ALL INDIA BANK EMPLOYEES' ASSOCIATION

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To Office Bearers, State Federations and
All India Bankwise Federations, All Unions

Dear Comrades,

42nd Death Anniversary of Com. Prabhat Kar



13-10-1910 - 27-11-1984

The 80 long years history of AIBEA will always remain an inspiration to all of us, because this history represents the era of the birth and growth of AIBEA to the present level of reputation.

From the period when bank employees were highly exploited by the managements with pathetic wages and pitiable service conditions, when employees were suffering from the unilateral and high-handed actions of the managements, when jobs were at the whims and fancies of the managements, the birth of AIBEA became the harbinger.

The process of uniting the bank employees under the banner of trade unions began. With the advent of trade unions in different banks and in different places, the voiceless bank employee slowly became a voice to be heard. Petitions and representations were replaced by charter of demands.

From silently suffering humiliations, harassments and victimisations, bank employees gathered the courage to protest and resist and developed the conviction that with our unity, we can retort and repulse these attacks and occurrences.

The growing unity of the bank employees gave the collective strength to the unions to organise agitations and protest programmes including strike actions. This growing resistance to the offensives of the managements resulted in referring the disputes to Tribunals and their Awards.

When these Awards were not satisfactory, the demand arose for bilateralism and bipartite negotiations on the demands of the Unions.

Ultimately, Tribunalisation was replaced by Bipartite Settlement heralding a new system of collective bargaining in our country. AIBEA became the pioneer and bank employees became the trend-setters.

The story did not end there. Bank employees started questioning the ownership of the Banks and the objective of the Banks. Bank employees in those days were all directly appointed by the managements without any norms or regulations. It was 100% favoritism and nepotism. Hence they were subservient to the whims of the managements. But Unions gave the courage to these employees to demand that these private banks should be nationalised. It did not remain a demand, it became a reality when major private banks were nationliased in 1969 due to the struggle of the bank employees.

Did all these things happen due to any magic. All of us understand from the history of AIBEA that it was all due to the organized strength of the unions under the banner of AIBEA.

The history tells us that there were some employees who had the courage, conviction, determination and above all, the vision that it was necessary and that it was possible to achieve. These employees evolved into a great leaders of our movement. They suffered and sacrificed but went on to build up trade unions in the Banks. They sacrificed their 'today' for a better 'tomorrow' for others. They spent their entire life to build a strong AIBEA.

We are every indebted to these leaders. Amongst them, the outstanding was Com. Prabhat Kar. He was a clerk in Lloyds Bank. He had huge domestic responsibilities in his family. But considered the welfare of bank employees above his own family welfare. He was victimized and dismissed from bank service for championing the cause of other bank employees. But undeterred, he worked for the cause of AIBEA – One for all, all for one.

This motto of AIBEA is what is protecting all of us today. Unity, struggle, sacrifice, solidarity and march forward – this is the organizational legacy bequeathed by Com. Prabhat Kar to all of us.

We recall the matchless contributions of our doyen leader Com. Prabhat Kar and resolve to follow the path laid by him.

With greetings,

Yours Comradely,



C.H. VENKATACHALAM
GENERAL SECRETARY