

# INDIAN BANK EMPLOYEES FEDERATION



(Affiliated to BEFI)

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## **OPPOSE THE EXPLOITATION OF EDUCATED YOUTH OF THIS COUNTRY THRU APPRENTICE ROUTE. "Stop back door unformalisation of workforce"**

Dear Comrades,

All of you might be aware of the notification given by some Public Sector Banks for the engagement of apprentices. SBI is also engaging apprentices in good number. Our Bank also followed suit and issued notification on 12th July for the engagement of 1500 apprentices across the country. On the contrary our Bank has **not** placed any indent for CSAs as seen from the notification of IBPS calling for recruitment.

The qualification and the selection test procedure for apprentices is almost the same as clerical recruitment tests. The job profile too will remain almost the same as that of a clerk. The paltry monthly wage euphemistically called "stipend" is Rs.12000 in rural/semi-urban areas and Rs.15000 in metro/urban areas. This nominal stipend is even less than the minimum wages fixed by the government. The selected apprentices will not have any protection of labour laws or Bi-partite settlement. The term of engagement is for a period for one year and their engagement will be terminated. Again Bank will go for engaging fresh Apprentices for another year and the exploitation will go on continuously. BEFI has given a call for countrywide protest against the blatant exploitation of educated youth of our country through the engaging them as apprentices for paltry stipend, instead of going for recruitment on permanent employment.

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Our Office Bearers meeting held through online has unanimously decided to go for agitational programmes starting from:

- **BADGE WEARING on 20th July 2024**
- **Protest Demonstrations before Zonal Offices on 23.07.2024.**

Comrades are requested to observe the above agitational programmes and participate in good number in the Zonal Office Demonstration programmes to send a strong message to the management insisting them to go for permanent employment immediately.

Our protest letter addressed to MD & CEO of our Bank is reproduced below.

With greetings,  
Comradely yours,

(Hari Rao. S)  
General Secretary.

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## (Text of letter address to MD & CEO on 15.07.2024)

We understand from the advertisement of our Bank published on our website on 10.07.2014, under the Apprentices Act 1961, that the Bank is inviting applications for recruitment of 1500 apprentices for the year 2024-25.

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While the management has not given any indent for clerical recruitment which is evident from the IBPS notification on 1st July, going for a recruitment of 1500 graduates as apprentices for one year is only a back door contractualisation of bank jobs.

Normally engaging apprentices is a scheme to train technically qualified diploma holders passing out from their institutions, to get on the job training in manufacturing units and factories to impart practical training which will provide them future opportunities to get a good job. But banking is not such an industry which involves lot of complicated security measures coupled with customer service and business. The fixed term of one year with paltry stipend will only frustrate them in the midst of better paid regular employees, and chances of getting demoralised is very high.

Of late, the policies of our Bank, be it hiring executive level fixed term highly paid posts, recruitment on contractual basis through its operational subsidiary company and now going for recruitment of 1500 apprentices is unbecoming of a public sector institution, which on the other hand is not recruiting the much needed sub staff vacancies for decades. Those who are doing the job role of sub staff on casual wages for decades were not made permanent either. It can only be termed as blatant exploitation to show more profit which is against the tenets of bank nationalisation to generate employment and to serve common masses of this country.

Suffice to state that apprentices recruitment is an unwarranted and redundant one in the branches where computer terminals are in short even for the permanent employees, in what way the cream of educated unemployed youth selected after rigorous test will get trained and where he will go for employment after one year is an unimaginable question.

On the foregoing, we insist upon you to withdraw the advertisement and not to go for any such kind of contract employment which is against the

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interest of the Bank. Instead we request you to go for regular recruitment of clerical vacancies which will help to build this organisation in the long run and also in extending good job opportunities to the educated youth of this country.

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