of employees in Public Sector Banks (PSBs) has been declined considerably since the year 2011 particularly the number of clerks and sub-staff;
- If so, the number of officers, clerks and subordinate staff in the public sector banks as of 2011, 2017 and 2024 and the percentage of clerks and sub-staff to the total number of employees in PSBs according to the latest date available; and
- The reasons for the decline of employees in the PSBs during the last thirteen years?

ANSWER

MINISTER OF STATE IN THE MINISTRY OF FINANCE (SHRI PANKAJ CHAUDHARY)

(a) to (c): Public Sector Banks (PSBs) are board governed commercial entities. The requirement of manpower in each PSB is determined by the respective PSB keeping in view various factor which include, *inter-alia*, business requirement, spread of activities, superannuation and other unplanned exits. Appointment of officers and staff is done accordingly by the PSBs and it varies from year to year based on their requirements.

As per PSBs, the number of officers, clerks and subordinate staff is as under:

Cadre / Year	2011	2017	2024	As on 1.1.2025
Officers	2,39,997	3,19,685	4,12,977	4,21,584
Clerks	2,54,232	2,69,271	2,48,539	2,48,173
Sub staff	1,24,609	1,19,288	95,199	88,851
Total	6,18,838	7,08,244	7,56,715	7,58,608

As on 1.1.2025, the percentage of clerks and sub-staff to the total number of employees is 32.71% and 11.71% respectively.

As per inputs received from PSBs, as on 01.01.2025, **95% staff (Clerks and Sub staff) are in position against their business requirement.** The small proportion of gap is attributable to attrition on account of superannuation and other usual factors including unplanned exits.

NEWS ON BANKING

Bank unions say Govt taking serious note on accepting demand for Five-day work week

K. R. Srivats

Bank unions' demand for a five-day banking per week is now receiving serious attention from the government, including at the level of the Finance Minister Nirmala Sitharaman.

This was conveyed by a senior official from the Department of Financial Services (DFS) in the Finance Ministry during a recent conciliation meeting between UFBU and IBA chaired by the Chief Labour Commissioner (CLC) in the capital.

This is significant as for the last one year, the issue of five day banking week has been pending without any progress.

"It (five days banking week) was one of the major issues that has led us to defer the strike. There is progress. We are positive and hopeful that matter will move further. We will give a fair trial for two months. I don't think we will require another strike call. Government has understood our concerns", C.H. Venkatachalam, General Secretary, All India Bank Employees Association (AIBEA) told Businessline.

The United Forum of Bank Unions (UFBU), a representative body of nine bank unions, have

decided to defer the strike call given for March 24-25 after the IBA and CLC assured their demands will be given due consideration. In all, UFBU had raised 13 issues in the strike notice.

During the Friday's conciliation meeting, the CLC K Shekar assured union representatives that he would monitor the issue of five-day banking week with both the Indian Banks' Association (IBA) and the DFS. He emphasised that the demand for a five-day work week should be considered as the matter has already been agreed upon by the IBA and the Unions in the 12th Bipartite Settlement / 9th Joint Note.

This commitment from the labour authorities has raised fresh hopes among bank employees, who have been pressing for this reform for a long time.

The IBA and DFS are expected to deliberate further on the proposal, and a final decision could be on the horizon. Bank employees across the country are now watching closely as discussions progress, hoping for a long-awaited shift towards a better work-life balance, said banking industry insiders.

Workmen/officer directors

Meanwhile, on the issue of filling up of posts of workmen/officers employee directors in Public Sector Banks (PSBs), the representative from DFS informed the conciliatory meeting that 14 names have already been sent for consideration and approval by the Appointments Committee of the Cabinet (ACC). The remaining cases are under correspondence and examination, the DFS representative said. There is now vacancies for 24 directors —12 workmen and 12 officer-directors.

UFBU has been urging the government to fill the vacancies of workmen/officers directors. All the 12 posts of Workmen employee director and 12 posts of officer employee director have remained vacant for the past ten years.

The Hindu's Business line Newspaper conducted an Opinion Poll on the issue Should Indian Banks have 5 Day Week ?

Voting Result Polled : 2,43,906

Yes : 2,40,602 (99%)

No : 3233 (1%)

Can't say : 593

From record loss in 2018 to record profit: Public Sector Banks' Dividend rises 33 % to Rs 27,830 cr in FY24

Dividend payout by public sector banks (PSBs) have risen by 33 per cent to Rs 27,830 crore in FY24, indicating significant improvement in financial health of these lenders. PSBs declared a dividend of Rs 27,830 crore to shareholders in 2023-24 as against Rs 20,964 crore in the previous fiscal, registering an increase of 32.7 per cent, according to the government data.

Of Rs 27,830 crore total dividend, nearly 65 per cent or Rs 18,013 crore was paid to the government towards their shareholding in FY24.

During 2022-23, the government received Rs 13,804 crore as dividend from the public sector banks including State Bank of India (SBI).

It is to be noted that 12 public sector banks recorded the highest ever aggregate net profit of Rs 1.41 lakh crore in 2023-24 against the net profit of Rs 1.05 lakh crore in 2022-23, and earned Rs 1.29 lakh crore in the nine months of the current financial year.

Out of the total profit of Rs 1,41,203 crore earned during FY24, market leader SBI

alone contributed over 40 per cent, as per the published numbers on exchanges.

SBI earned a profit of Rs 61,077 crore, 22 per cent higher than the previous financial year (Rs 50,232 crore).

In percentage terms, Delhi-based Punjab National Bank had the highest net profit growth of 228 per cent at Rs 8,245 crore, followed by Union Bank of India with a 62 per cent rise to Rs 13,649 crore and Central Bank of India with a 61 per cent increase to Rs 2,549 crore.

Among the banks which recorded over 50 per cent jump in net profit included Bank of India with a 57 per cent growth to Rs 6,318 crore while Bank of Maharashtra with a 56 per cent rise to Rs 4,055 crore and Chennai-based Indian Bank recorded a 53 per cent improvement to Rs 8,063 crore.

PSB is a turnaround story from record losses of Rs 85,390 crore in FY18 to the record profit in FY24.

Courtesy: ECONOMIC TIMES

National Convention of Workers

[In the background of continued anti-labour attitude of the Government and the attempt to implement the anti-worker Labour Codes which would adversely affect the working class and trade union movement, Joint Platform of Central Trade Unions (INTUC, AITUC, HMS, CITU, AIUTUC, TUCC, SEWA, AICCTU, LPF and UTUC) and Independent Sectoral National Trade Union Federations organised a National Convention of Workers at Delhi on 18-3-2025. AIBEA also participated in this Convention. We furnish herein the Resolution adopted at the Convention]

DECLARATION NATIONAL CONVENTION OF WORKERS NEW DELHI 18th MARCH, 2025

This National Convention of Workers being held in New Delhi on 18th March 2025, at the call of the Joint Platform of Central Trade Unions and Independent Sectoral National Federations/Associations representing all sections of the working people of our country, takes stock of the alarming situation before the workers and all sections of common people in our country, because of the anti-worker, anti-people policies being pursued by the NDA government at the Centre for the third term.

After managing to come back to power at the centre for the third term through coalition arrangement, the Govt has become atrociously desperate to push through its corporate servile policy machinations on the lives and livelihood of the overwhelming majority of toiling populace. This is resulting in continuing phenomenon of deepening and widening impoverishment, spread of hunger and malnutrition below destitution level, skyrocketing unemployment and joblessness together with drastic degeneration of quality of jobs to inhumane level and what-not. Simultaneously, the profit by the corporate and big-business got multiplied to all time high. Even the latest official Economic survey, could not hide the blatant bankruptcy of the perverse policy regime. It exposes that the wages of the informal economy workers have fallen in 2023-2024 from the level of those in the year 2017-2018. On the contrary the employment-increase was only 1.5 percent. Casual male workers were drawing earnings between Rs.203 to Rs.242 whereas women were getting between Rs.128 to Rs.159. The very same report also reflects that the profits of corporate sector grew by 22.3 percent.

Inequalities are rising in our country. 5 percent top population owns 70 percent of wealth whereas for the 50 percent people from the bottom, their share in wealth is 3 percent only. Richest Indians are richer than those of the European billionaires whereas poorest Indians are poorer than Madagascar with poverty having increased by 17 percent during more than ten years of present ruling regime. 90 percent families were termed poorer than international standards in 2018 as per international studies conducted by reputed institutions.

In its third term of governance, this Govt. has become furiously over-active in implementing the Labour Codes, which is a comprehensive blueprint of imposing conditions of virtual slavery on the working people as a whole. These codes would snatch from them almost all rights and entitlements of workers at their workplaces. The CTUs/Federations take it as a serious challenge to all the basic rights of the workers relating to defined working conditions including working hours, minimum wages, social security etc. and also their collective rights to unionization, recognition, collective bargaining, agitations/struggles and any form of collective expressions of protests including right to strike etc. being sought to be snatched away, together with atrocious and vindictive punitive measures against any collective dissents by the workers. In essence the Labour Codes are a blue-print to impose conditions of virtual slavery on the working people in the interests of the corporate/employers' class.

The National Convention notes that the decision of

implementing Labour Codes is integral to the ongoing project of the corporate class to drastically curb the basic democratic and constitutional rights of the common people including the rights to freedom of expression and assertion of dissent including collective dissent through numerous enactments like UAPA, PMLA including the latest edition of Bhartiya Nyaya Sanhita (BNS). The numerous administrative and executive measures aimed at rabidly authoritarianise almost all forms of governance with a fascistic intent are being taken. These are aimed at bulldozing all democratic and collective opposition to the pro-corporate, policies against national interest. The collective action, even collective lodging of complaints by the workers and their unions are being sought to be interpreted as “organized crime” as per section 111 of BNS leading to harsh police action including non-bailable imprisonment of the workers and their union leaders. Already such events of criminal actions against workers and union leaders for collectively representing their grievance either to management or even to Labour Department have started taking place in many states implicating trade union leaders and activists in numerous cases. And such a repressive exercise resulted in overactive authoritarian interventions including threats by the employers/management in various industries and establishments including even in various Govt departments towards restraining and virtually prohibiting day to day collective activities of the workers and their unions like holding gate/departmental meetings, distributing leaflets, submitting memorandums etc. and thereby seeking to create an atmosphere of fear among the workers. The united working-class movement cannot remain a silent onlooker to such disastrous machinations on the country and the people.

The Convention upholds the charter of demands formulated by the Joint Platform of Trade Unions through previous national convention on 30.1.2023 covering the basic rights to lives and livelihood of the working people of both the organized and unorganized sector and self-employed occupations, In order to pursue struggle to realise these demands, the implementation of Labour Codes must be stalled and decisively defeated through countrywide united struggles of

defiance and resistance by the working class both at national level united actions and also through united sectoral resistance. It is a life and death question for the working-class movement as well as for defending the constitutional and democratic structure of country's governance. Hence the National Convention asserts that the resistance struggle to defeat and scrap the Labour Codes has become central prerequisite in the united struggle of the working class to achieve their just and legitimate charter of demands for a decent and humane working life and also their right to quality employment.

The National Convention considers the all in unity of the toiling people irrespective of religion, caste, community, ethnicity, linguistic and cultural diversities, as a united toiling class, in forthcoming battle for their just and legitimate rights and demands, is of crucial importance. Therefore, it is also most crucial front line task for joint movement of the toiling people to consciously confront all poisonous divisive and conspiratorial machinations on the society as these are meant to weaken and divert the united resistance of the toiling people against the crimes being committed on the people and national economy. The government agenda of Wakf of Board Amendments Bill is brought with the intention of promoting divisive politics. As a diversionary tactics and ulterior motive “one nation one election” agenda is being pushed despite disagreement by the whole opposition.

During last couple of years, the Govt started decriminalizing various defaults/offences by the corporate/big business class through so called Jana-Vishwas Act which is nothing but a license to them to violate various laws including labour laws with impunity. The Govt has decriminalized already 180 offences of corporate/big-business class under 41 legislations including the Boiler Act, Forest Act, Tea Act etc. withdrawing all provisions of imprisonment for any violation of those laws and get scot-free by paying some fines, which is much less than the gains from violations. Again, the Last Union Budget has declared their decision to decriminalize 100 more offences. And such decriminalization of offences by corporate employers also includes violation/non-fulfillment

of obligations under many labour laws. All these are being done by the Govt under the dubious and shameless plea of “**Ease of doing Business**”.

Even before the implementation of labour codes, the so-called Shram Samadhan and Shram Suidha Portals has practically done away with the long-established system of complaint-based inspection of establishments, thereby making labour-law-violations by the employers a free game with continuing impunity.

The entire governance while promoting such perverting process of labour related governance system has without any camouflage opened the entire national exchequer generated by huge tax-burden on the common people for liberal exploitation by handful of corporates through various so-called incentive schemes, production-linked, capex-incentive and latest employment linked incentive scheme. The production linked incentive (PLI) scheme of Rs.1.97 lakh crores for 14 industries in the manufacturing sector, Rs.76000 crores capex incentive to the semiconductor manufacturing industries, and Rs.2 lakh crores of employment linked incentive (ELI) scheme in the process of last two/three years have neither generated any additional employment, nor any worth-noting increase in production in the concerned sector, nor any worthwhile increase in investment which are all matters of record.

On the other hand, we note consistent decline and drastic cut in budgetary allocations in real terms in all people-related heads like MNREGA, Public Health, Education and various other welfare schemes and programmes.

In a nefarious way the Govt is attempting to bring back the provisions of the already-scraped draconian three farm laws through the recently released Draft National Policy Framework on Agricultural Marketing which is being rightly opposed by the Samyukt Kisan Morcha (SKM). The commitment on Statutory MSP based on C2 plus 50 and ensured procurement based on that basis has not been implemented for which the SKM has been continuing its relentless agitation/struggle activities.

The Govt has notified grossly truncated Unified

Pension Scheme (UPS) as an alternative option to New Pension Scheme (NPS) ignoring the just demand of employees for restoration of Old Pension Scheme (OPS). It is reluctantly making halfhearted attempts to implement and also block the implementation of the Supreme Court directions for higher pension under EPS.

Along with continuing its ongoing privatization policy, the Govt is aggressively pursuing its new format of privatization through National Monetization Pipeline (NMP) that too in the infrastructure sector of Roadways, Railways, Airways, Port and Dock, Telecommunication and also in Mining through the nefarious Mines Developer and Operator (MDO) model enabling loot of public assets at a throw away price, rather almost free in terms of net worth of the assets. 100% FDI in Insurance, amendment to Postal Act doing away with the Govt monopoly over the postal service allowing the private, enabling private corporates in defence manufacturing, research & development, including the space exploration and technology are all done to favour the corporate at the cost of national interests, against which the sectoral struggles of resistance and defiance are mounting across.

The electricity employees are on continuous movement against the handing over of Discoms to the private players as witnessed recently in Chandigarh and Uttar Pradesh. And people across the nation at several places are opposing the installation of smart meters. The recent joint national convention of electricity employees, engineers held at Nagpur on 23rd Feb 2025 has decided to join the joint strike call action of this convention and has also resolved to again go on for sectoral strike on its demands independently on June 26th, 2025.

The recent govt. policy on ship-breaking industries will bring death knell to the livelihood majority of the women who are dependent on this sector for survival.

Is this not a government totally against what we want? We can clearly see that whatever the Govt does is to illegitimately benefit the Corporate Class, the rich people at the expense of vast work force? This ruling dispensation is not only working

against the interests of workers, farmers, students, youth, women and the other vulnerable sections of the society, against the intelligentsia etc., but its policies are facilitating the loot of natural resources and the national assets by the Corporate of Indian and foreign brand. These policies are against the national interest.

All our demands are just and legitimate and are also crucial for saving the national economy from disaster and de-growth.

Labour Codes and accompanying restructuring of the entire governance system are aimed at promoting such directly anti-people and anti-national policy regime and therefore defeating and scrapping the Labour Codes through united actions of the working people with a continuity has become the prime task of the hour along with demanding fulfilment of the 17 points of charter of demands of Joint Platform of CTU's and Federations

Indian Labour Conference (ILC), the highest tripartite body has to be convened immediately. ILO Conventions 87, 98, 190 must be ratified. Fundamental Principles of Rights at Work (FPRW) as per ILO Convention 155 and 187 have to be adhered to with regard work place safety and Convention -81 for inspection has to be implemented. ILO Convention 177 on home-based workers and ILO Convention 189 on domestic workers should be ratified immediately.

Immediate halt should be put to the entire privatization drive of Indian Railways, and Road transport, Coal mines and other non-coal mines, Port and Dock, Defense, Electricity, Steel, Petroleum, Postal, Telecom, Banks and Insurance sector etc. in the national interest. The NMP Scheme to be scrapped. The defense ordinance factories are vital for national security and should be in the government sector and corporatization should be rolled back. 100% FDI in Insurance Sector should be stalled along with the scrapping of policy and agency portability.

Rs 26,000/- as minimum wage with regular revision every five years with price indexation should be ensured. 8th pay commission should be constituted at the earliest. Fixed term employment and Agni Path scheme should be scrapped and

outsourcing/ contractualization of Jobs should be stopped. Equal pay for equal work should be ensured. The Government should begin forthwith for recruitments of sanctioned posts and also to revive the lapsed posts. Violation of 8 hours of workday, a hard won right of working class should be curbed. The violation should be dealt with stringent punitive action against the violator establishments.

The New Education Policy meant to encourage commercialization, centralization and communalization in education making it unaffordable for poor, lower and even middle-income groups of society must be withdrawn. Sufficient fund for education and health should be provided.

Non-contributory Old Pension Scheme should be restored. Rs.9000/-minimum Monthly pension under EPS 95 with link to price-index should be ensured. Those not covered under any scheme be given Rs.6000/- per month by creating special fund/corpus through sharing of budgets of the states and the centre.

75 lakh beedi workers, the multifaceted welfare scheme under the previous cess-regime should be restored with govt funding. The social security benefits for more than 57.5 million constructions and other building workers enrolled in the BOCWB's should be substantially improved. 30crores plus e-Shram portal enrolled unorganized workers have to be covered under social security through necessary budgetary funding. Gig and platform workers to be recognized as workmen and all labour laws be applicable to them. Climate Resilience Fund to cover the risks and damages caused due to extreme climate conditions including heat wave, floods, cyclones, unseasonal rains and so on should be set up. The National policy on migrant workers is urgently needed and interstate Migrant Workers Act 1979 be revived and revisited, strengthened and implementation assured. There is need for changes in immigration policies as well as the protection needs of our international migrant workers.

Indian Labour Conference recommendation to provide worker status to scheme workers-

Anganwadi, Asha and Mid-day-meal, Asha Kiran etc. should be implemented and Gratuity to them as per judicial directions must be immediately ensured.

200 days' work per annum with increased minimum wages under MNREGA through sufficient budgetary allocation should be ensured along with expanding it to urban areas as per the recommendation of 43rd ILC.

Hence this National Convention of Workers, calls upon the working people of our country to take united struggles to a higher level of combative resistance both at national and sectoral level through a series of joint actions with a continuity. To begin with, **this National Convention calls for observance of a massive Nationwide General Strike on 20th May 2025** to be preceded by series of preparatory campaign/agitations/mobilizations focusing on our firm determination to continue our resistance struggle to defeat the retrograde Labour Codes to save the people and save the nation.

This National Convention of Workers, while reiterating their demand for the Scrapping of Labour Codes and re-affirming 17-point charter of demands, which projects the alternative to the entire gamut of the disastrous neoliberal policy regime, resolves to make success the **20th May 2025 Nationwide General Strike** and proposes the following actions/programmes throughout the nation for its success:

- Organize state/district/and sectoral conventions in the month of March 2025 to middle of April 2025.
- Organize protest actions as resistance and defiance, very next day once the labour codes implementation announced and thereafter continue extensive campaign to culminate in General Strike on 20th May 2025.
- Undertake intensive campaign at local level and reach out every working people through Padayatras/jeep jathas/cycle jathas/motorbike jathas etc., in the month of April/May 2025.
- In the month of April, a decentralized Nationwide mobilization to give boost to campaign for strike be organized (Date may be decided later)

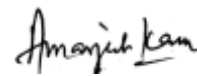
Delhi mobilization with participation from NCR areas be organized on that day.

- Issue General Strike Notice in the respective sector/industry through the respective unions and federations before 3rd May 2025.
- Issue the General Strike Notice jointly signed by all the Central Trade Unions to the factories even where the Unions are not there at local level latest by 3rd May 2025.
- Multiply the Joint signed appeal for General Strike in millions in the local language and reach out to every worker.
- Hold gate meetings /work place level/ residential area meetings to reach out all sections of workers and the people at large.
- There should be review of activities after the General Strike to further heighten the combat of resistance and defiance to labour codes and anti-people policies to save nation from these anti national policies.


Onward to massive mobilization and Nationwide General Strike on 20th May 2025



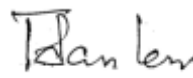
INTUC



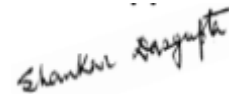
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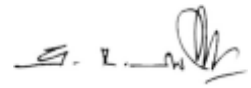
HMS



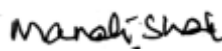
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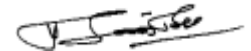
TUCC



SEWA



AICTU



L.P.F.



UTUC

And Independent National Sectoral Federation/ Associations.

घोषणापत्र राष्ट्रीय श्रमिक सम्मेलन प्यारेलाल भवन, आईटीओ के पास, नई दिल्ली 18 मार्च, 2025

केंद्रीय ट्रेड यूनियनों और स्वतंत्र क्षेत्रीय राष्ट्रीय फेडरेशनों/एसोसिएशनों के संयुक्त मंच के आह्वान पर 18 मार्च 2025 को नई दिल्ली में आयोजित होने वाला यह राष्ट्रीय श्रमिक सम्मेलन, हमारे देश के मेहनतकश लोगों के सभी वर्गों का प्रतिनिधित्व करता है, जो हमारे देश के श्रमिकों और आम लोगों के सभी वर्गों के सामने खतरनाक स्थिति का जायजा लेता है, क्योंकि केंद्र में तीसरी बार आई एनडीए सरकार द्वारा अपनाई जा रही नीतियां मजदूर विरोधी, जन विरोधी हैं।

गठबंधन व्यवस्था के माध्यम से तीसरी बार केंद्र में सत्ता में वापस आने के बाद, सरकार मेहनतकश आबादी के भारी बहुमत के जीवन और आजीविका पर अपनी कॉर्पोरेट गुलामी नीति को लागू करने के लिए बेहद बेताब हो गई है। इसके परिणामस्वरूप गरीबी बढ़ती जा रही है, भुखमरी और कुपोषण का स्तर अभाव से भी नीचे चला गया है, बेरोजगारी और बेकारी में भारी वृद्धि हो रही है, साथ ही नौकरियों की गुणवत्ता में भारी गिरावट आई है और यह सब अमानवीय स्तर पर पहुंच गया है। इसके साथ ही, कॉर्पोरेट और बड़े-बड़े कारोबारियों का मुनाफा कई गुना बढ़कर अब तक के उच्चतम स्तर पर पहुंच गया है। यहां तक कि नवीनतम आधिकारिक आर्थिक सर्वेक्षण भी इस विकृत नीति व्यवस्था के घोर दिवालियापन को नहीं छिपा सका। यह उजागर करता है कि अनौपचारिक अर्थव्यवस्था के श्रमिकों का वेतन वर्ष 2017-2018 के स्तर से 2023-2024 में गिर गया है। इसके विपरीत रोजगार में केवल 1.5 प्रतिशत की वृद्धि हुई है। आकस्मिक (कैजुअल) पुरुष श्रमिक 203 से 242 रुपये के बीच कमा रहे हैं, जबकि महिलाओं को 128 से 159 रुपये के बीच मिल रहा था। इसी रिपोर्ट में यह भी दर्शाया गया है कि कॉर्पोरेट क्षेत्र के मुनाफे में 22.3 प्रतिशत की वृद्धि हुई है।

हमारे देश में असमानताएं बढ़ रही हैं। शीर्ष की 5 प्रतिशत आबादी के पास 70 प्रतिशत संपत्ति है, जबकि नीचे से 50 प्रतिशत लोगों के पास संपत्ति में केवल 3 प्रतिशत हिस्सा है। सबसे अमीर भारतीय, यूरोपीय अरबपतियों से भी अधिक अमीर हैं, जबकि सबसे गरीब भारतीय मेडागास्कर के गरीबों से भी अधिक गरीब हैं, जहां भारत में वर्तमान शासन के दस वर्षों से अधिक के दौरान गरीबी में 17 प्रतिशत की वृद्धि हुई है। प्रतिष्ठित सस्थानों द्वारा किए गए अंतर्राष्ट्रीय अध्ययनों के अनुसार 2018 में 90 प्रतिशत भारतीय परिवारों को अंतर्राष्ट्रीय मानकों से भी अधिक गरीब माना गया।

शासन के अपने तीसरे कार्यकाल में, यह सरकार श्रम संहिताओं को लागू करने में अत्यधिक सक्रिय हो गई है, जो समग्र रूप से कामकाजी लोगों पर आभासी गुलामी की स्थिति थोपने का एक व्यापक खाका है। ये कोड उनसे उनके कार्यस्थलों पर श्रमिकों के लंबगभग सभी अधिकार और हक छीन लेंगे। सी.टी.यू./फेडरेशन

इसे काम के घटे, न्यूनतम मजदूरी, सामाजिक सुरक्षा आदि सहित परिभाषित कार्य स्थितियों से संबंधित श्रमिकों के सभी बुनियादी अधिकारों के लिए एक गंभीर चुनौती के रूप में लेते हैं और साथ ही यूनियन बनाने, मान्यता, सामूहिक सौदेबाजी, आंदोलन/सघर्ष और हड़ताल आदि के अधिकार सहित विरोध के किसी भी सामूहिक अभिव्यक्ति के उनके सामूहिक अधिकारों को छीनने की कोशिश है, साथ ही श्रमिकों द्वारा किसी भी सामूहिक असहमति के खिलाफ क्रूर और प्रतिशोधी दंडात्मक उपाय हैं। संक्षेप में श्रम संहिताएँ कॉर्पोरेट/नियोक्ता वर्ग के हितों में कामकाजी लोगों पर आभासी गुलामी की स्थिति थोपने का एक खाका हैं।

राष्ट्रीय सम्मेलन ने कहा कि श्रम संहिताओं को लागू करने का निर्णय कॉर्पोरेट वर्ग की चल रही परियोजना का अभिन्न अंग है, जो आम लोगों के बुनियादी लोकतांत्रिक और संवैधानिक अधिकारों पर भारी अंकुश लगाना चाहता है, जिसमें अभिव्यक्ति की स्वतंत्रता और असहमति की अभिव्यक्ति के अधिकार शामिल हैं, जिसमें भारतीय न्याय संहिता (बीएनएस) के नवीनतम संस्करण सहित यूएपीए, पीएमएलए जैसे कई अधिनियमों के माध्यम से सामूहिक असहमति शामिल है। लगभग सभी प्रकार के शासन को फासीवादी इरादे से उग्र रूप से अधिनायकवादी बनाने के उद्देश्य से कई प्रशासनिक और कार्यकारी उपाय किए जा रहे हैं। इनका उद्देश्य राष्ट्रीय हित के खिलाफ कॉर्पोरेट समर्थक नीतियों के विरुद्ध सभी लोकतांत्रिक और सामूहिक विरोध को कुचलना है। सामूहिक कार्रवाई, यहां तक कि श्रमिकों और उनके यूनियनों द्वारा सामूहिक रूप से शिकायत दर्ज करने को भी बीएनएस की धारा 111 के अनुसार "संगठित अपराध" के रूप में व्याख्या करने की कोशिश की जा रही है, जिसके कारण श्रमिकों और उनके यूनियन नेताओं की गैर-जमानती कारावास सहित कठोर पुलिस कार्रवाई की जा रही है। पहले से ही कई राज्यों में प्रबंधन या यहां तक कि श्रम विभाग के समक्ष अपनी शिकायत सामूहिक रूप से प्रस्तुत करने के लिए श्रमिकों और यूनियन नेताओं के खिलाफ आपराधिक कार्रवाई की ऐसी घटनाएँ होनी लगी हैं, जिसमें कई मामलों में ट्रेड यूनियन नेताओं और कार्यकर्ताओं को फसाया गया है। और इस तरह के दमनकारी अभ्यास के परिणामस्वरूप विभिन्न उद्योगों और प्रतिष्ठानों में नियोक्ताओं/प्रबंधन द्वारा अति सक्रिय सत्तावादी हस्तक्षेप हुए, जिसमें विभिन्न सरकारी विभागों में भी श्रमिकों और उनके संघों की दिन-प्रतिदिन की सामूहिक गतिविधियों जैसे गेट/विभागीय बैठकें आयोजित करना, पर्चे बांटना, ज्ञापन सौंपना आदि को रोकना और वस्तुतः प्रतिबंधित करना और इस तरह श्रमिकों के बीच भय का माहौल बनाने की कोशिश करना शामिल है। देश और लोगों पर इस तरह के विनाशकारी षड्यंत्रों को देखते हुए एक जुट मजदूर वर्ग आंदोलन, मूक दर्शक नहीं रह सकता।

यह कन्वेंशन 30.1.2023 को पिछले राष्ट्रीय सम्मेलन के माध्यम से ट्रेड यूनियनों के संयुक्त मंच द्वारा तैयार मार्गों के चार्टर को बरकरार रखता है, जिसमें संगठित और असंगठित दोनों क्षेत्रों और स्वरोजगार वाले व्यवसायों के कामकाजी लोगों के जीवन और आजीविका के बुनियादी अधिकारों को शामिल किया गया है। इन मार्गों को पूरा करने के लिए संघर्ष को आगे बढ़ाने के लिए, श्रमसंहिताओं के कार्यान्वयन को राष्ट्रीय स्तर पर एकजुट कार्रवाइयों और साथ ही एकजुट क्षेत्रीय प्रतिरोध के माध्यम से मजदूर वर्ग द्वारा अवज्ञा और प्रतिरोध के देशव्यापी एकजुट संघर्षों के माध्यम से रोका जाना चाहिए और निर्णायक रूप से पराजित किया जाना चाहिए। यह मजदूर वर्ग के आंदोलन के लिए जीवन-मरण का प्रश्न है, साथ ही देश के शासन के संवैधानिक और लोकतांत्रिक ढांचे की रक्षा के लिए भी आवश्यक है। इसलिए राष्ट्रीय सम्मेलन इस बात पर जोर देता है कि श्रम संहिताओं को रद्द करवाने के लिए प्रतिरोध संघर्ष मजदूर वर्ग के एकजुट संघर्ष में केंद्रीय शर्त बन गया है ताकि एक सभ्य और मानवीय कामकाजी जीवन और गुणवत्तापूर्ण रोजगार के अपने अधिकार के लिए उनकी न्यायसंगत और वैध मांगों को हासिल किया जा सके।

राष्ट्रीय सम्मेलन का मानना है कि धर्म, जाति, समुदाय, नस्ल, भाषाई और सांस्कृतिक विविधताओं से परे मेहनतकश लोगों की एकजुटता, उनके न्यायपूर्ण और वैध अधिकारों और मांगों के लिए एक संयुक्त मेहनतकश वर्ग के रूप में, आगामी लड़ाई में रहना अत्यंत महत्वपूर्ण है। इसलिए, मेहनतकश लोगों के संयुक्त आंदोलन के लिए यह सबसे महत्वपूर्ण अग्रिम पंक्ति का कार्य है कि वेंसमाज पर सभी जहरीले विभाजनकारी और षड्यंत्रकारी षड्यंत्रों का सचेत रूप से सामना करें क्योंकि इनका उद्देश्य लोगों और राष्ट्रीय अर्थव्यवस्था पर किए जा रहे अपराधों के खिलाफ मेहनतकश लोगों के एकजुट प्रतिरोध को कमजोर और विचलित करना है। सरकार द्वारा वक्फ बोर्ड संशोधन बिल अपने बांटो राज करो की नीति को बढ़ाने के लिए लाया गया है। इसी तरीके से आमजनता के मांगों के हल के बजाय यह सरकार एक देश एक चुनाव की बहस में अपने खतरनाक मंसूबों के तहत बढ़ा रही है।

पिछले कुछ वर्षों के दौरान, सरकार ने तथाकथित जन-विश्वास अधिनियम के माध्यम से कॉर्पोरेट बड़े व्यापारी वर्ग द्वारा विभिन्न चूक/अपराधों को अपराधमुक्त करना शुरू कर दिया है, जो उन्हें श्रम कानूनों सहित विभिन्न कानूनों का उल्लंघन करने के लिए एक लाइसेंस के अलावा और कुछ नहीं है। सरकार ने बॉयलर एक्ट, वन अधिनियम, चाय अधिनियम आदि सहित 41 कानूनों के तहत कॉर्पोरेट बड़े-व्यापारिक वर्ग के 180 अपराधों को पहले ही अपराधमुक्त कर दिया है, इन कानूनों के किसी भी उल्लंघन के लिए कारावास के सभी प्रावधानों को वापस ले लिया है और कुछ जुर्माना देकर छट पा ली हैं, जो उल्लंघन से होने वाले लाभ से बहुत कम है। फिर से, पिछले केंद्रीय बजट ने 100 और अपराधों को अपराधमुक्त करने का अपना निर्णय घोषित किया है। और कॉर्पोरेट नियोक्ताओं द्वारा अपराधों के ऐसे अपराधमुक्त करने में कई श्रम कानूनों के तहत दायित्वों का उल्लंघन आपूर्ति भी शामिल है। यह

सब सरकार द्वारा "व्यापार करने में आसानी" के संदिग्ध और बेशर्मा भरे बहाने के तहत किया जा रहा है।

श्रम संहिताओं के कार्यान्वयन से पहले ही, तथाकथित श्रम समाधान और श्रम सुविधा पोर्टल ने प्रतिष्ठानों के शिकायत-आधारित निरीक्षण की लंबे समय से स्थापित प्रणाली को व्यावहारिक रूप से समाप्त कर दिया है, जिससे नियोक्ताओं द्वारा श्रम-कानूनों का उल्लंघन एक खुला खेल बन गया है, जिसमें उन्हें कोई दंड नहीं मिलता।

श्रम सबंधी शासन व्यवस्था की ऐसी विकृत प्रक्रिया को बढ़ावा देते हुए समूचे शासन ने बिना किसी दिखावे के आम जनता पर भारीकर-बोझ से उत्पन्न पूरे राष्ट्रीय खजाने को मुट्ठीभर कॉर्पोरेट्स द्वारा विभिन्न तथाकथित प्रोत्साहन योजनाओं, उत्पादन-संबंधी, पूंजी-व्यय-प्रोत्साहन और नवीनतम रोजगार-संबंधी प्रोत्साहन योजना के माध्यम से उदार शोषण के लिए खोल दिया है। विनिर्माण क्षेत्र के 14 उद्योगों के लिए 1.97 लाख करोड़ रुपये की उत्पादन-संबंधी प्रोत्साहन (पीएलआई) योजना, सेमी-कंडक्टर विनिर्माण उद्योगों के लिए 76000 करोड़ रुपये की पूंजी-व्यय प्रोत्साहन और पिछले दो-तीन वर्षों की प्रक्रिया में 2 लाख करोड़ रुपये की रोजगार-संबंधी प्रोत्साहन (ईएलआई) योजना से न तो कोई अतिरिक्त रोजगार पैदा हुआ, न ही संबंधित क्षेत्र में कोई उल्लेखनीय उत्पादन में वृद्धि हुई, न ही निवेश में कोई सार्थक वृद्धि हुई, जो कि सभी रिकॉर्ड में हैं।

दूसरी ओर, हम मनरेगा, सार्वजनिक स्वास्थ्य, शिक्षा और विभिन्न अन्य कल्याणकारी योजनाओं और कार्यक्रमों जैसे सभी जन-संबंधित मदों में वास्तविक रूप से बजटीय आवंटन में लगातार गिरावट और भारी कटौती देखते हैं।

सरकार हाल ही में जारी कृषि विपणन पर राष्ट्रीय नीति रूपरेखा के मसौदे के माध्यम से पहले से ही समाप्त किए जा चुके तीन कृषि कानूनों के प्रावधानों को वापस लाने का नापाक प्रयास कर रही है, जिसका संयुक्त किसान मोर्चा (एसकेएम) द्वारा उचित विरोध किया जा रहा है। सी2 प्लस 50 के आधार पर वैधानिक एमएसपी और उस आधार पर सुनिश्चित खरीद पर प्रतिबद्धता को लागू नहीं किया गया है, जिसके लिए एसकेएम अपने निरंतर आंदोलन/संघर्ष गतिविधियों को जारी रखे हुए है।

सरकार ने पुरानी पेंशन योजना (ओपीएस) की बहाली के लिए कर्मचारियों की उचित मांग को नजरअंदाज करते हुए नई पेंशन योजना (एनपीएस) के विकल्प के रूप में बहुत कम एकीकृत पेंशन योजना (यूपीएस) को अधिसूचित किया है। यह अनिच्छा से ईपीएस के तहत उच्च पेंशन के लिए सुप्रीम कोर्ट के निर्देशों के कार्यान्वयन को लागू करने और अवरुद्ध करने का आधा-अधूरा प्रयास कर रही है।

निजीकरण की अपनी नीति को जारी रखने के साथ-साथ सरकार राष्ट्रीय मुद्रीकरण पाइपलाइन (एनएमपी) के माध्यम से निजीकरण के अपने नए प्रारूप को आक्रामक रूप से आगे बढ़ा रही

है, वह भी सड़क, रेलवे, वायुमार्ग, बदरगाह और गोदी, दूरसंचार कंबुनियामी ढाचे के क्षेत्र में और साथ ही खनन मंनपाक माइस डेवलपर और ऑपरटर (एमडीओ) मॉडल के माध्यम से सार्वजनिक संपत्तियोंको कौडियोंके दाम पर लूटने मेंसक्षम बना रही हैं, बल्कि संपत्तियोंके शुद्ध मूल्य के मामले में लगभग मुफ्त है। बीमा में 100 प्रतिशत एफडीआई, डाक अधिनियम मेंसशोधन करके डाक सेवा पर सरकारी एकाधिकार को खत्म करना, रक्षा निर्माण, अनुसंधान और विकास, अतरिक्ष अन्वेषण और प्रौद्योगिकी सहित निजी कॉरपोरेट्स को सक्षम करना, ये सभी राष्ट्रीय हितोंकी कीमतपर कॉरपोरेट को लाभ पहुंचाने के लिए किए गए हैं, जिसके खिलाफ प्रतिरोध और अवज्ञा के क्षेत्रीय सघर्ष बढ़ रहे हैं।

डिस्कॉम को निजी खिलाडियोंको सौंपे जाने के खिलाफ बिजली कर्मचारी लगातार आंदोलन कर रहे हैं हाल ही में 23 फरवरी 2025 को नागपुर में आयोजित बिजली कर्मचारियों, इजीनियरोंके संयुक्त राष्ट्रीय अधिवेशन ने इस अधिवेशन के संयुक्त हड़ताल आह्वान में शामिल होने का निर्णय लिया है तथा 26 जून 2025 को अपनी मांगों को लेकर पुनः स्वतंत्र रूप से क्षेत्रीय हड़ताल करनेका संकल्प लिया है।

शिप ब्रेकिंग उद्यम में सरकार जो नयी नीति लाई है वो महिलाएं जिनका परिवार इस क्षेत्र में अधिकतर की रोजी-रोटी छिन जाएगी। काम करने से चलता है उनमेंसे।

क्या यह सरकार हमारी इच्छाओं के बिल्कुल विपरीत नहीं है? हम स्पष्ट रूप से देख सकते हैं कि सरकार जो कुछ भी कर रही है, वह विशाल कार्यबल की कीमत पर कॉरपोरेट वर्ग, अमीर लोगों को नाजायज लाभ पहुंचाने के लिए है। यह सत्तारूढ़ व्यवस्था न केवल श्रमिकों, किसानों, छात्रों, युवाओं, महिलाओं और समाज के अन्य कमजोर वर्गों, बुद्धिजीवियों आदि के हितों के खिलाफ काम कर रही है, बल्कि इसकी नीतियां भारतीय और विदेशी ब्रांड के कॉरपोरेट द्वारा प्राकृतिक संसाधनों और राष्ट्रीय संपत्तियों की लूटको सुविधाजनक बना रही हैं। ये नीतियां राष्ट्रीय हित के खिलाफ हैं।

हमारी सभी मांगें न्यायसंगत और वैध हैं तथा राष्ट्रीय अर्थव्यवस्था को आपदा और गिरावट से बचाने के लिए भी महत्वपूर्ण हैं।

श्रम संहिताओं और उसके साथ-साथ संपूर्ण शासन प्रणाली के पुनर्गठन का उद्देश्य ऐसी घोर जनविरोधी और राष्ट्रविरोधी नीतिव्यवस्था को बढ़ावा देना है और इसलिए निरंतर काम करने वाले लोगों की एकजुट कार्रवाई के माध्यम से श्रम संहिताओं को हराना और खत्म करना समय का प्रमुख कार्य बन गया है, साथ ही सीटीयू और फेडरेशन के संयुक्त मच कें 17 सूत्री मागपत्र को पूरा करने की मांग को भी आगे बढ़ाने का है।

सर्वोच्च त्रिपक्षीय निकाय भारतीय श्रम सम्मेलन (आईएलसी) को तुरंत बुलाया जाना चाहिए। आईएलओ कन्वेंशन 87, 98, 190 को अनुमोदित किया जाना चाहिए। कार्यस्थल सुरक्षा के संबंध में आईएलओ कन्वेंशन 155 और 187 के अनुसार कार्यस्थल पर अधिकारोंके मौलिक सिद्धांतों (एफपीआरडब्ल्यू) का पालन किया

जाना चाहिए और निरीक्षण के लिए कन्वेंशन-81 को लागू किया जाना चाहिए। घर-आधारित श्रमिकोंकी आईएलओ कन्वेंशन 170 और घरेलू श्रमिकोंकी आईएलओ कन्वेंशन 189 को तुरंत अनुमोदित किया जाना चाहिए।

राष्ट्रीय हित में भारतीय रेलवे, सड़क परिवहन, कोयला खदानों और अन्य गैर-कोयला खदानों, बंदरगाह और गोदी, रक्षा, बिजली, इस्पात, पेट्रोलियम, डाक, दूरसंचार, बैंक और बीमा क्षेत्र आदि के निजीकरण अभियान पर तत्काल रोक लगाई जानी चाहिए। एनएमपी; छडच्छ योजना को समाप्त किया जाना चाहिए। रक्षा आयुध कारखाने राष्ट्रीय सुरक्षा के लिए महत्वपूर्ण हैं और उन्हें सरकारी क्षेत्रमें होना चाहिए तथा निगमीकरण को वापस लिया जाना चाहिए। बीमा क्षेत्र में 100 प्रतिशत एफडीआई को रोका जाना चाहिए और पॉलिसी और एजेंसी पोर्टेबिलिटी को समाप्त किया जाना चाहिए। 26000 रुपये न्यूनतम वेतन, मूल्य सूचकांक के साथ हर पांच सालमें नियमित संशोधन सुनिश्चित किया जाना चाहिए। आठवें वेतन आयोग का जल्द से जल्द गठन किया जाना चाहिए। निश्चित अवधि के रोजगार और अग्नि पथ योजना को समाप्त किया जाना चाहिए और नौकरियों की आउटसोर्सिंग/ठेकाकरण को रोका जाना चाहिए। समान काम के लिए समान वेतन सुनिश्चित किया जाना चाहिए। सरकार को स्वीकृत पदों पर भर्ती शुरू करनी चाहिए और साथ ही समाप्त हो चुके पदोंको पुनर्जीवित करना चाहिए। 8 घंटे के कार्यदिवस के उल्लंघन पर रोक लगाई जानी चाहिए, जो कि श्रमिक वर्ग का कठिन परिश्रम से प्राप्त अधिकार है। उल्लंघन करने वाले प्रतिष्ठानोंके खिलाफ कठोर दंडात्मक कार्रवाईकी जानी चाहिए।

नई शिक्षा नीति का उद्देश्य शिक्षा में व्यावसायीकरण, केंद्रीकरण और साम्प्रदायीकरण को बढ़ावा देना है, जिससे यह समाज के गरीब, निम्न और मध्यम आय वर्ग के लिए अत्यंत महंगी हो जाएगी। शिक्षा और स्वास्थ्य के लिए पर्याप्त निधि उपलब्ध कराई जानी चाहिए।

गैर-अशदायी पुरानी पेंशन योजना को बहाल किया जाना चाहिए। ईपीएस 95 के तहत मूल्य सूचकांक से लिंक करते हुए 9000 रुपये न्यूनतम मासिक पेंशन सुनिश्चित की जानी चाहिए। जो लोग किसी भी योजना के अंतर्गत कवर नहीं हैं, उन्हें राज्यों और केंद्रके बजट को साझा करके विशेष कोष/कॉर्पस बनाकर 6000 रुपये प्रति माह दिए जाने चाहिए। 75 लाख बीड़ी श्रमिकों के लिए पिछली उपकर व्यवस्था के तहत बहुआयामी कल्याण योजना को सरकारी धन से बहाल किया जाना चाहिए। बीओसीडब्ल्यूबी में नामांकित 57.5 मिलियन से अधिक निर्माण और अन्य भवन श्रमिकों के लिए सामाजिक सुरक्षा लाभ में पर्याप्त सुधार किया जाना चाहिए। ई-श्रम पोर्टल में नामांकित 30 करोड़से अधिक असंगठित श्रमिकोंको आवश्यक बजटीय निधि के माध्यम से सामाजिक सुरक्षा के तहत कवर किया जाना चाहिए। गिग और प्लेटफॉर्म श्रमिकों को श्रमिक के रूप में मान्यता दी जानी चाहिए और उन पर सभी श्रम कानून लागू होने चाहिए। गर्मी की लहर, बाढ़, चक्रवात, बेमौसम बारिश आदि सहित चरम जलवायु स्थितियों के कारण होने वाले

जोखिमों और क्षति को कवर करने के लिए जलवायु लचीलापन कोष की स्थापना की जानी चाहिए। प्रवासी श्रमिकों पर राष्ट्रीय नीति की तत्काल आवश्यकता है तथा अंतरराज्यीय प्रवासी श्रमिक अधिनियम 1979 को पुनर्जीवित किया जाना चाहिए, उसमें सुधार किया जाना चाहिए तथा उसे सुदृढ़ किया जाना चाहिए तथा कार्यान्वयन सुनिश्चित किया जाना चाहिए। इमीग्रेशन नीतियों में परिवर्तन की आवश्यकता है, साथ ही हमारे अंतरराष्ट्रीय प्रवासी श्रमिकों की सुरक्षा आवश्यकताओं को भी पूरा किया जाना चाहिए।

आगनवाडी, आशा तथा मध्यान्ह भोजन, आशा किरण आदि योजना श्रमिकों को श्रमिक का दर्जा प्रदान करने के लिए भारतीय श्रमसम्मेलन की सिफारिश को लागू किया जाना चाहिए तथा न्यायिक निर्देशों के अनुसार उन्हें ग्रेच्युटी तत्काल सुनिश्चित की जानी चाहिए।

पर्याप्त बजटीय आवंटन के माध्यम से मनरेगा के तहत न्यूनतम मजदूरी में वृद्धि के साथ प्रति वर्ष 200 दिनों का काम सुनिश्चित किया जाना चाहिए तथा 43वें आईएलसी की सिफारिश के अनुसार इसे शहरी क्षेत्रों में विस्तारित किया जाना चाहिए।

इसलिए श्रमिकों का यह राष्ट्रीय सम्मेलन हमारे देश के मेहनतकश लोगों से आह्वान करता है कि वे सयुक्त कार्रवाई की एक श्रृंखला के माध्यम से राष्ट्रीय तथा क्षेत्रीय स्तर पर एकजुट संघर्षों को जुझारू प्रतिरोध के उच्च स्तर पर ले जाएं। सबसे पहले, यहराष्ट्रीय सम्मेलन 20 मई 2025 को एक विशाल राष्ट्रव्यापी आम हड़ताल का आह्वान करता है, जिसके पहले तैयारी अभियान / आंदोलन / लामबंदी की एक श्रृंखला आयोजित की जाएगी, जिसमें लोगों और राष्ट्र की सुरक्षा के लिए प्रतिगामी श्रमसंहिताओं को हराने के लिए हमारे प्रतिरोध संघर्ष को जारी रखने के हमारे दृढ़ संकल्प पर ध्यान केंद्रित किया जाएगा।

श्रमिकों का यह राष्ट्रीय सम्मेलन, श्रम संहिताओं को समाप्त करने की अपनी मांग को दोहराते हुए तथा 17 सूत्री मांगों की पुष्टि करते हुए, जो विनाशकारी नवउदारवादी नीति व्यवस्था के संपूर्ण दायरे का विकल्प प्रस्तुत करता है, 20 मई 2025 की राष्ट्रव्यापी आम हड़ताल को सफल बनाने का संकल्प लेता है तथा इसकी सफलता के लिए पूरे देश में निम्नलिखित कार्य / कार्यक्रम प्रस्तावित करता है:

मार्च 2025 से अप्रैल 2025 के मध्य तक राज्य / जिला / तथा क्षेत्रीय सम्मेलनों का आयोजन करें।

- श्रम संहिताओं के क्रियान्वयन की घोषणा के अगले ही दिन प्रतिरोध तथा अवज्ञा के रूप में विरोध कार्यवाहियों का आयोजन करें तथा
- उसके बाद 20 मई 2025 को आम हड़ताल के रूप में व्यापक अभियान जारी रखें।

अप्रैल / मई 2025 के महीने में स्थानीय स्तर पर गहन अभियान चलाए तथा पदयात्रा / जीप जत्थे / साइकिल

- जत्थे / मोटरसाइकिल जत्थे आदि के माध्यम से प्रत्येक मेहनतकश जनता तक पहुंचें।

अप्रैल के महीने में, हड़ताल के लिए अभियान को बढ़ावा देने के लिए विकेंद्रित राष्ट्रव्यापी लामबंदी आयोजित की जाए (तारीखबाद में तय की जा सकती है) उस दिन एनसीआर क्षेत्रों से भागीदारी के साथ दिल्ली लामबंदी आयोजित की जाए।

3 मई 2025 से पहले संबंधित यूनियनों और महासंघों के माध्यम से संबंधित क्षेत्र / उद्योग में आम हड़ताल नोटिस जारी करें।

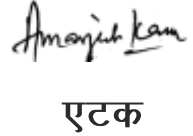
- सभी केंद्रीय ट्रेड यूनियनों द्वारा संयुक्त रूप से हस्ताक्षरित आम हड़ताल नोटिस को 3 मई 2025 तक कारखानों में जारी करें, भले ही
- स्थानीय स्तर पर यूनियन मौजूद न हों।

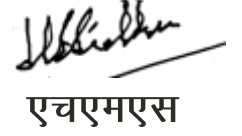
स्थानीय भाषा में आम हड़ताल के लिए संयुक्त हस्ताक्षरित अपील को लाखों की संख्या में बढ़ाएँ और हर कर्मचारी तक पहुंचें।

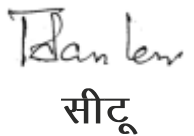
- सभी वर्गों के श्रमिकों और आम लोगों तक पहुंचने के लिए गेट मीटिंग / कार्यस्थल स्तर / आवासीय क्षेत्र की बैठकें आयोजित करें।
- आम हड़ताल के बाद की गतिविधियों की समीक्षा की जानी चाहिए ताकि राष्ट्र को इन राष्ट्र विरोधी नीतियों से बचाने के लिए
- श्रमसंहिताओं और जन-विरोधी नीतियों के प्रतिरोध और अवज्ञा की लड़ाई को और तेज किया जा सके।

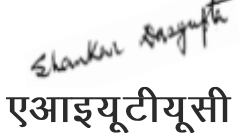
20 मई 2025 को बड़े पैमाने पर लामबंदी और राष्ट्रव्यापी आम हड़ताल की ओर अग्रसर

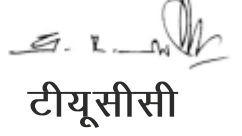

इंटक

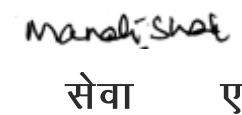

एटक

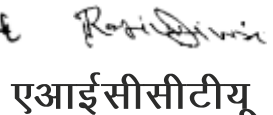

एचएमएस

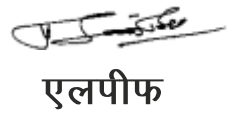

सीटू

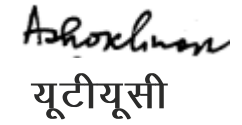

एआइयूटीयूसी


टीयूसीसी


सेवा


एआईसीसीटीयू


एलपीफ


यूटीयूसी

एवं
स्वतंत्र सेक्टरल फेडरेशन / एसोसिएशन

A POSTER EXHIBITION AND STREET CORNER MEETING BY YOUTH COUNCIL OF BPBEA

BPBEA Youth Council took to streets on 21 March, 2025 at Kolkata with displaying of posters and organising street corner meeting to protest against the Govt.'s despicable policy that is ruining the banking industry. They demanded recruitments, implementation of 5 days banking, regularisation of casual workers etc.



Distribution of Bank Employees across cadres (as on 31 March)

Year	Officers	Clerks	Subordinates
2021-22	71.90%	19.56%	8.54%
2020-21	68.92%	22.10%	8.98%
2019-20	68.93%	22.26%	8.81%
2018-19	65.00%	24.72%	10.28%
2017-18	62.23%	26.07%	11.70%
2016-17	61.38%	26.70%	11.92%
2015-16	59.27%	27.79%	12.94%
2014-15	56.52%	29.16%	14.32%
2013-14	51.11%	34.44%	14.45%
2012-13	45.20%	39.73%	15.08%

Ratio of Officers vs Clerical vs substaff in 2012-13 was 49% vs 39% vs 15% which has been changed significantly to 72% vs 19% vs 8% in 2021-22.

ग़ज़ल

मुहम्मद जनीफ अंसारी "गाजी".

दुनिया को इंसानियत की नसीहत जो किया करते है।
वही छुपाकर उसी का सौदा भी किया करते है॥

उन के कथनी और करनी मे बहुत अंतर होता है।
भेड़ की खाल में वह भेड़िया हुआ करते है ॥

अमन की बातचीत करते हैं दिखाने के लिए।
वही छुपाकर जंगी सामानों का सौदा किया करते हैं ॥

चौधरी बने बैठे हैं वह दुनियाभर को दिखाने के लिए।
वो कारबारी है अपना कारबार भी किया करते है ॥

उनका नुकसान होने पर ही उनको होश आएगा गाजी।
इधर कुछ दया करते है और उधर दगा किया करते है॥

To



From

BANKFLAG

ALL INDIA BANK EMPLOYEES' ASSOCIATION
3B, LALBAZAR STREET
1ST FLOOR
KOLKATA – 700001
PHONE: 2262-2192