



ALL INDIA BANK OFFICERS' CONFEDERATION

(Registered under the Trade Unions Act 1926, Registration No: 3427/Delhi)
State Bank Buildings, St. Mark's Road, Bangalore – 560 001

CIRCULAR NO.36

DATE: 29.03.2012

TO ALL AFFILIATES / MEMBERS:

GOVERNMENT GUIDELINES TO BANKS ON SABBATICAL LEAVE FOR WOMEN EMPLOYEES

We reproduce hereunder the text of UFBU Circular No.3 dated 28th March, 2012 contents of which are self-explicit.

With greetings,

**(G.D.NADAF)
GENERAL SECRETARY**

TEXT

We enclose a copy of our letter No. 1367/06/12 dated 28th March, 2012 addressed to the Chairman IBA, on Sabbatical leave for your information.

Yours comradely,
Sd/-

**(G.D.NADAF)
CONVENOR**

No.1367/06/12

28TH MARCH, 2012

The Chairman,
The Indian Banks' Association,
World Trade Centre Complex,
Centre 1, 6th Floor, Cuffe Parade,
MUMBAI – 400 005.

Dear Sir,

GOVERNMENT GUIDELINES TO BANKS ON

SABBATICAL LEAVE FOR WOMEN EMPLOYEES

At the UFBU meeting held on 21.03.2012 at Mangalore, there was an occasion to discuss on the unilateral changes proposed by the Government of India on some of the service conditions, quoting Khandelwal Committee recommendations. The committee took strong objection to by passing of well-established bipartism on HR matters. One such issue is the Govt. of India guidelines to Private Sector Banks, vide its letter No. F.No.9/20/2011-IR dated 28.02.2012 on grant of two years Sabbatical Leave to women employees and to implement the same with the approval of the Boards of the Banks.

2. During the 9th Bipartite Settlement, the UFBU demanded the grant of Child Care Leave to women employees in Banks, on similar lines as available to the Central Government employees under 6th Pay Commission, but the same was declined by the IBA. But, now unilaterally, sabbatical leave is sought to be introduced in Banks.

3. In the Government, women employees are extended childcare leave with pay; in the Banks, the Sabbatical leave is without pay and other benefits. Thus, women employees in the Banks are discriminated as against Government employees.

4. We therefore, request you to please take up the issue with the Govt. for introduction of Child Care leave, on par with Central Govt. employees, to Women employees/officers, working in the Banking Industry at the earliest.

With greetings,

Yours faithfully,
Sd/-
(G.D.NADAF)
CONVENOR

