

ALL INDIA BANK OFFICERS' CONFEDERATION

(Registered under the Trade Unions Act 1926, Registration No.3427/Delhi)

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Date: 25.09.2020

To All Affiliates (Please circulate)

Dear Comrade,

INTRODUCTION OF 5 DAY WORKING WEEK IN BANK

We reproduce below text of the joint communiqué dated 25.09.2020 to the Hon'ble Minister of State for Finance and Corporate Affairs on the captioned subject.

With greetings,

(Soumya Datta)
General Secretary

**ALL INDIA BANK OFFICERS' CONFEDERATION (AIBOC)
ALL INDIA BANK OFFICERS' ASSOCIATION (AIBOA)
INDIAN NATIONAL BANK OFFICERS' CONGRESS (INBOC)
NATIONAL ORGANIZATION OF BANK OFFICERS (NOBO)**

Kolkata
Date: 25.09.2020

Shri Anurag Singh Thakur ji,
Hon'ble Minister of State for Finance & Corporate Affairs
Government of India
North Block
New Delhi - 110001

Respected Sir,

Introduction of 5 Day working week in Banks

Greetings from the four officers' organisations representing the entire officers' fraternity in the banking industry.

02. You are aware that introduction of 5 day working week has been a long-cherished dream for the entire banking fraternity. Various organisations have represented to your good office from time to time for implementation of the same. Incidentally, it was due to continuous collective efforts of the workforce in the Banking Industry while inking the first MoU for the 7th Joint Note for officers and 10th Bipartite for award Staff, on 23rd Feb 2015, Ms. Arundhati Bhattacharya, the then Chairman SBI, agreed to take up the issue with the appropriate authority and subsequently 2nd and 4th Saturdays were declared as holidays under N.I. Act and in place of this, 1st, 3rd and 5th Saturdays were made full working days. It was also decided to revisit the decision to extend the 5-day working in bank after a year of its introduction in the Industry.

03. We may be permitted to state that Controller of the Banking System i.e. Reserve Bank of India, Money market Operations, Foreign Exchange Market operations, a good number of State Government offices and Central Government offices have adopted the 5-day week working and having embraced digital technology.

04. We, the four officers' organisations in the Banking Industry, had given the call for a two-day nationwide strike on 25th and 26th September 2019 on certain issues confronting the industry as well as the workforce. One of the focussed issues in our call was the introduction of 5 Day Banking. **It is pertinent to mention that on 23rd September 2019, our representatives met Shri Rajeev Kumar, the then-Secretary DFS, who had given a patient hearing to our reasoned submissions and had assured to sort out issues listed out in our Notice for Agitation. He was categorical to our delegation that a solution to facilitate the Banking workforce to have some more relaxation in the matter of 5day week could be worked out. Based on his assurance and certain positive steps initiated by him forthwith, the agitation call was deferred.**

05. The workforce in the Industry had stood the test of the time in discharging the duties demanded by the Nation from time to time more so during the 156 days of National Lockdown period. Bankers rendered yeoman service to keep the wheels of

the economy moving as well as to implement the various schemes and stimulus package programmes for the economic progress amidst the difficult times. During this unprecedented time, Bankers have acted as true Corona Warriors and hundreds have laid down their lives in the line of duty having succumbed to the dreaded virus.

06. At the present juncture, introduction of 5 day working week has become a dire necessity, which is likely to bring many positive catalytic effects, viz. increased productivity, improved job satisfaction and morale, decreased absenteeism, reduced energy costs and work-life balance and most importantly to 'break the chain' to combat the virus. You will agree that the officers, who are working tirelessly to foster growth and development, are subjected to humongous workload, which culminates in serious work-leisure mismatches, life style diseases and is cause of despair and angst leading to many unfortunate acts of suicides being committed by the officers of the Banks. Introduction of Five-Day Week will not only result in savings to the organization in terms of overheads and address effectively the work-life balance in the officers' personal lives, but also would enable a meaningful social life – which in turn will result in higher efficiency, job satisfaction in work place. 5 Day week will also rejuvenate many other commercial sectors/activities of the economy. A positive move in this regard would be hailed by one and all.

07. Sir, we can vouchsafe that customers' interests are unlikely to suffer because of rapid growth in non-branch channels such as ATMs, phone, net and mobile banking. There is a marked trend towards increasing use of non-branch channels which triggered migration of banking transactions to these channels. It will facilitate banking in tandem with the Digital India programme envisioned by the Hon'ble Prime Minister to transform India into a digitally empowered society.

08. Sir, in view of the foregoing, we fervently request your good office to initiate appropriate steps to grant the relief to the banking workforce by extending the 5 Day working in full measure as a goodwill gesture for which the entire fraternity shall remain obliged.

Stay safe stay healthy.

With best regards,

Yours sincerely,

Sd/-
(Soumya Datta)
General Secretary
AIBOC

Sd/-
(Nagarajan S)
General Secretary
AIBOA

Sd/-
(Prem Kumar Makker)
General Secretary
INBOC

Sd/-
(Viraj Tikekar)
General Secretary
NOBO