



ALL INDIA BANK EMPLOYEES' ASSOCIATION

Central Office: "PRABHAT NIVAS" Regn. No.2037
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FORM – L NOTICE OF STRIKE

NAME OF UNION: ALL INDIA BANK EMPLOYEES' ASSOCIATION (AIBEA)

NAMES OF ELECTED REPRESENTATIVES

- 1 Rajen Nagar, President, AIBEA
- 2 C.H. Venkatachalam, General Secretary, AIBEA

Dated this day of 15TH November, 2023

| | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| The Chairman, Indian Banks' Association, World Trade Centre Complex, 6th Floor, Centre 1 Building, Cuffe Parade, Mumbai. 400 005 | Chief Labour Commissioner (C), Ministry of Labour, Office of the CLC, Shramev Jayate Bhawan, Plot No. G- 4, Sector-10, Dwarka, New Delhi – 110075 |
| The Secretary Dept. of Financial Services Ministry of Finance, Govt. of India Jeevan Deep Building, Parliament Street, New Delhi-110001 | The Secretary Ministry of Labour & Employment Govt. of India, Shram Sakthi Bhavan Rafi Marg, New Delhi 110002 |
| MD & CEOs of 1. Bank of India 2. Bank of Baroda 3. Bank of Maharashtra 4. Canara Bank 5. Central Bank of India 6. Indian Bank 7. Indian Overseas Bank 8. Punjab National Bank 9. Punjab & Sind Bank 10. UCO Bank 11. Union Bank of India 12. State Bank of India | MD & CEOs of 1. Federal Bank Ltd. 2. Karur Vysya Bank Ltd., 3. Nainital Bank Ltd. 4. RBL Bank Ltd. 5. Karnataka Bank Ltd. 6. Dhanlaxmi Bank Ltd. 7. CSB Bank Ltd. 8. IDBI Bank 9. Kotak Mahindra Bank 10. HDFC Bank |

Dear Sirs,

In accordance with the provisions contained in sub-section (1) of Section 22 of the I.D. Act – 1947, we hereby give you notice that all the members of our Association viz. ALL INDIA BANK EMPLOYEES' ASSOCIATION propose to go on strike as under on the following issues.

| | |
|----------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|
| 4th Dec. 2023 | All India Strike in PNB, Punjab & Sind Bank & SBI |
| 5th Dec. 2023 | All India Strike in Bank of Baroda and Bank of India |
| 6th Dec. 2023 | All India Strike in Canara Bank and Central Bank of India |
| 7th Dec. 2023 | All India Strike in Indian Bank and UCO Bank |
| 8th Dec. 2023 | All India Strike in Union Bank of India and Bank of Maharashtra |
| 11th Dec. 2023 | All India Strike in all Private Banks |
| 2nd Jan. 2024 | Strike by all employees of all Banks in Tamilnadu, Kerala, Andhra Pradesh, Telangana, Karnataka, Puducherry, Andaman & Nicobar, Lakshwadeep |
| 3rd Jan. 2024 | Strike by all employees of all Banks in Gujarat, Maharashtra, Goa, Dadar, Daman, Diu |
| 4th Jan. 2024 | Strike by all employees of all Banks in Rajasthan, Uttar Pradesh, Madhya Pradesh, Chhattisgarh |
| 5th Jan. 2024 | Strike by all employees of all Banks in Delhi Punjab, Haryana, J & K, Ladak, Uttarakhand, Himachal Pradesh |
| 6th Jan. 2024 | West Bengal, Odisha, Bihar, Jharkhand, Assam, Tripura, Meghalaya, Manipur, Nagaland, Mizoram, Arunachal Pradesh, Sikkim |
| 19th & 20th Jan. 2024 | 2 Days Continuous All India Strike in all Banks |

Demands :

- 1. Adequate recruitment of Award staff in all the Banks**
- 2. No outsourcing of permanent jobs in Banks**
- 3. Stop violation of provisions of BP settlement relating to outsourcing**

AIBEA Central Committee Resolution

The Central Committee meeting took note of the calculated tendency on the part of the Bank managements to avoid recruitment of adequate staff in clerical and substaff cadre including part time employees. The number of recruitments in clerical cadre has come down drastically in the recent years. There is virtually no recruitment of substaff and part time employees for the past few years in most of the Banks.

The net result of non-recruitment of adequate workmen staff in the Banks is deterioration in customer services and increased workload of existing employees affecting their quality of work.

In many branches employees are unable to complete their daily routine work within the office hours and are compelled to sit late. This is resulting in work-related stress and employees find it difficult to cope up with the same.

Instances are increasing where due to such shortage of staff, the legitimate leave entitlements of the employees are being denied by local branch management. Particularly, young employees in single-staff branches face this problem more often. There are also complaints and grievances of women employees who are finding it difficult to avail leave even for urgent exigencies.

It is ironical that while the top managements are so fussy about employees availing mandatory leave, the branch managements are unable to implement this due to shortage of staff. It is also reported that in many cases, the employee is officially on mandatory leave but unofficially the employee is asked to work in the Branches due to shortage of staff.

Similarly, in many Branches, officers are compelled to sit in the counters and do routine clerical work.

The non-filling up of substaff and part time employees' vacancies is also resulting in engagement of large number temporary employees in the Banks creating a huge pool of such employees and leading to innumerable legal claims.

Further, the reluctance to recruit adequate staff also stems from their plan and efforts to outsource our permanent jobs. This is also on account of their naked move to make the Banks officer-oriented.

Over the last few years, the total business volume has increased in the banks and owing to the competition among the banks, new services or new products are being introduced to the customers on a day-to-day basis. The traditional banking has given way to product banking.

Innumerable services have been introduced including selling of third party products coupled with the fact that the total traditional banking business

getting doubled. However, the recruitment has not matched with the workload increase. While the workload increase is manifold, the recruitment made by the banks is a pittance.

In many banks there has been a sharp decline in recruitment even though the workload has increased and in some other, there is no recruitment in the past few years.

The vacancies under substaff and sweepers' cadres are not given due importance and the recruitments are comparatively less in clerical cadre and almost NIL in Substaff and Sweepers' cadres. It is learnt that Government has conveyed some instructions to the Banks in this regard.

The volume of business has increased manifold but because of the inadequate staff strength, the staff at the counter are finding it difficult to extend courteous and quality customer service to the clientele of the banks.

Adequate recruitment of staff in clerical and substaff cadres in the banks has become an urgent necessity since large number of existing vacancies remain unfilled.

in this background, the Central Committee is of the considered view that the situation is grave enough warranting to press the demand for adequate recruitment through prolonged agitational programmes and strike actions.

Accordingly the CC unanimously decides on series of agitational programmes including bankwise strikes in December, 2023 and State-wise strikes in January, 2024 and culminating in 2 days continuous All India Bank Strike on 19th and 20th January, 2024.

The Central Committee exhorts all our unions and entire membership all over the country to rise as on man and move from now on to implement the agitational programmes and strike actions a total success.

STAFF IN PUBLIC SECTOR BANKS

| | 2006-07 | 2016-17 | 2022-23 | |
|-------------|----------|----------|----------|------------|
| OFFICERS | 2,44,810 | 3,82,403 | 3,97,318 | + 1,52,000 |
| | | | | REDUCTION |
| CLERKS | 3,10,245 | 3,02,836 | 2,57,771 | - 52,000 |
| SUBSTAFF | 1,60,640 | 1,41,601 | 1,01,555 | - 59,000 |
| AWARDESTAFF | 4,70,885 | 4,44,437 | 3,59,326 | - 1,11,000 |

Staff in Scheduled Commercial Banks

| | 2006-07 | % | 2022-23 | % |
|-------------------|-----------------|------------|------------------|------------|
| Officers | 3,47,662 | 39 | 12,96,956 | 73 |
| | | | | |
| Clerks | 366,700 | 41 | 350,041 | 20 |
| Substaff | 185,045 | 20 | 118,020 | 7 |
| Awardstaff | 5,51,745 | 61 | 4,68,061 | 27 |
| | | | | |
| Total | 8,99,407 | 100 | 17,65,017 | 100 |

| Banks | Officers | |
|-----------------------|-----------------|-----------------|
| | 2013 | 2023 |
| Bank of Baroda | 27,929 | 42,558 |
| Bank of India | 17,127 | 26,510 |
| Bank of Maharashtra | 4,990 | 7,358 |
| Canara Bank | 28,229 | 52,241 |
| Central Bank of India | 14,156 | 16,521 |
| Indian Bank | 19,918 | 25,122 |
| Indian Overseas Bank | 11,895 | 12,495 |
| Punjab & Sind Bank | 5,932 | 6,933 |
| Punjab National Bank | 39,960 | 51,309 |
| UCO Bank | 10,807 | 13,338 |
| Union Bank | 31,633 | 43,548 |
| State Bank of India | 1,34,736 | 1,09,259 |
| Total | 3,47,312 | 4,07,192 |

| Banks | Clerks | |
|-----------------------|---------------|---------------|
| | 2013 | 2023 |
| Bank of Baroda | 25079 | 27328 |
| Bank of India | 17332 | 19764 |
| Bank of Maharashtra | 6058 | 3648 |
| Canara Bank | 26455 | 21509 |
| Central Bank of India | 13506 | 9060 |
| Indian Bank | 15023 | 12808 |
| Indian Overseas Bank | 11937 | 7678 |
| Punjab & Sind Bank | 1640 | 1932 |
| Punjab National Bank | 37106 | 28984 |
| UCO Bank | 8768 | 5970 |
| Union Bank | 20306 | 24660 |
| State Bank of India | 135675 | 94977 |
| Total | 318885 | 258318 |

| Banks | Substaff | |
|-----------------------|-----------------|---------------|
| | 2013 | 2023 |
| Bank of Baroda | 12172 | 6949 |
| Bank of India | 7889 | 5935 |
| Bank of Maharashtra | 2545 | 1964 |
| Canara Bank | 11054 | 11225 |
| Central Bank of India | 8674 | 5189 |
| Indian Bank | 4623 | 2867 |
| Indian Overseas Bank | 4448 | 1878 |
| Punjab & Sind Bank | 961 | 203 |
| Punjab National Bank | 20596 | 23827 |
| UCO Bank | 2839 | 2390 |
| Union Bank | 11201 | 7386 |
| State Bank of India | 49672 | 31622 |
| Total | 136674 | 101435 |

| Banks | Total Business in crores | |
|-----------------------|---------------------------------|-------------------|
| | 2013 | 2023 |
| Bank of Baroda | 11,31,840 | 21,44,686 |
| Bank of India | 6,71,208 | 11,55,486 |
| Bank of Maharashtra | 1,69,808 | 4,05,304 |
| Canara Bank | 9,30,958 | 20,09,892 |
| Central Bank of India | 3,97,974 | 5,62,280 |
| Indian Bank | 5,55,855 | 10,70,463 |
| Indian Overseas Bank | 3,62,499 | 4,38,936 |
| Punjab & Sind Bank | 1,22,073 | 1,86,484 |
| Punjab National Bank | 11,74,770 | 21,11,997 |
| UCO Bank | 3,01,714 | 4,05,208 |
| Union Bank | 9,78,755 | 18,79,561 |
| State Bank of India | 29,97,669 | 76,23,047 |
| Total | 97,95,123 | 199,93,344 |
| | 98 lac cr | 200 lac cr |

Same is the case in private Banks also.

While business volume and workload is going up enormously, the number of employees is coming down due to inadequate recruitment.

As can be observed from the above statistics, total volume of business (deposits + loans) has doubled in the last 10 years, but the number of employees has come down.

| Banks | Business per employee | |
|-----------------------|------------------------------|-------------|
| | 2013 | 2023 |
| Bank of Baroda | 17.14 | 26.66 |
| Bank of India | 15.85 | 22.47 |
| Bank of Maharashtra | 12.49 | 31.53 |
| Canara Bank | 13.43 | 22.45 |
| Central Bank of India | 10.95 | 18.45 |
| Indian Bank | 13.42 | 26.61 |
| Indian Overseas Bank | 12.82 | 20.21 |
| Punjab & Sind Bank | 13.02 | 21.45 |
| Punjab National Bank | 11.93 | 21.64 |
| UCO Bank | 12.52 | 18.90 |
| Union Bank | 14.88 | 25.50 |
| State Bank of India | 9.28 | 29.78 |

The chart above shows the huge increase in the business per employee. That is why employees are unable to complete their daily work within the stipulated working hours and many of them are compelled to sit late hours.

Recruitments in Banks:

| Year | No. clerks recruited thro IBPS |
|-------------|---------------------------------------|
| 2012 | 27000 |
| 2013 | 39692 |
| 2014 | 17000 |
| 2015 | 24583 |
| 2016 | 19243 |
| 2017 | 7883 |
| 2018 | 7275 |
| 2019 | 12075 |
| 2020 | 8160 |
| 2021 | 12315 |
| 2022 | 6615 |
| 2023 | 4045 |

Thus, it can be seen that the intake and recruitment of clerks in the Banks have drastically come down. Adding to the problem, there has been attrition and case of not joining to the extent of about 30 to 40% of the candidates allotted to Banks.

In the case of substaff and part time employees, there is virtually no recruitment by the Banks. It is learnt that the Government has given oral instructions not to fill up these vacancies.

Because the large number of vacancies are not being filled up, there are thousands of employees being employed on temporary and casual basis. Many of them are not being paid even the pro-rata wages of the regular employees' salary. Some adhoc amount is being paid to these temporary employees which is also violation of law.

Even though bipartite settlement does not provide any provision for outsourcing the regular jobs in the Banks other than the IT related jobs, some of the managements are repeatedly trying to outsource the regular jobs in the Banks.

In the minutes signed before the Chief Labour Commissioner, Delhi on 18-11-2023 , bank managements have been advised not to violate the settlement and resolve the issue amicably by negotiations with the unions.

The CLC (C) advised the banks and the AIBEA to discuss the issues related to the outsourcing and transfer policy at the IBA as the matters now stand referred to them. The AIBEA and the Banks agreed that till final decision at the IBA level is taken no unilateral actions should be taken by the Banks.

The Dept. of Financial Services also advised the MDs of all Banks not to violate any settlement, ID Act, TU Act, etc. vide their communication dt. 28-11-2022

But all these provisions of settlement, ID Act and minutes before CLC and advisory from the Government are being ignored . Having left with no other option, it has been decided to undertake agitational programmes and strike actions as detailed thereinabove.



C.H. VENKATACHALAM
GENERAL SECRETARY

Copy to :

- 1. Chief Executive, IBA, Mumbai**
- 2. Sr. Advisor- IR & HR, IBA, Mumbai**