



ALL INDIA BANK OFFICERS' ASSOCIATION

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Circular No.12:VI:2014
October 8, 2014

To:
ALL UNITS / STATE COMMITTEES

Comrades,

ROAD TO PROSPERITY CAN ONLY BE THROUGH ACHIEVING

REGULATED WORKING HOURS FOR OFFICERS

12th NOVEMBER 2014 STRIKE

The life line of the Indian Economy is measured by the Banking activities and we are the fulcrum of all developmental activities of our dear Nation. Today the entire workforce, nicknamed "wealth managers" handle a total business of Rs.142 lacs crores, with an investment of Rs.23 lacs crores. We have a total workforce of 7.75 lacs discharging the Nation building exercise through branch banking model. The total branch network is over 1,00,000 including Regional Rural Banks branches,

2. As we stand, willy-nilly, in the midst of the integrated global system, information, communication and technology[ICT] play dominant role in the new emerging working environment in the branches. We have adjusted from the original focussed emphasis of "exclusive banking" to "we also do banking". The alternative delivery channels Automated Teller Machine[ATMS], Internet Banking [INB], Mobile Banking Services [MBS] and Point of sale [POS] to provide fast, convenient and easy Banking services such as cash withdrawal, online transfer of funds and e commerce to the customers.

3. As on date, "**the workplace has become the single greatest source of stress**" as per the study carried out by an International Institute. Long term loyalty and corporate community feelings have been eroded by a competitive performance culture that expects more and more from the officer employees threatening the job security. We are probably under an impression that technology would eliminate most household chores and provide the workforce with much more time to enjoy leisure activities, but what turned out is more hectic, impersonal and mechanical work atmosphere leading to more burnout situations.

4. As the Bankers have the habit and tendencies to compare the global standards, why should they not consider the following details and arrive at reasonable and workable alternatives, to secure the future of the youth in the Banking system.

| | NAME OF THE NATION | HOURS OF WORK | WEEK MEANS |
|---|--------------------|-------------------|------------------|
| 1 | Australia | 35 hours per week | |
| 2 | Bulgaria | 40 hours per week | Monday to Friday |
| 3 | Chile | 45 hours per week | 5-1/2 days |

| | | | |
|----|----------|----------------------------|------------------|
| 4 | Colombia | 40 hours[8 hours x 5 days] | Monday to Friday |
| 5 | Czech | 40 hours [8 hrs x 5 days] | Monday to Friday |
| 6 | Denmark | 37 hours | -do- |
| 7 | Estonia | 40 hours | -do- |
| 8 | Finland | 40 hours | -do- |
| 9 | Italy | 40 hours | -do- |
| 10 | Lebanon | -do- | -do- |
| 11 | Poland | 35 to 40 hours | -do- |
| 12 | Porch | -do- | -do- |
| 13 | Romania | 40 hours | -do- |
| 14 | U.K. | 35 to 40 hours | -do- |
| 15 | Sweden | 40 hours | -do- |

Today the average hours worked in the USA is around 33 hours. The lowest average weekly work hours are the Netherlands with 27 hours, and France with 30 hours. At the current rates the Netherlands is set to become the first country to achieve an average work under 20 hours.

5. ***Cry for 8 hours work started from 1886 onwards:*** The accepted concept of labour – 8 hours for work, 8 hours for rest, and 8 hours for family and society. It was the Chicago worker, who demanded the defined working hours in May 1886, which even today continue to elude in the Banking Industry ***to the entire workforce?***

The paradox of present working environment is “More the technology leading to more work load through over stretched working hours for officers. Bank officers are human beings and a happy and peaceful stay /spending with family is a distant dream, since they are pressed into service even on Sundays and Holidays.

The demand for Regulated working hours by the Four Officers Organisations is pending with the Bank management from 2002. We went on a day's strike on 29.09.2005 to realise various demands including the “***Regulated working Hours for officers***”.

Banking Industry witnesses in the recent period entry of huge number of young officers, who have been recruited through IBPS, certainly expect to realise the demand of regulated working hours in the ensuing wage negotiation. Hence, in addition to the quantum jump in rupees, achieving the defined working hours brooks no delay.

Onward March to 12th November 2014 strike.

