BANK FLAG

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8TH MARCH, 2026 INTERNATIONAL WOMEN'S DAY AROUND THE WORLD

















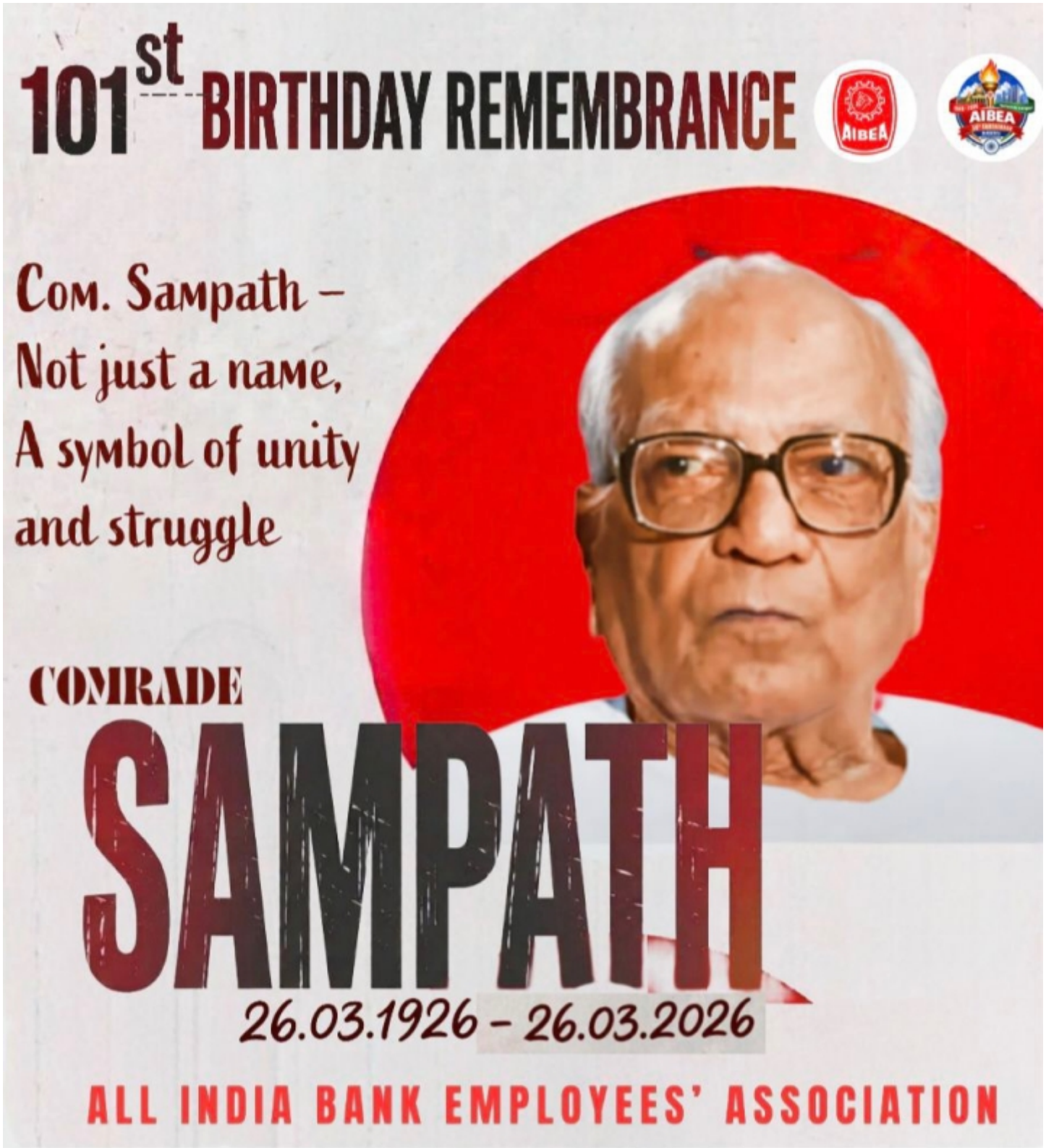








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RED SALUTE TO COM. N. SAMPATH

Contents

Editorial	03
General Secretary's Desk	04
AIBEA Conference	
- Logo	05
- March on to 30th Conference	05
- Welcome to Bengaluru	06
- 30th Conference of AIBEA	06
- On-line registration	07
WFTU	
- WFTU message on International Women's Day	08
International Women's Day observed by BPBEA	10
Organisational News	
- Observe 1st April 2026 as Black Day	11
- Implementation of UFBU's agitational programme against PLI	13
- Conciliation meeting - 9-3-2026	14
Recruitments 2026 - 27	15
News on banking & finance	
- Rupees extends losses	17
- Insolvency & Bankruptcy Code has failed to serve purpose : Oppn in LS by Vidushi Gaur	18
- RBI penalties on PSBs raises questions on accountability - Tuljapurkar by Neha Bodke	19
केंद्रीय श्रम संगठनों के खबरें	
- काला दिवस 1 अप्रैल 2026	20
Viewpoint	
- Four labour codes, One bad idea: why April 1, 2026 is too soon to implement by K. R. Shyam Sundar	21
Scholarship to postgraduate students from BPBEA	24
Celebration of birth centenary year of Com. Tarakeswar Chakraborti	25

Editorial

The West Asian war is still on. Despite tall talks by Donald Trump smokes are still on West Asian sky. Iran retaliates despite losing its supreme leader. The uncalled-for attack by Israel on Iran has resulted destruction of human habitation and loss of lives. Even school children were not spared. The impact of the war is being felt all over the world. The oil and LPG crisis has gripped India as India depends heavily on imports. Even the fertilizer prices are increasing as imports of fertilizer through the Strait of Hormuz are hampered. The back door parley to end the war has not yet yielded any result. India did not condemn the uncalled-for attack on Iran. Israel's Prime Minister's hands are stained with blood of innocent children of Gaza. Crisis is deepening. Prices of essentials are on rise and have pinching effect on the pockets of common men. Oil and gas crisis is having a cascading effect on small establishments which depend on gas. Many small establishments have shut their doors and workers have lost their jobs. When an Iranian ship was drowned at Indian ocean just across the maritime boundary of Indian Ocean, India did not condemn such action of USA. Indian's foreign policy has lost its spine and direction. Tall talks and rhetoric do not yield any result.

Free fall of rupee continues.

LOOK BACK AND GO FORWARD

20TH April, 2026 is few weeks away. The glorious day is nearing. AIBEA will complete 80 golden years and will enter its 81st year of meaningful existence. We greet all our unions and members on this happy occasion.

It is an occasion that takes our memories back to the days when AIBEA was founded in 1946. Those were the days when daring to think of a union and think of starting a union was risky. Managements were so cruel and intolerant that such attempts were crushed in the bud. That is why we have to salute the comrades who dared and decided that a trade union for the hapless and helpless bank employees should be formed. That small sapling has become a banyan tree today giving shade and protection to lacs of bank employees.

That is why, it is necessary to recall the history of AIBEA and the journey of AIBEA all these eight decades.

First of all, we have to understand and appreciate how the typical selfish, peevish middle-class bank employees gather the courage to join the unions in those days when all of them were appointed in the Banks through some recommendations. Not only they joined the unions, but very soon, they became convinced that we have to follow the path of AIBEA to fight for our demands. This unity under the banner of unions and preparedness for struggle became the foundation for the superstructure of AIBEA in the later years. Even today, the path of unity and struggle alone is taking AIBEA in the right direction.

Secondly, development of in-house leadership in all the unions was unique. All these leaders became tall leaders of AIBEA and became stalwarts. And, equally important was that even though bank employees belonged to various political views, they were united under the banner of AIBEA and this helped AIBEA to fight any Government whenever there was attack on the bank employees.

When we go to celebrate the 80th anniversary, what is important is to look back to the path covered so far and learn lessons from the same. This alone will help us to go forward.



C.H. Venkatachalam

AIBEA CONFERENC LOGO

We had invited suggestions from our unions and members for designing a suitable logo for our forthcoming 30thConference being held in Bengaluru from 19thto 22ndApril, 2026.We received number of designs.After perusal of these suggestions and designs received by us, the followingwas found suitable



As per reports reaching us from various States and Centres, the strike has been well responded by the employees and officers under the banner of our unions. Demonstrations were held at various places protesting against the anti-worker labour policies and new labour codes.

We are happy that by our participation in this General Strike today, we have once again manifested our fraternity and solidarity with the working class and working masses who are engaged in a relentless and persistent battle against multiple attacks on the labour rights in our country.

In the banking sector, AIBOC, NCBE, INBEF and INBOC extended their fraternal support to our strike action. We thank them for the same.

This Logo has been released during the Central Committee meeting of AIBEA held yesterday at Chennai.

This Logo has been jointly prepared and designed by Com Bhavin Maksana, Federal Bank, Ahmedabad and Com V Srinivas, Union Bank of India, Vijayawada.

This Logo may be used in all our correspondences, communications to popularize the same.

March on to 30th Conference
March on to 80th Anniversary
March on to Bengaluru - It is just 20 days away

We are sure that all our unions are getting prepared to participate in our ensuing 30th All India Conference and 80th Anniversary of AIBEA. Reception Committee of Karnataka Pradesh Bank Employees Federation is making all arrangements for the participation of all the delegates and observers.

We have received from most of the State Federations about the details of their participants. The number of participants has crossed 3,000 as of now.

We are very happy that more than 300 lady comrades will be attending our Conference.

We are also happy that large number of young delegates will be participating in our Conference and many of them for the first time attending a Conference of AIBEA.

Similarly, we are very happy that delegates and observers from all the States are participating in the Conference including from far off States like Assan, Nagaland, Arunachal Pradesh, Mizoram, Tripura, Meghalaya, Manipur, Sikkim, Jammu, Kashmir, and Himachal Pradesh.

The Conference is going to be colourful and enjoyable and at the same time meaningful and purposeful. There will be procession on the 19th afternoon. There will be cultural programmes on the 20th April. Our former leaders will be honoured on the occasion. Various leaders and guests will be addressing our Sessions. There will be lively discussions and at the conclusion important decisions will be taken to take our organisation to greater heights.

The focus, the theme and the slogan of the Conference is UNITE TODAY – FOR A BETTER TOMORROW.

We seek the co-operation of all our unions to make this Conference another milestone in the onward march of AIBEA

Welcome to Bengaluru

1. We have received the details from all our State Federations regarding number of delegates and observers attending our 30th Conference at Bengaluru from 19th to 22nd April, 2026.

2. Most of the State Federations have also provided us with the list of names of the participants, their Bank, station and mobile number. Remaining Federations are requested to send us these details immediately.

3. As already informed, Delegate of Rs. 2500 per participant is payable to the Reception Committee. This Delegate Fee is to be remitted to them (not to AIBEA). Karnataka Pradesh Bank Employees Federation Account No. 869 31 01 160 829, Canara Bank, Town Hall Welfare Center, Bangalore. IFSC - CNRB0008693. Those Federations who have not remitted Delegate Fees are requested to remit the same under information to KPBEF and AIBEA Central Office.

4. Hotel Rooms: State Federations should inform KPBEF about the check-in time and check-out time of the participants so that the concerned Hotels can be kept informed of the same. This will avoid difficulties for the delegates.

5. IMPORTANT – ARRIVAL / DEPARTURE DETAILS: It is very important that KPBEF should be informed of the arrival/departure details of the participants. Similarly, State Federations should inform the details about where the participants would arrive (T-1, T-2, Bengaluru City Railway Station(SBC) or Yeshwantpur Railway Station(YPR), etc.). This alone will help the Reception Committee to receive the delegates at the respective places properly.

Name Arrival date Time Arriving at Departure on Time

We seek the co-operation of all our State Federations in this regard.

30th Conference of AIBEA
Bengaluru – 19th to 22nd April, 2026

1. Annual Fees to AIBEA : We are happy that all our State Federations have remitted their Annual Fees to AIBEA upto the year 2025.

2. Delegate Fees : As already informed, all State Federations have to remit Delegate Fees to KPBEF to the following bank account at Rs. 2500 per delegate/observer. (Delegate Fee should not be remitted to AIBEA's account).

Karnataka Pradesh Bank Employees Federation-

Account No. 869 31 01 160 829,

Canara Bank, Town Hall Welfare Center, Bangalore.

IFSC - CNRB0008693.

3. List of Delegates and Observers : Most of the State Federations have informed us the number of delegates/observers – men and women – participating in our Conference. The remaining few State Federations should inform us **IMMEDIATELY.**

Some of our State Federations are yet to provide us the full list of names of the participants (Name, M/F, Bank, Station, Mobile No.). These State Federations are requested to provide us with the list of names **within 2 days**.

4. Online Registration of Delegates / Observers: All the Delegates and Observers are required to register their participation online through the Google Sheet. (This is both registration and submission of bio-data). The link for the same will be sent to all State Federations. State Federations should forward the link to the concerned Delegates and Observers only and not post it any general whatsapp group.

The Delegates/Observers can submit the Registration Form from their Mobile Phone or Laptop or Computer. State Federations should ensure that all their Delegates/Observers submit this online registration form in the google sheet.

5. Uniform Dress : On the 19th April, each State Federation can decide their own uniform dress for their delegates and observers. On the 20th April (Founding Day), it has been decided that all participants will wear RED T-SHIRT (women in Red colour dress). Cost of such uniform dress for 20th April will be paid by AIBEA (upto a max. of Rs. 500 per participant).

6. Details of arrival: In Bengaluru there are 2 airport terminals – T-1 and T-2. Similarly, there 2 railway terminals – Bangalore city and Yeshwantpur. Our State Federations should inform KPBEF about the arrival details properly so that Reception Committee can receive the participants accordingly.

7. Stay arrangements: Hotel rooms have been blocked for all the participants as per the requirement of our Federations. State Federations are requested to inform KPBEF about the arrival on 18th/19th morning so that the rooms are available when the comrades each the hotel.

CONFERENCE VENUE

- **COM. PRABHAT KAR – PARVANA NAGAR**
- **COM. N. SAMPATH HALL**
- **COM. TARAKESWAR CHAKRABORTI MANCH**
- **COM. D. P. CHADHA MAIN ENTRANCE GATE**

CONFERENCE SCHEDULE

18 th April, 2026 –Registration - Distribution of Delegate Cards/
Reports and documents to Gen. Secretary/ authorised representative - otherwise documents be delivered in the respective hotels where our delegates stay on 18 th night.
6 pm onwards

19 th April 2026 – Breakfast at conference venue
9-30 AM - Flag Hoisting
10-00 AM - Flag Hoisting
Lunch
3-00 PM - Procession
4-00 PM - Inaugural Public Session
Dinner

20 th April, 2026

10-00 AM - Delegate Session – 80 th Anniversary celebrations -Pledge taking , Honouring the former office bearers of AIBEA, release of publications,
release of Songs on AIBEA by our Unions, honouring achievers, Special Lecture, greetings
by foreign delegates, cultural programme, etc.

21 st April, 2026

10-00 AM- Delegate Session

22 nd April, 2026

10-00 AM – Delegate Session
5-00 PM – Conclusion

C.H. VENKATACHALAM
GENERAL SECRETARY

30TH All India Conference of AIBEA
ON-LINE REGISTRATION BY DELEGATES & OBSERVERS

By now most of the State Federations have submitted the list of names of their Delegates and Observers, who will be participating in the 30th Conference of AIBEA being held at Bengaluru from 19th to 22nd April, 2026.

To facilitate on-line registration by the delegates and observers, a google-form has been prepared. We have furnished herein the link for the same.

https://forms.gle/xxfTnF7hwzwBAiuf7

Please forward this link to all your Delegates and Observers. (strictly only to Delegates and Observers).

This link should not be shared in general Whatsapp Groups.

Delegates and observers can open this link in their mobile phone or desktop computer or Tablet or laptop.

Advise the delegates and observers to complete their registration as early as possible, say before 5th April, 2026.

WFTU

Message from WFTU on International Women's Day 8 March, 2026

WFTU women against imperialist war, war economy and exploitation

8 March is not a celebration, but a day of struggle. The World Federation of Trade Unions stands alongside working women around the world who resist capitalist exploitation, patriarchal oppression and the violence of imperialism.

Today, imperialism shows it's most ferocious face through wars, occupations, economic sanctions and the plundering of peoples. The WFTU denounces the ongoing genocide against the Palestinian people, which brutally affects women and children, and the continuing imperialist aggression against Venezuela, consisting of criminal sanctions, blackmail and attempts at destabilisation. Wars and sanctions are instruments of domination that destroy entire societies and affect working-class women first and foremost.

The numbers expose this system of death and exploitation:

Women represent over 70% of the world's poor; they earn on average about 20% less than men and are concentrated in the most precarious and least protected sectors. More than 60% of unpaid work, which is essential for social reproduction, falls on women, guaranteeing huge profits for capital and savings for states.

The war economy enriches the arms industry and large monopolies, while millions of women are pushed into poverty, unemployment and precariousness. Military spending is increasing everywhere, while public health, education, welfare and labour rights are being dismantled.

In contexts of war and occupation, women and children constitute the majority of civilian victims: bombing, forced displacement, hunger and lack of care affect women in particular. In Palestine, thousands of women have been killed, injured or deprived of access to essential care. Economic sanctions, such as those imposed on Venezuela, directly affect working women, reducing access to food, medicine, healthcare and social rights.

Working-class women suffer double and triple exploitation: starvation wages, precarious work, imposed care burdens, systemic discrimination and increasing violence. Capitalism and patriarchy are two sides of the same system.

The WFTU states clearly:

Without an end to imperialist wars, without a break with the war economy and without social justice, there can be no real gender equality.

On this 8 March, the World Federation of Trade Unions calls on working-class women and men to:

- strengthen the struggle against imperialism and its wars
- oppose sanctions, occupations and capitalist exploitation
- defend jobs, wages, rights and public services
- build internationalist solidarity among peoples
- fight for a world free from exploitation, oppression and violence

Without peace and social justice, there can be no gender equality.

World Federation of Trade Unions

8th MARCH 2026

International Women Day of Struggle



WOMEN AGAINST IMPERIALIST WAR, WAR ECONOMY AND EXPLOITATION
WITHOUT PEACE AND SOCIAL JUSTICE, NO GENDER EQUALITY



INTERNATIONAL WOMEN'S DAY OSERVED BY BPBEA WOMEN COUNCIL

On the occasion of International Women's Day, this year BPBEA Women Council organized a workshop on 'Creating Awareness for taking Preventive Measures against Cancer and Stress Management' in association with Apollo Hospital, Kolkata. The workshop commenced with introductory speeches of Com. Partha Chanda,President , BPBEA, Com. Indranil Mitra, General Secretary, BPBEA and Com. Swarnali Roy, Secretary, BPBEA Women Coincil.

Dr. Aratrika Sen spoke at length about Stress – the reasons and practical methods to cope with stress in professional and personal life. Dr. Vikash Agrawal, renowned Oncologist, He delivered an enlightening presentation on Cancer Awareness and preventive measures. Both the discussions were very lively with interactions' from participating comrades , specially lady comrades.

The workshop became more attractive with the presence of Com. Rajen Nagar, President, AIBEA &Chairman, BPBEA and his encouraging words. The programme ended with vote of thanks by Com. Durgasree Basu Roy, Chairperson, Women Council, BPBEA.



Com. Partha Chanda, President , BPBEA



Com. Indranil Mitra, General Secretary, BPBEA



Com. Swarnali Roy, Ssecretary, Women Council, BPBEA



Dr. Aratrika Sen



Dr. Vikash Agarwal



A partial view of the audience and Guest doctor

Observe 1st April 2026 as Black Day Against Four Labour Codes

We reproduce hereunder the press release issued by the Central Trade Unions today. Despite the massive protest by the trade unions and the working class on the 12th February, 2026 through the united strike action, the Government is seeking to go ahead with the implementation of the Labour Codes without any discussions with the trade unions. They are set to start the implementation of the new Labour Codes from 1st April, 2026.

Hence, Central Trade unions have given the call to observe 1st April, 2026 as Black Day to express our protest against the undemocratic manner in which the Government is trying to push the retrograde provisions in the name new labour codes.

We call upon all our Unions and members to observe the Black Day by wearing Badges as per specimen given hereunder. This specimen may be circulated to all branch units.



With greetings,

Yours Comradely,

C.H. VENKATACHALAM
GENERAL SECRETARY

Observe 1st April 2026 as Black Day Against Four Labour Codes

The Platform of Central Trade Unions and Independent Sectoral Federations and Asociations call upon the trade unions to organise 1st April as Black Day, a day prior declared by the union government as the day for notification of the Central rules for the implementation of Four Labour Codes

The trade unions have consistently opposed and demanded scrapping of these anti-workers, pro-employer labour codes brought in the name of 'labour reform' to facilitate

"Ease of Doing Business". The Central Government is reluctant to withdraw Labour Codes or call a meaningful meeting with Central Trade Unions regarding the issue, even after the historic 12 February General Strike.

Moreover, no consultations with trade unions from the drafting stage held; no Indian Labour Conference called for discussions on such a serious matter in over the lives of the workforce of this country, in violation of international labour standards to which India as Nation state is signatory and committed. These labour codes are to push the workforce, the wealth producers of our country, once again to the exploitative conditions of British colonial era. The working class fought against extreme exploitation during colonial rule and then in independent India for, workplace safety, right to organise, collective bargaining, and for right to agitate including the right to strike. It fought for decent wages and social security, for regularization of contract labour engaged in the work of perennial nature, equal pay for equal work, bonus, gratuity and pension rights etc.

We could win legalization of our unionisation rights through Trade Unions Act 1926. We could win five laws through hard struggle by our predecessors during British Period, all the rest of the Central laws (which in total became 44 central laws) were achieved through independent India's parliament and about 150 laws through the state legislations as the labour is placed in the Concurrent list of the Indian Constitution.All these were achieved through struggles in pre- and post-independence by the trade unions with support from pro-worker political forces. These were achievements of the struggle for almost 150 years.

All this is going to be undone by the present ruling regime in the central government through these labour codes with draconian changes, making unionisation more stringent and registration difficult, deregistration and derecognition easy, decriminalization of violations by employers and criminalizing trade union activities by increased punishments on unions and leaders, keeping the limit of working hours open-ended paving the way for stretching the same to any extent by the employers and government, making the right to strike practically impossible; fix term employment to be made normal, dismantling the existing social security measures, more exclusion from social security coverage as against the false claim of universal security coverage, safety norms being heavily compromised and code designed to exclude large number of workforce from ocupational safety and health by dismantling the existing minimum sector-specific safety obligations in different 17 sector specific labour laws; no living wage, rather brought in and legalized one rock-bottom wage - national floor-level minimum wage - well below the poverty line in order to abandon the statutory minimum wage.

In the Codes, the informal economy workers are devoid of rights. These codes have clauses which are against the spirit of Indian Constitution as well as against International Labour Standards (FPRW-Fundamental Principles of Rights at Work) and against human rights.

There is no other go for us - the trade unions - except continuing our struggle for saying

"No" to these labour codes and build resistance against their implementation. While once again saluting the workers and farmers and other citizens who made 12 February 2026 Nationwide strike and mobilisation a grand success, we call upon for preparedness for longer struggles.

In this background, the 1st April should be observed as a Black Day in all workplaces across the country.

It should be observed in different formats as per decision of the state units jointly and independently and with solidarity support from the SKM. It should be observed with black badges, bands on arms/forehead at workplaces, lunch hour protest with slogans, protest dharas and processions wherever possible, cycle motorcycle jathas or any other innovative methods.

We, the Central Trade Unions, appeal to all sections of society to extend their support to this protest programme to retain the hard-won right to organise and right to collective bargain and to ensure the right to protest/fight for our legitimate entitlements that was contemplated through labour law codification.



And independent sectoral federations and associations

Ensure effective implementation of UFBU's agitational programmes Against unilateral, discriminative and divisive PLI scheme

All our unions are aware of the decisions of the UFBU and the agitational programme given by UFBU against the attempt of the Government to implement their PLI scheme for Scale IV officers and above which is violative of BPS/Joint Note, which is unilateral, which is discriminative and divisive and which is in violation of the guidelines of the minutes signed before the CLC.

UFBU's strike on 27th January demanding introduction of 5 days banking was a massive success. Instead of understanding the democratic protest of the bank employees and officers and implementing it as agreed between IBA and UFBU, in retaliation, Government is trying to divide the workforce through their unilateral and discriminative PLI scheme.

Hence this protest agitation of UFBU is very important and all our unions should ensure proper and effective implementation of the same.

Programme:

- **Wearing of Black Badges from 21-3-2026 by all employees and officers**
- **Working strictly as per rules and procedures and withdrawal of extra co-operation**
- **Adherence to regular working hours**
- **Exit from all official WhatsApp groups.**
- **Not attending any official functions of the Banks**
- **Not attending phone calls of the management by officers after 6-00 pm.**
- **Strike call within 24 hours if there is further precipitation on the PLI issue.**

Black Ribbon wearing should be undertaken daily. Unions should monitor implementation of this programme by the branch units. In some Banks, even clerical staff are in management's WhatsApp groups. **Those employees who are in such WhatsApp groups should post a message – As per UFBU programme, I am exiting this Group – and then exit from the WhatsApp group.** All our Unions should ensure the same.

With greetings,

Yours Comradely,

C.H. VENKATACHALAM
GENERAL SECRETARY

CONCILIATION MEETING HELD ON 9-3-2026

UFBU CIRCULAR NO. 10 : "Further to the conciliation meeting held on

4-11-2025 and on 22/23-1-2026, another round of conciliation meeting was held on **9-3-2026** by the Dy. Chief Labour Commissioner in the office of the CLC in New Delhi on the various issues and demands raised by us in our strike notices.

The conciliation proceedings were conducted by Shri Susanta Kumar Nayak, Dy. CLC and Shri Pankaj Dahiya, RLC-HQ. Representatives of the DFS, IBA and all the PSBs were present. From UFBU, all our Unions were present.

We informed the Dy. CLC that after our successful protest strike against the delay in implementing 5 Days Banking, instead of coming forward to resolve the issues amicably, the Government and IBA/Bank managements have taken further negative attitude.

We informed him that despite the clear advice of the Dy. CLC as mentioned in the Minutes of conciliation proceedings dated 17-6-2025 signed by all the parties to the dispute, all the Public Sector Banks have disbursed PLI for the year 2024-25 partially for the staff from substaff and clerks and upto Scale III officers, and excluding Scale IV to VII officers whereas our Bipartite Settlement and Joint Note covers Officers upto Scale VII particularly, when the dispute on PLI is pending in the conciliation.

We further informed that as per the advice of the CLC, the new Scheme on PLI as applicable to Scale IV officers and above was discussed by IBA and UFBU and already our suggestions have been forwarded to the Government for their consideration.

We pointed out that this is nothing but an attempt to discriminate and divide the workforce besides being a ploy to pit one section of the workforce against the other. We further pointed out that the new PLI scheme of the Government will seriously affect the relativity in the remuneration of 93% of the workforce.

We also explained that the revised scheme has to be understood looking to the cost implications. We also informed that this division will adversely affect the team work with which the employees and officers are working in the Banks amidst multiple challenges.

Hence, we submitted that for the year 2024-25, the existing uniform PLI scheme is to be implemented and the new scheme can be taken up for discussion to arrive at an amicable formula for the next year.

After hearing the views of the IBA and DFS, the Dy. CLC opined that the Banks should give the implications of the revised scheme based on which, the office of CLC will take up the issue with the DFS.

We also raised the issues of 5 days banking, increase in the Gratuity limit under the Gratuity Act, recruitment of clerical and substaff/Armed Guards, etc. We particularly emphasized that the undue delay in implementing 5 days banking is adding to the unrest amongst the employees and officers and will lead to further industrial actions. It was agreed to discuss this issue and other demands in the next round of conciliation meeting.

UFBU meeting : Prior to this conciliation meeting, a virtual meeting of the UFBU was held on 7-3-2026. The meeting conveyed its greetings to the entire membership of all our unions for the magnificent manifestation of their unity in action and for making the strike on 27th January, 2026 a massive success.

The meeting noted that while there is no forward movement in our genuine demand for 5 days banking, there are attempts to bypass our collective settlement/joint note and to divide the workforce through discriminatory PLI scheme. The meeting noted that on other pending residual issues also, there is no positive development.

Hence the meeting decided that further agitational programmes and strike actions would be necessary. It was decided to await the outcome of the conciliation meeting and thereafter chalk out the programmes including strike actions. Hence all our unions and members are to remain prepared for the same."

RECRUITMENTS

RECRUITMENTS 2026-27

We have informed our Units that for the ensuing financial year i.e. April, 2026 to March, 2027, based on the Indents placed by the Banks, IBPS has supplied 15,736 Dossiers for recruitment of CSA/Clerks.

Thus, there is steady increase in the Indents placed by the Banks, though the same is not adequate.

	2024-25	2025-26	2026-27
11 PSBs	8,704	11,830	**15,736**

Along with the Indent of 6589 clerks in SBI, the total recruitment in 2026-27 would be **22,325.**

The State-wise break-up of 15,736 is given below:

BANK	BOB	BOI	BOM	CANARA	CBI	INDIAN	IOB	PNB	P&SB	UCO	UBI	TOTAL
UTTAR PRADESH	255	210	45	410	222	500	65	617	45	37	405	**2811**
MAHARASHTRA	146	480	300	115	281	80	0	40	60	27	105	**1634**
KARNATAKA	253	85	20	675	47	30	44	40	30	14	148	**1386**
TAMILNADU	105	30	40	450	127	235	50	70	30	22	58	**1217**
GUJARAT	381	250	20	55	135	30	0	80	42	22	94	**1109**
WEST BENGAL	40	105	28	85	164	160	5	420	6	37	36	**1086**
MADHYA PRADESH	40	200	20	110	270	110	15	80	6	24	88	**963**
BIHAR	0	0	20	65	179	100	0	335	20	15	26	**760**
ODISHA	10	85	15	80	27	45	20	170	25	37	58	**572**
ANDHRA PRADESH	36	0	6	200	74	25	0	14	26	8	73	**462**
RAJASTHAN	127	0	20	50	60	30	0	59	16	27	19	**408**
ASSAM	10	25	8	25	106	47	0	125	13	22	16	**397**
PUNJAB	24	60	14	55	40	60	8	4	60	23	35	**383**
TELENGANA	51	0	1	135	0	40	18	3	14	5	95	**362**
KERALA	48	0	20	160	47	5	0	4	0	8	62	**354**
CHHATTISGARH	46	20	10	25	57	35	10	46	10	8	47	**314**
DELHI	20	0	4	75	17	70	42	13	40	5	0	**286**
JHARKAND	0	85	15	40	25	35	0	30	9	11	18	**268**
HARYANA	0	0	38	60	38	28	3	4	0	10	7	**188**
HIMACHAL PRADESH	0	5	7	10	28	5	4	30	0	27	18	**134**
GOA	20	15	6	20	24	2	9	1	0	2	13	**112**
UTTRAKHAND	10	10	15	30	6	5	0	4	0	5	18	**103**
J & K	6	6	9	10	4	7	2	4	2	8	18	**76**
TRIPURA	5	2	1	5	2	1	0	30	0	5	5	**56**
MANIPUR	7	7	1	2	2	1	0	11	5	2	10	**48**
DADRA+ DAMAN & DIU	21	1	0	5	3	2	0	12	0	0	0	**44**
ARUNACHAL	4	6	0	10	4	5	0	9	0	2	1	**41**

NAGALAND	3	2	1	10	4	1	0	8	1	0	4	**34**
MIZORAM	5	2	1	5	1	0	0	1	0	2	12	**29**
PUDUCHERRY	5	2	1	5	0	5	5	2	1	0	0	**26**
SIKKIM	4	5	1	5	2	0	0	3	0	1	4	**25**
MEGHALAYA	0	0	1	0	2	1	0	8	0	2	3	**17**
ANDAMAN	1	0	2	10	0	0	0	2	0	0	1	**16**
LADAKH	1	0	2	0	0	0	0	4	0	0	1	**8**
LAKSHADWEEP	0	0	2	3	0	0	0	0	0	0	2	**7**
CHANDIGARH **												
TOTAL	**1684**	**1698**	**694**	**3000**	**1998**	**1700**	**300**	**2283**	**461**	**418**	**1500**	**15736**
	BOB	**BOI**	**BOM**	**CANARA**	**CBI**	**INDIAN**	**IOB**	**PNB**	**P&SB**	**UCO**	**UBI**	**TOTAL**

** Not announced due to some court case

NEWS ON BANKING & FINANCE

Rupee extends losses, hits record low of 94.7 against US dollar on energy woes

[Rupee set for worst fiscal in decade and a half]

REUTERS
27 MARCH, 2026

The Indian rupee hit a record low past the 94-per-dollar mark on Friday, hammered by worries over the energy supply crisis sparked by the Middle East war and putting the currency on track for its first fiscal-year drop in over a decade.

India's fiscal year runs from April to March.

The last comparable drop was in 2011-12, when global risk-off concerns due to worries over Eurozone debt levels and weakness in India's external sector yanked the rupee nearly 14% lower.

The ongoing war, meanwhile, is the most severe energy supply disruption in decades and has sent oil prices soaring and curtailed key exports from the Middle East, with spillovers ranging from cooking gas to household plastics.

The conflict has also pummelled global equities and sent bond yields higher, with investors fretting over inflation and the hit to government finances.

On Friday, India's benchmark equity index, the Nifty 50, fell 1.5%, while the yield on the 10-year benchmark bond surged as much as 9 basis points to 6.96%, the highest since August 2024.

Analysts have shaved growth forecasts for India, pencilled in weaker forecasts for the rupee, and some also anticipate rate hikes by the Reserve Bank of India over the next 12 months as spillovers from the crisis threaten to lift inflation.

Even if a lengthy conflict is avoided, Bernstein sees a realistic chance of the rupee breaching the

98-per-dollar level this year, with pressure primarily stemming from India's current account balance.

Societe Generale, meanwhile, recommends shorting the rupee against the dollar, with a target of 96.

"RBI interventions look to be less aggressive, and market chatter is turning to the need for FX reserves to be drawn down sparingly. The RBI's focus looks to have shifted towards capping the 10y IGB yield below 7% while letting FX gradually depreciate," the firm said in a note.

Insolvency and Bankruptcy Code has failed to serve purpose: Oppn members in LS

Vidushi Gaur

Opposition members in the Lok Sabha on 26 March, 2026 criticised the implementation of the Insolvency and Bankruptcy Code (IBC), arguing that it has fallen short of its intended objectives due to delays and institutional limitations.

Taking part in a discussion on the Insolvency and Bankruptcy Code (Amendment) Bill, 2025—reintroduced following recommendations by a select committee—several MPs raised concerns over the effectiveness of the current framework.

Trinamool Congress leader Saugata Roy said both the executive and the judiciary have, in effect, weakened the insolvency resolution process. He pointed to the limited capacity of the National Company Law Tribunal (NCLT), which he said has contributed to prolonged case timelines.

Roy also expressed concern over what he described as gaps in the law dealing with fugitive offenders, suggesting that it has not been effective in addressing the issue.

Telugu Desam Party member D. Prasad Rao acknowledged delays in the resolution process but maintained that the proposed amendments could help speed up settlements.

Similarly, DMK MP K. Veeraswamy alleged that the insolvency mechanism is increasingly being used to strip companies of their assets by exploiting weaknesses in the system.

Several members highlighted persistent delays in tribunals as a key concern, noting that prolonged proceedings often lead to erosion in asset value and lower recoveries for creditors.

On the same day Finance Minister Nirmala Sitharaman introduced a new bill in the Lok Sabha to shake up India's bankruptcy process.

The big idea? Make it easier and faster for creditors to sort out bankruptcies, ideally outside of court, since cases have been dragging on way past the 330-day deadline.

Bill sets a tighter 150 day window for creditors, debtors.

The bill sets a tighter 150 day window for creditors and debtors to agree on rescue plan, so the thimgs move quicker and do not get stuck in court.

The NCLT will mainly step in just to approve or confirm plans, not handle every detail.

There are also fresh rules for dealing cross-border and company groups, inspired by UN guidelines,

Ths is the seventh update since 2016, all aiming to make bankruptcies less painful and more efficient for everyone involved.

RBI Penalties on PSBs Raise Questions on Accountability, Says Devidas Tuljapurkar

Neha Bodke

Reserve Bank of India (RBI)'s penalties on three Public Sector Banks (PSBs) highlight compliance gaps, while raising a larger question, why is there no accountability framework when financial lapses are borne by institutions and ultimately the public?

The RBI, through separate orders, has levied penalties on Union Bank of India (Rs.95.40 lakh), Bank of India (Rs.58.50 lakh), and Central Bank of India (Rs.63.60 lakh), aggregating to 217.50 lakh. These penalties were imposed for non-compliance with regulatory directions relating to customer protection in unauthorised electronic transactions and deficiencies in system-based processes.

As per regulatory practice, such penalties are charged to the Profit & Loss accounts of the respective banks. This effectively means that the financial burden is borne by stakeholders, including shareholders and the Government, which remains the majority owner in these public sector banks.

Reacting to the development, AIBEA Joint Secretary Devidas Tuljapurkar raised concerns over the absence of individual accountability in such cases.

“The RBI has levied penalties on Union Bank Rs 95.40 lakh, Bank of India Rs 58.50 lakh, and Central Bank Rs. 63.60 lakh, totalling Rs. 217.50 lakh, for non-compliance with regulatory directions. This amount will be debited to the Profit & Loss account of the banks, which means the burden is ultimately borne by stakeholders, including the Government as the majority shareholder. If the Government justifies payment of hefty Performance Linked Incentives (PLI), why should there not be a system to recover such losses from the persons responsible? Accountability must accompany incentives.”

The issue brings into sharp focus a broader policy contradiction, while performance-linked incentives aim to reward efficiency and results, there appears to be no equivalent mechanism to fix responsibility for lapses leading to regulatory penalties.

Banking experts note that recurring penalties, though relatively small in monetary terms, reflect deeper systemic issues in compliance culture and internal controls. The debate now centres on whether institutional penalties alone are sufficient, or whether accountability needs to be individualised to ensure stronger governance standards.

As regulatory scrutiny tightens and public sector banks continue to play a critical role in the financial system, the call for aligning incentives with accountability is likely to gain further traction.



The new team of Office Bearers elected form the conference of All Odisha Bank Employees Association held 22 & 23 March, 2026 along with Com. C. H. Venkatachalam, General Secretary , AIBEA . Com. Bishnu Mohanty, Com. Bipin Pari and Com. Sanjeeb Pati were elected as Chairman , President and General Secretary respectively. The conference also elected 5 lady comrades as office bearers in the new team .

काला दिवस 1 अप्रैल 2026

म्निलिखित वक्तव्य केंद्रीय ट्रेड यूनियनों, स्वतंत्र क्षेत्रीय फेडरेशनों और एसोसिएशनों के मंच द्वारा मीडिया को जारी किया गया 27.03.2026 चार श्रम संहिताओं के खिलाफ 1 अप्रैल 2026 को काला दिवस मनाएँकेंद्रीय ट्रेड यूनियनों और स्वतंत्र फेडरेशनों और एसोसिएशनोंके मंच ने ट्रेड यूनियनों से आह्वान किया है कि वे 1 अप्रैल को काला दिवस के रूप में मनाएँ। यह दिन केंद्र सरकार द्वारा चार श्रम संहिताओं के कार्यान्वयन हेतु केंद्रीय नियमों की अधिसूचना के लिए पहले से घोषित तिथि है।

ट्रेड यूनियनें लगातार इन श्रम–विरोधी, नियोक्ता–समर्थक श्रम संहिताओं का विरोध करती रही हैं, जिन्हें तथाकथित 'श्रम सुधार' और "Ease of Doing Business" के नाम पर लाया गया है। 12 फरवरी की ऐतिहासिक आम हड़ताल के बाद भी केंद्र सरकार इन श्रम संहिताओं को वापस लेने या इस मुद्दे पर केंद्रीय ट्रेड यूनियनों के साथ कोई सार्थक बैठक करने से बच रही है।

इसके अलावा, इन संहिताओं के मसौदा तैयार करने के चरण से ही ट्रेड यूनियनों जैसे हितधारकों से कोई परामर्श नहीं किया गया। इतने गंभीर मुद्दे पर, जो देश के कार्यबल के जीवन से जुड़ा है, लंबे समय से भारतीय श्रम सम्मेलन भी नहीं बुलाया गया। यह अंतरराष्ट्रीय श्रम मानकों का उल्लंघन है, जिनके प्रति भारत एक राष्ट्र के रूप में प्रतिबद्ध है।

ये श्रम संहिताएँ देश के श्रमिकोंकृजो संपत्ति के वास्तविक सृजनकर्ता हैंकृको फिर से ब्रिटिश औपनिवेशिक काल जैसी शोषणकारी परिस्थितियों में धकेलने का प्रयास हैं। श्रमिक वर्ग ने औपनिवेशिक काल में अत्यधिक शोषण के खिलाफ और स्वतंत्र भारत में भी 8 घंटे के कार्यदिवस, कार्यस्थल सुरक्षा, यूनियन बनाने और संगठित होने के अधिकार, सामूहिक सौदेबाजी, आंदोलन करने और हड़ताल के अधिकार के लिए संघर्ष किया है। उन्होंने सम्मानजनक वेतन, सामाजिक सुरक्षा, ठेका श्रमिकों के नियमितीकरण, स्थायी कार्यों में ठेका प्रथा समाप्त करने, समान काम के लिए समान वेतन, बोनस, ग्रेच्युटी और पेंशन के अधिकार के लिए भी लड़ाई लड़ी है।

हमने 1926 के ट्रेड यूनियन अधिनियम के माध्यम से यूनियन बनाने के अधिकार को वैधानिक मान्यता दिलाई। ब्रिटिश काल में हमारे पूर्वजों के संघर्ष से कई श्रम कानून बने, और स्वतंत्र भारत में संसद द्वारा कुल 44 केंद्रीय श्रम कानून तथा राज्यों द्वारा लगभग 150 कानून बनाए गए, क्योंकि श्रम भारतीय संविधान की समवर्ती सूची में शामिल है। ये सभी उपलब्धियाँ लगभग 150 वर्षों के संघर्ष का परिणाम हैं।

वर्तमान केंद्र सरकार इन श्रम संहिताओं के माध्यम से इन उपलब्धियों को समाप्त करने की दिशा में कदम बढ़ा रही है। इन संहिताओं में ऐसे कठोर और दमनकारी प्रावधान हैं, जिनसे यूनियन बनाना कठिन, पंजीकरण मुश्किल और निरस्तीकरण आसान हो जाएगा। नियोक्ताओं के उल्लंघनों को अपराध की श्रेणी से बाहर किया जा रहा है, जबकि ट्रेड यूनियन गतिविधियों को दंडनीय बनाया जा रहा है। कार्य समय की सीमा को खुला छोड़ दिया गया है, जिससे उसे मनमाने ढंग से बढ़ाया जा सके। हड़ताल का अधिकार लगभग समाप्त कर दिया गया है।

फिक्स्ड टर्म रोजगार को सामान्य बनाया जा रहा है, मौजूदा सामाजिक सुरक्षा कानूनों को कमजोर किया जा रहा है और सार्वभौमिक सामाजिक सुरक्षा के झूठे दावे के बावजूद अधिक श्रमिकों को इसके दायरे से बाहर रखा जा रहा है। सुरक्षा मानकों से समझौता किया जा रहा है और 17 क्षेत्रीय श्रम कानूनों को समाप्त कर बड़ी संख्या में श्रमिकों को व्यावसायिक सुरक्षा और स्वास्थ्य के अधिकार से वंचित किया जा रहा है।

न्यूनतम वेतन कानूनों को कमजोर कर गरीबी रेखा से नीचे 'राष्ट्रीय न्यूनतम वेतन' लागू करने की कोशिश की जा रही है। ये संहिताएँ संगठित क्षेत्र को असंगठित बनाने और असंगठित श्रमिकों को अधिकारों से वंचित करने की दिशा में हैं। इनमें कई प्रावधान भारतीय संविधान की भावना, अंतरराष्ट्रीय श्रम मानकों (FPRW) और मानवाधिकारों के विरुद्ध हैं।

ऐसी स्थिति में ट्रेड यूनियनों और श्रमिक संगठनों के पास इन श्रम संहिताओं के खिलाफ संघर्ष जारी रखने और उनके क्रियान्वयन के खिलाफ प्रतिरोध खड़ा करने के अलावा कोई विकल्प नहीं है। 12 फरवरी 2026 की ऐतिहासिक राष्ट्रव्यापी हड़ताल को सफल बनाने वाले श्रमिकों, किसानों और अन्य नागरिकों को सलाम करते हुए, हम लंबी लड़ाई के लिए तैयार रहने का आह्वान करते हैं।

इस पृष्ठभूमि में 1 अप्रैल को पूरे देश के सभी कार्यस्थलों पर काला दिवस के रूप में मनाया जाए। इसे विभिन्न रूपों में मनाया जा सकता हैकृकाले बैज लगाकर, हाथों या माथे पर काली पट्टी बांधकर, लंच अवकाश के दौरान विरोध प्रदर्शन, नारेबाजी, धरना–प्रदर्शन, जुलूस, साइकिलध्मोटरसाइकिल यात्राएँ या अन्य रचनात्मक तरीकों से। यह कार्यक्रम राज्य इकाइयों द्वारा संयुक्त या स्वतंत्र रूप से तथा एसकेएम के समर्थन से आयोजित किया जा सकता है।

हम समाज के सभी वर्गों से अपील करते हैं कि वे इस कार्यक्रम का समर्थन करें, क्योंकि लोकतंत्र की असली कसौटी सामूहिक संगठन बनाने, यूनियन बनाने और अपने अधिकारों के लिए संघर्ष करने के अधिकार में निहित है।

हम, केंद्रीय ट्रेड यूनियनें, समाज के सभी वर्गों से इस विरोध कार्यक्रम को समर्थन देने की अपील करते हैं, ताकि संगठन बनाने, सामूहिक सौदेबाजी करने और अपने वैध अधिकारों के लिए संघर्ष करने के अधिकार को सुरक्षित रखा जा सके।

Four Labour Codes, One Bad Idea: Why April 1, 2026 is too soon to implement the new Codes

K R Shyam Sundar

THE UNION GOVERNMENT is reportedly set to implement the four Labour Codes — the Code on Wages, 2019 ('CoW'), the Industrial Relations Code, 2020 ('IRC'), the Occupational Safety and Health and Working Conditions Code ('OSH'), and the Code on Social Security, 2020 ('CSS') — on April 1, 2026. It should not.

These Codes are the product of a decade-long consolidation of 29 labour laws, culminating in legislation passed between 2019 and 2020. That timeline alone should give pause. Laws of this consequence, affecting hundreds of millions of workers, deserve more than a decade of legislative inattention followed by a rushed implementation deadline.

The case against proceeding rests on twelve distinct grounds.

Incomplete and inconsistent rule-making

The Codes legislate less clauses and leave numerous procedural and substantive clauses to the rule-making process. As appropriate governments, the Union and the state governments need to make rules. There already exist substantial differences between the Union and the states' rules and among the states. These will lead to chaotic labour code implementation. The IRC, for example, leaves the scope of collective bargaining entirely to the rules. The absence of synchronisation of rules will mean potential for conflicts and litigation before the dust implementation has even settled. Where one state may permit a broader scope of collective bargaining and another a narrower one, the same company operating across two states will find itself bound by collective agreements of entirely different reach. This is a recipe for inequity, worker resentment, and deteriorating industrial relations outcomes.

Clumsy legal construction

Law-making has never been so clumsy as the present Codes have shown. For example, the IRC's removal of Labour Courts while retaining Industrials Tribunal is a logic difficult to fathom, as the new clauses for compulsory adjudication are poorly drafted. The tribunals now comprise a judicial and an administrative members with the latter's qualification being, at minimum, a Joint Secretary. In cases of disagreement between the two, a judicial member from another Tribunal is added, and the award follows the majority.

Whether a senior bureaucrat, however accomplished, possesses the labour jurisprudence or the time to adjudicate industrial disputes is a question the lawmakers did not ask. The administrative framework of labour regulation in a country as vast as India remains inadequate, and it is fair to say that many judicial bodies constituted under the Industrial Disputes Act, 1947 ('ID Act') have not been functioning at optimal levels.

A failure of social dialogue

India has ratified the ILO Convention No. 44, the Tripartite Consultation (International Labour Standards) Convention, 1976 which requires the ratified member countries to 'meaningfully and effectively' consult employers' and workers' representatives on matters of industrial relations. It has been the undivided and highly vocal opinion of all the central trade unions ('CTUs') including the Rashtriya Swayamsevak Sangh-affiliated Bhartiya Mazdoor Sangh ('BMS') that the Union government did not effectively consult with the trade unions; if at all, it did, it was symbolic – contrary to the claims of the Labour Ministry. Sincere and effective social dialogue results in productive outcomes and the outcomes bear the stamp of participation and consensus. It is democratic. Even if the Codes were passed, there is still considerable scope for social dialogue to improve on the legislated Codes.

Passed without parliamentary debate

All four Labour Codes were passed without any discussion in both the houses of the Parliament. The opposition parties had boycotted the proceedings over the Farm Laws. The Codes were passed without a single amendment even from the treasury benches. In a pluralistic democracy, legislation of this breadth warrants robust parliamentary scrutiny. It takes courage and conviction in the democratic processes for any government to do so. If the government is confident in the soundness of these Codes, it should welcome that scrutiny.

Parliamentary Standing Committee recommendations ignored

The Parliamentary Standing Committees on the Codes held consultations with the stakeholders, including academics and industry representatives, and produced technically sound recommendations. The government implemented few of them. The Committees' work was, in effect, reduced to an exercise in optics.

Complexity dressed as consolidation

The technical construction of the Codes is highly questionable. The Codes are inelegant, poorly composed and a good many clauses in them are cut, copy and pasted from older laws.

Codification of laws does not mean assembling diverse labour laws under a single Code. The Code becomes complex. The straightforward legal clauses are now clubbed, which makes them unfriendly for illiterate or poorly educated workers. For example, the OSH Code contains 'sectoral labour laws'. It contains laws on factories, mines, plantations, building and other construction workers ('BOCWs'), beedi and cigar workers, inter-state migrant workers ('ISMWs'), etc. Each of these laws has its own uniqueness, reflecting the complexities of the sector it deals with.

Many have a longer history, while a couple of them were enacted in the 1990s. Elaborate provisions have been made after considerable thought process. Now the OSH Code brings these diverse and self-contained sectoral laws into one complex, shortened and unhelpfully consolidated Code. In the process, legal sharpness, the unique relevance of clauses, and easy understanding are lost. For example, contract labour and inter-state migrant workers have been coupled as both involve a contractor. However, the scope of ISMW Act is far more comprehensive and involves issues different from contract labour. The present laws on ISMWs and BOCWs are comprehensive and easily understandable to workers.

Definitional uniformity as a trap

In the name of uniformity, definitions of critical variables such as workers, wages, and the likes, have been bluntly standardised across all four Codes. The definition of 'workers' for the ID Act differs from that for other Codes; similarly, the definition of wages will be different, i.e. more comprehensive, for payment of wages than for say minimum wages. The components of wages have been narrowed to basic wage, dearness allowance, and a largely obsolete retaining allowance. As a consequence, workers' contributions to social security funds will be lower than before, which is a direct and concrete harm. Again, apart from 'workers', the 'employees' category has been included. Lawyers and union leaders affirm that this could lead to legal wrangles in future.

Executive decree over democratic debate

A recurring structural defect in the Codes is the displacement of legislative content into executive notifications. Changes in the legislated clauses require parliamentary debates, which is the right democratic process to go about. In case of notifications of the rules, the ruling government can simply replace an order with another with the least difficulty. Put simply, the Codes take away law-making from the realms of democracy to unilateral notifications by the executive arm of the State.

Negligible gains for social security

The Codes do little to improve social security for the organised workers, as the original thresholds for Employees' Provident Fund ('EPF'), and Employees' State Insurance ('ESI'), fixed during the early years of planning, remain the same. The social security clauses concerning the

unorganised workers are a slight improvement of the 'Unorganised Workers Social Security Act, 2008. However, still, the clauses concerning social security are incomplete and the Code does not promise any benefits in the law. They are left to the rule-making processes. CSS, thus, is an empty law which disappoints millions of unorganised workers.

The inclusion of gig and platform workers is welcome, but they have been statutorily placed outside the employment relationship without the benefit of judicial deliberation or wider public debate. That is a decision with significant long-term consequences, taken with insufficient care.

Universal coverage remains a mirage

Seventy-five years on, the Codes still do not widen coverage of factories, contract labour, social security, or safety mechanisms. Universal minimum wages ring hollow when wage determination is left to rule-making and enforcement remains weak. Thresholds are either unchanged or raised arbitrarily. Most critically, workers in enterprises below the 10 or 20 workers threshold, the bulk of India's working poor, remain entirely outside the law's protection.

Labour inspection has been gutted

Labour laws in India have long been criticised for weak enforcement — “paper tigers,” in the familiar phrase. Despite India's ratification of ILO Convention No. 81 on Labour Inspection, the inspection regime has been radically diluted and contrary to the clauses of the Convention. There has been a crusade to paint labour inspection pejoratively as 'Inspector-Raj' to dilute the excellent clauses on labour inspection in the current labour regime. This is not a transitional deficiency. Unless the legislative mindset changes, it will remain embedded in the statute books indefinitely.

The balance of power tilts against labour

Retired Supreme Court and High Court judges have strongly criticised the Codes for failing to deliver social justice and for falling short of constitutional guarantees, including the promise of a living wage. Of the genuinely new provisions, most favour employers. The compulsory recognition of trade unions is a welcome and long-overdue reform. But it does not redeem a framework that, taken as a whole, shifts the legal balance of power away from labour and toward capital.

What must be done

The Parliament is answerable to the citizenry and bound by the Constitution. It is strongly advised that the Parliament opens up the Codes for sensible and sensitive amendments to cure many of the defects they presently possess. The trade unions, legal experts, retired judges, academics, and parliamentary committees must be given a genuine role. Labour inspection must be strengthened. Definitions must be corrected. Social security thresholds must be updated.

The Codes' erosion of inspection powers, transfer of law-making to executive notifications, and failure to guarantee a living wage raise serious constitutional questions under Articles 14, 19, 21, and the Directive Principles of State Policy. Trade unions and civil society have strong grounds to challenge them in the High Courts and the Supreme Court, which has taken suo motu cognizance of legislative overreach before. The constitutional infirmities here may well warrant it doing so again. The Codes in the present form will lead to a legal and operational disaster triggering widespread confusion, complexities, legal actions, etc.

Before implementation, the Central Government must also place before Parliament a comprehensive White Paper detailing enforcement capacity, adjudication machinery, inspectorate staffing, and state-wise rule-making progress. This single act of transparency would do more than any press release to build stakeholder confidence. Without it, the Codes risk remaining what critics already fear: paper promises fit only for political exploitation.

Labour law must do two things simultaneously: create enabling conditions for business, and uphold the rights of workers as guaranteed by the Constitution and India's international obligations. These Codes, as they stand, do neither adequately.

April 1 is not the right date. The right date is whenever this work is actually done.

SCHOLARSHIP TO POST GRADUATE STUDENTS FROM BPBEA

In 2013 BPBEA introduced scholarships for meritorious but economically deprived students who are pursuing post graduate courses in different subjects in memory of 3 legendary leaders of AIBEA – **1. Com Prabhat Kar Memorial Scholarship, 2. Com. H. L. Parwana Memorial Scholarship and 3. Com. Tarakeswar Chakaborti Memorial Sholarship.**

This year also BPBEA awarded scholarships to various students in a function held on 25 Marh, 2026 at BPBEA office.



Com. Pravhat Kar Memorial Scholarship to
Ms. Shalini Chakraborty studying MSC Applied Psychology



Com. H. L. Parwana Memorial Scholarship to Ms. Anisha Saha
Studying MA In Bengali



Com. TarakeswarChakraborti Memorial Scholarship to
Sk. SoyalParvaze Studying M.S.c In Medial Biochemistey



Com Rajen Nagar, President AIBEA, Chairman, BPBEA
greeting the students



Com. Pabitra Chatterjee,Vice Chairman , BPBEA
speaking on the occasion



Com. Indranil Mitra , General Secretary, BPBEA
addressing the gathering

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CELEBRATION OF BIRTH CENTENARY YEAR OF COM TARAKESWAR CHAKABORTI

Tarakeswaar Chakrabori Memrial Trust, Barasat, organized Tarakeswar Chakraborti Memorial lecture at Ramkrishna Mission Vidyamandir , Bose House Campus , Rishra on 22 March, 2026. Com. Rajen Nagar, President, AIBEA and Chairman, BPBEA spoke at length about Com. Tarakeswar Chakarabori, his pioneering role in bank employees movement and his vision of self reliance.

Swami Pragnananda Maharaj, Principal of Belur Ramkrishna Mission Vidyamandir also addressed the gathering.



BPBEA leadership at the venue



Com. Rajen Nagar, President, AIBEA, Chairman, BPBEA speaking on the occasion



Swami Pragnananda Maharaj, Principal, Ramkrishna Mission Vidyamandir addressing the gathering

LONG LIVE AIBEA

To

From

BANKFLAG

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