



ALL INDIA BANK OFFICERS' ASSOCIATION

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TO ALL STATE COMMITTEES / AFFILIATED UNITS:

Comrades,

“WILL TO WIN” (?)

SITUATION IS BECOMING VERY CHALLENGING

Our organization is consistently focusing on the attacks on the Banking System right from 2016. The emphasis advocated was that the **“Saving Public Sector Banking”** and also to arrest the **growing** menace of the **bad loans** eating the vitals of the Banks. The five subsidiaries of State bank of India were taken over by SBI in one go, thereby the volume of business of enlarged SBI had increased.

2. The next dose of mergers of six banks with four other Public Sector Banks was announced by the Government of India in 2019, with effect from 1.04.2020. Our organization sensing the dangerous developments on account of these steps initiated by Government of India, preferred legal recourse step by step. But, the Government of India, in spite of the directions given by the Apex court to file their reply on the questions raised by us, so far, did not comply with the same. The present Solicitor General of India, appeared on behalf of Bank of Baroda management in the Apex Court. The question raised by us was that the issue of mergers of banks was not discussed in the floor of Parliament as per requirement of Banking Regulations Act. It was discussed by the **“Alternative Mechanism”** concept, a newly invented one in which **late Arun Jaitley, Ms. Sushma Swaraj and Shri. Piyush Goyal were the members. The merger of Banks** led to rationalization of bank branches as well as of the reduction in man power.

3. In the recent past, takeover of Private Sector Banks by the Foreign investors/Banks, are increasing. Wiping out LVB, an old generation Private Sector Bank from the National map by DBS in Nov, 2020, acquiring 24.9% of the Stake in YES bank by a Japanese Bank and decision to sell the equity of IDBI, as recommended by DIPAM, Govt of India need to be carefully analyzed by the trade unions, **who are committed to patriotic fervour. The FDI may also be allowed by GOI in Public Sector Banks, as per the statement made by Hon’ble Finance Minister of our Country. Ours is the only trade union appealed to the first citizen of India not to go ahead with stake sale of IDBI followed by seeking legal intervention demanding that Government should honour the assurance given in the floor of the Parliament.**

4. Department of Financial Services, Government of India conducted PSB MANTHAN 2025 in the Second week of September 2025, while acknowledging that the PSBs have moved beyond survival and stability, it was emphasized to play a larger role in the days to come, as our economy is able to perform in spite of geo political inconsistencies.

5. **NEW AREAS TO BE EXPLORED:** The traditional strengths of the PSBs rest with Agriculture, housing, MSME and Infrastructure, which needs to be further deepened. The **sunrise sectors are: Renewable energy, Electric mobility, green hydrogen, semi- conductors, shipbuilding and digital Industries.**

6. **INSTITUTIONS ARE THE INSTRUMENTS:** The Public Sector Banks should become globally Competitive banks, with scale, presence and capacity to support the industries in our country and also a roadmap to stand alongside leading financial institutions worldwide. The objectives are achievable provided that the issues of governance, technology adoption and customer trust are secured through the human involvement in the grass root levels.

7. In the recent panel discussions held by a leading print media, the expressions made by the Institutional leaders representing **SBI, UBI, BOI and BOB** were indicating in so many words that the next round of mergers are on the cards viz. ***to make one or two banks with prominence and performance as International Banks.***

8. **CURRENT ISSUES CONFRONTED BY THE HUMAN ASSETS IN THE BANKS:** The reduction of manpower due to **silent adoption of AI** to deal with repetitive works, the time for payments and settlements through clearing house operations are drastically reduced from October 4, 2025 thereby the pressure of work at the branch as well as at Grid level have increased in multifold, non-implementation of the agreed understandings at the industry level, excessive work pressure on the field level functionaries leading to suicides and also inhuman behaviour of the administrative heads are only samples for reference. The Government of India's approach of assessing the performance of the Bank officers based on outdated bell curve method leading to a dispute for which solution is eluding, thus denial of timely payment of PLI after the declaration of the working results of the individual banks.

9. The issues that are confronting the existing workforce are:

- Retention of jobs and jobs security: Adaptation of Technology:
- Increased Cyber- crimes and financial loss to the individuals and Institutions;
- Total disconnect between administrative functionaries and field level performers;
- Expectation of the customers for effective and cost benefit services etc.

10. The only available option for the workforce is to LEARN, LEAD AND FIGHT.

TO BECOME TRULY GREAT
ONE HAS TO STAND WITH
PEOPLE, NOT ABOVE THEM

Yours comradely



**/S.NAGARAJAN/
GENERAL SECRETARY**

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**(Suresha Hegde S.)
GENERAL SECRETARY**