



ALL INDIA BANK EMPLOYEES' ASSOCIATION

Central Office: "PRABHAT NIVAS" Regn. No.2037
Singapore Plaza, 164, Linghi Chetty Street, Chennai-600001
Phone: 2535 1522 Fax: 2535 8853 Web: www.aibea.in
e mail ~ chv.aibea@gmail.com & aibeahq@gmail.com M 98400 89920

CIRCULAR LETTER No. 28/146/2019/30

27-10-2019

TO ALL OFFICE BEARERS, STATE FEDERATIONS AND ALL INDIA BANKWISE ORGANISATIONS

Dear Comrades,

Extend support to the All India Strike in IDBI Bank on 5th November, 2019

As already informed to all our units, All India IDBEA has given a call for countrywide agitation on the following issues and demands with a call for All India Strike in IDBI Bank on 5th November, 2019.

- **Stop outsourcing – Start recruitment of workmen staff**
- **One more option to join defined pension scheme**
- **Settlement on job profile at par with banking industry**
- **Resolution of outsourced employees issues**

Comrades, there has been no recruitment of clerks and substaff in this Bank for the past 20 years. On the other hand, there is heavy dose of officerisation.

	Branches	Officers	Clerks	Substaff
2007-08	499	4904	1568	1237
2018-19	1892	14898	735	668

While there has been regular recruitment of hundreds of Executives and thousands of officers every year, in the last 10 years, only 18 workmen employees were recruited (i.e. on compassionate ground appointments).

Similarly, thousands of contract employees have been employed on outsourced basis undercutting permanent jobs in the Bank.

Hence this struggle is very important and needs to be supported by all of us. From AIBEA we have addressed a letter to the Managing Director of IDBI Bank to reverse this anti-workmen policy of the Bank and demanding recruitment of adequate workmen employees in the Bank.

All our Unions to address letter to the Management: To express our support and solidarity with the IDBI Bank employees, we call upon all our unions – State Federations, All India Bankwise unions, State-level bankwise unions, etc., to address a letter to the Managing Director, IDBI Bank (as per draft letter given herein).

Badge Wearing on 4th November: All our unions are requested to observe Badge Wearing programme on 4-11-2019 to express our solidarity with the struggle in IDBI Bank.

Solidarity Demonstrations: State Federations should organize solidarity demonstrations before IDBI Bank Branches in support of their agitation, preferably on 4th November, 2019.

With greetings,

Yours comradely,



**C.H. VENKATACHALAM
GENERAL SECRETARY**

**ALL INDIA STRIKE
IN IDBI BANK ON 5-11-2019**

**DEMANDING
RECRUITMENTS
&
AGAINST OUTSOURCING**

**WE EXTEND OUR SUPPORT
AND SOLIDAIRTY**



AIBEA

FROM

DT. -10-2019

To
Managing Director,
IDBI Bank,
IDBI Towers,
Cuffe Parade, Mumbai-400 005

MD's email id: md.ceo@idbi.co.in

Dear Sir,

You are well aware that employees of your Bank are on agitation and All India IDB Employees Association has given the call for All India Strike in IDBI Bank on 5th November, 2019 on the following important demands among other issues.

- Stop outsourcing – Start recruitment of workmen staff
- One more option to join defined pension scheme
- Settlement on job profile at par with banking industry
- Resolution of outsourced employees issues

All these issues and demands are very genuine and reasonable and there is no reason why these issues cannot be addressed and resolved through mutual discussions.

For the past twenty years, there have been no recruitment of workmen employees in the Bank and more and more officers were being recruited.

	Branches	Officers	Clerks	Substaff
2007-08	499	4904	1568	1237
2018-19	1892	14898	735	668

Because of this, there is acute shortage of workmen staff in the Branches and the work is being handled either by officer staff or contract employees. At a time when the Banks is facing severe problems on account of huge bad loans, lesser profitability, unsatisfactory performance, etc. we do not see the logic behind recruitment of large number of officers instead of clerical staff. The cost of an officer is nearly three time more than the cost of employing a clerk. Hence there is urgent need in IDBI Bank to recruit workmen employees.

Similarly, outsourcing permanent jobs on contract is also illegal and an act of unfair labour practice. Moreover, these contract employees are being exploited with lesser emoluments. Hence our organization is opposed to these polices.

While we extend our full support and solidarity with the employees of IDBI Bank and their demands, and support their strike action, we wish to caution that if their demands are not resolved through discussion with the Union and in tune with the requirements of the Bank, we shall be constrained to extend our support to our colleagues through further direct actions in other Banks.

We demand immediate and amicable redressal of their demands.

Yours faithfully,

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