



ALL INDIA BANK EMPLOYEES' ASSOCIATION

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TO ALL UNITS AND MEMBERS:

Dear Comrades,

AIBEA's Women's Convention – a thundering success

We are very happy to inform all our units and members that our 8th National Convention of Women Bank Employees held at Hyderabad from 24th instant till today turned out to be a thundering success. Nearly 1000 women Delegates from all over the country, from all the States and from all the Banks participated in the Convention. It was a wonderful sight to see the colourful and magnificent participation of such large number of women employees in the Convention.

The Convention was inaugurated by **Com. Amarjeet Kaur**, General Secretary of AITUC. In her powerful and inspiring address, she explained the economic and political scenario in our country which is increasingly becoming hostile to the interests of the common masses and working people in general and women in particular. She complimented the women bank employees under AIBEA for playing an active role in the trade union and exhorted them to take more and more interest in trade union activities.

Ms. Jyothsna, Professor from Osmania University congratulated the participants for their large gathering and strongly urged that women should fight for more empowerment in decision taking processes at various levels and not be satisfied with their role in implementation of decisions.

Prof. Yugal Rayalu from Dharampeth Science College, Nagpur made a very thought provoking speech about the way women are being exploited and undermined in every walk of life and suggested that women have to make their way forward by collective efforts and AIBEA's women member should play a leading role in this regard.

Com. M A Srinivasan, Dy. General Secretary, AIBOA greeted the occasion and wished the Convention all success.

15 Women Delegates from Bank Unions in **Malaysia and Sri Lanka** took part as Fraternal Delegates and greeted the Convention.

In the Delegate Session which was presided over women leaders from different States, Com. Lalita Joshi, Joint Secretary of AIBEA and Convener of our Women's Council placed her detailed report covering all aspects from global scenario to organisational activities under the auspices of Women's Council in different States.

The current developments on wage revision talks with IBA, the proposed move of the Government to amalgamate Bank of Baroda, Vijaya Bank and Dena Bank, and our decisions to fight back on these important issues were explained by the Genial Secretary of AIBEA.

It was a matter of record that as many as **136 delegates** spoke on the Report reflecting their deep interest, involvement and commitment to trade unions. Various suggestions were made by the delegates during their speeches.

Com. Lalita Joshi responded to the deliberations and gave necessary clarifications on all the points raised by the delegates. Thereafter the Report was accepted unanimously.

The following **Resolutions** were adopted by the Convention:

1. **Against the anti-people and neo-liberal economic policies of the Government.**
2. **Against the anti-worker labour policies of the Government, particularly the retrograde labour reform measures like Fixed Term Employment, rampant outsourcing and contractualisation of jobs, denial of trade unions, lack of adequate laws to safeguard the workforce in the unorganised sector, etc.**
3. **To make the National General Strike on 8th and 9th January, 2019 a grand success in the banking sector.**
4. **Against Banking Sector Reforms like privatisation of Banks, merger of PSBs, inaction against growing bad loans and tendency to pass on the burden on the common people.**
5. **Demanding adequate recruitments in all the Banks, especially in the rural Branches.**
6. **To take all measures to defend our jobs, job security and fight against attempts to impose contract jobs in the Banks.**
7. **Demanding early and adequate wage revision and demanding IBA to expedite the 11th Bipartite Settlement.**
8. **Rejecting the proposal of IBA to foist bankwise wage revision based on profits of the Banks and demanding uniform wages in all the Banks.**
9. **Against increasing attacks and violence against women and demanding stern action on the perpetrators of crimes against women.**

10. Against increasing instances of sexual harassments against women in work places and demanding stringent laws to punish the culprits.
11. Demanding Sexual Harassments Committees in all the Banks and inclusion of union representatives/women employees from workmen cadre in these Committees.
12. Demanding declaration of 8th March – International Women’s Day as public holiday under Negotiable Instruments Act.
13. Demanding exclusive toilet facilities in all Branches in all Banks wherever women employees are working.
14. Requesting AIBEA to organise regular trade union education courses to equip women cadres to effectively function in our unions.
15. Requesting AIBEA to further empower women employees by ensuring formation of Women’s Committees/councils under all State Federations/ All India Bankwise organisations and atleast one women employee to be made an Office bearer in these organisations.
16. Requesting AIBEA to ensure that women employees should be associated in the Executive Committees of all the base units of AIBEA in all the Banks.
17. Requesting AIEBA that women conventions/meetings should be held periodically by all the unions under AIBEA.
18. Resolving to strengthen AIBEA at all levels through enhanced participation of employees in all our trade union activities.

AIBEA’S APEX-LEVEL TRIGGER COMMITTEE

It has been decided to set up AIBEA’s Apex Level Trigger Committee consisting of the following leaders who can be contacted by any women bank employee under the banner of AIBEA if any of them are harassed sexually or face any other undue harassment by anyone in management or customers or colleagues. This Committee will facilitate the taking up of the issue at various levels so that there is no attempt of suppression of such complaints at lower levels.

1. RAJEN NAGAR, PRESIDENT, AIBEA	98 300 16 237
2. C H VENKATACHALAM, GEN SECRETARY, AIBEA	98 400 89 920
3. B S RAMBABU, SECRETARY, AIBEA	98 666 33 422
4. LALITA JOSHI, JOINT SECRETARY, AIBEA	98 338 88 166
5. PARVEEN MOUDGIL, CC MEMBER, AIBEA	98 159 53 410
6. B VIJAYAL, CC MEMBER, AIBEA	79 047 19 867
7. SUBHRA CHANDA, CC MEMBER	98 313 19 831

Cultural programme: On 24th evening and 25th evening, cultural programmes were organised, in which the participants took part with lot of enthusiasm and exhibited their talents.

Andhra Pradesh and Telangana Bank Employees Federation had made very elaborate and wonderful arrangements to make the Convention a great success.

The Convention has ended on an emotional note when all the participants resolved to do their best in the days to come to strengthen AIEBA and strengthen themselves in the face of multiple attacks and challenges.

With greetings,

Yours Comradely,



**C.H. VENKATACHALAM
GENERAL SECRETARY**



REPRODUCED BY BANK OF BARODA EMPLOYEES' UNION – TAMILNADU STATE