



UCO BANK EMPLOYEES' ASSOCIATION



(Registration No.795 & Registered under Indian Trade Union's Act)

[Affiliated to Bank Employees Federation of India]

10, B.T. M. Sarani, 3rd Floor, Kolkata-700001



Tel : 033-22341426

E-mail: ucobea1426@gmail.com

Website: www.ucbea.in

Circular No.17/2026

02.06.2026

To All Members

Dear Comrades,

Resolution adopted in CC meeting of BEFI

We reproduce hereunder the full text of Circular No.33/2026 dated 31.05.2026, issued by General Secretary, Bank Employees Federation of India, for your information.

With warm greetings,

Comradely yours,

(Prakash Chandra Ray)

General Secretary

Full text of BEFI Circular No.33/2026 dated 30.05.2026

Quote

The Central Committee meeting held at Shimla on 23-24 May 2026 discussed many important issues prevailing in our Industry and the country. While doing so, the meeting adopted five Resolutions. It was also resolved that BEFI should continue its campaign movement on the burning topics in banking sector. In the mean time, Circulars have been issued on three Resolutions so adopted narrating the background. We are appending Text of the following two Resolutions:

1. Demanding adequate permanent recruitment and Opposing outsourcing of perennial jobs.
2. Demanding implementation of 5-day banking week and Opposing discriminatory Performance Linked Incentive.

The Resolutions speaks for itself. It is reiterated that campaign among the employees and customers should be intensified appropriately on respective matters.

TEXT OF THE RESOLUTION

Demanding permanent recruitment and Opposing outsourcing in perennial jobs

QUOTE: "Public Sector Banks are facing severe shortage of manpower, especially frontline staff affecting the services rendered to customers. Private sector banks are hiring more and more number on contractual and cost to company - low salary basis, while permanent employees are very less in number.

The data available shows that the total number of staff strength in PSBs reduced by one lakh from that of 2014, whereas the Private Sector Banks have doubled during the same period in which HDFC Bank is leading.

Despite the Government of India reporting a recruitment of 50,552 employees in FY 2025-26, thousands of sanctioned posts remain lying vacant across various banks and branches, directly impacting customer service and employee work-life balance. Even in the announced recruitment, only a little above 50% are joining the services.

The bank managements, instead of filling these perennial vacancies with regular employees, is increasingly resorting to outsourcing for data entry, kyc updation, cash handling, account opening and housekeeping jobs those are perennial in nature. Banks are opening subsidiaries to recruit manpower on contractual basis for business canvassing, working in the branches also doing the regular jobs.

The recruitment in subordinate cadre - both sub staff and sweeper- has been stopped since long and Unions under UFBU are demanding for permanent recruitment in subordinate cadre jobs.

Temporary workers are denied of wages equivalent to PSB scales, social security benefits (PF/Pension), and job security, leading to frustration and resignations.

Office Assistants and House keeper jobs are left to the mercy of contractual and casual daily wagers to the whims of branch managers with abysmally meagre daily wages.

This under employment and shortage of staff is not only affecting the customers but also the business of the branches, driving away the customers to new generation private banks and small finance banks. The share of business of PSBs are drastically getting reduced despite making good profits.

The existing staff are over-burdened, working beyond stipulated hours, handling multiple roles, and facing high stress, which affects their health, morale, and the quality of banking services to the public.

Customers face long queues, delays in transactions, undermining the public service of nationalised banks and harming financial inclusion.

The Central Committee meeting of BEFI in session at Shimla, resolves to fight for adequate permanent recruitment and opposing outsourcing of perennial jobs in the banking industry. "

TEXT OF THE RESOLUTION

Demanding implementation of 5-day week and Opposing discriminatory PLI

QUOTE: "The Central Committee of Bank Employees Federation of India expresses serious concern over the continuing delay in implementation of Five-Day Banking week despite repeated assurances from the Government and management of banks. The demand for a five-day banking week is a long-pending and justified demand of bank employees and officers across the country.

The banking industry has undergone massive transformation with rapid digitalisation, increased business hours, mounting workload, staff shortages, and relentless pressure for cross-selling and recovery. Employees are working under severe stress affecting their physical and mental health. In such a situation, implementation of five-day banking week is not merely a welfare measure but an urgent necessity for ensuring humane working conditions and better work-life balance.

The Central Committee notes that most sectors under the Central Government and major financial institutions are already functioning on a five-day week basis without affecting productivity. Experience clearly shows that banking services can be effectively managed with technological advancement and alternative delivery channels. Five-day banking will improve efficiency, employee morale, and customer service.

The Central Committee further condemns the discriminatory and unilateral move of the Department of Financial Services (DFS) to impose Performance Linked Incentive for Scale IV officers and above as announced on 19.11.2024. The attempt to introduce a discriminatory incentive Scheme disregards the fundamental principles of bipartite settlement and seeks to convert banking service into a regime of coercive targets, insecurity and unhealthy competition. The DFS scheme is intended to erode unity among employees and officers to pave the way for further attacks on our hard earned rights and job security.

It is noted with grave concern that the same autocratic mindset behind the passing of Labour Codes without any consultation with the working class is now being implemented in the banking industry through unilateral policies that undermine trade union rights and weaken collective bargaining.

The Central Committee Meeting of BEFI in session at Shimla expresses its strong resentment and unequivocal condemnation of the attitude of the government in denying implementation of already agreed 5-day banking week and imposing a PLI Scheme in violation of bipartite settlement. This meeting further resolves to forge independent as well as united movement to accomplish our legitimate demands on these two sensitive issues by resisting authoritarian and divisive policies.”

Unquote