



# ALL INDIA BANK EMPLOYEES' ASSOCIATION

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**AIBEA/GS/2025/024**

**12-2-2025**

**Sr. Advisor – HR & IR,  
Indian Banks' Association  
Mumbai**

Dear Sir,

From All India Bank Employees' Association, we had organized the 9<sup>th</sup> National Women Bank Employees Convention at Ahmedabad on 8<sup>th</sup> and 9<sup>th</sup> February, 2025. About 700 women employees from various States including from the far off North East like Arunachal Pradesh, Mizoram, Manipur, Meghalaya, Assam and from Public Sector Banks, Private Sector Banks, Foreign Banks, Regional Rural Banks and Co-op. Banks participated in the Convention.

1. During the deliberations in the Convention, we were shocked and ashamed to learn from some Delegates that there is no separate washroom for women employees in their Branch. We can't digest or countenance the situation that in a branch where women employees work, the Branch does not have a separate washroom for them.

In fact, all Bank branches should have a separate washroom for women. Today at present women employees may not be there in a Branch but tomorrow some lady employee or officer or Manager may be posted in that Branch. Moreover, in every branch we have customers who are women. Hence separate washroom in every branch should be made compulsory.

Hence we demand that Banks should give an administrative directive that there should be no branch without a separate washroom for women.

Quite a few of them even lamented that the washroom in the Branch is in very unhygienic condition. Has it to become an issue from the employees or the Union that washrooms should be maintained in hygienic condition?

Really sad state of affairs, where the Government talks so much on Swachh Bharat Mission and we get such complaints from women employees about unhygienic toilets in Branches or lack of separate washroom for women employees !

2. You are well aware that after careful discussion and consideration of the requirement of women employees, it was agreed and accordingly provided under clause 26 (iii) of the 12<sup>th</sup> Bipartite Settlement dated 8-3-2024 that " women employees shall be allowed to take one day Sick Leave per month without production of medical certificate".

Every sensible person knows the reason and purpose of this provision. But we were angered and infuriated to listen to some Delegates in the Convention that Branch Managers are insisting on them to mention the reason for the sick leave and some are asking for a medical certificate.

It is quite obnoxious and highly intolerable that we have such insensible and insensitive Managers or perhaps it is quite deliberate on their part. In any case, we have clarified to all of them that they need not mention any reason in the leave application under HRMS except to say that they are sick and that no medical certificate need to be given.

We have also informed all of them that if any Manager will refuse such leave or ask for any reason or certificate for the same, it should be taken as harassment and complaint should be lodged against them.

3. There was another important feed back from the delegates to the Convention. In every branch there are CCTV cameras to monitor the movement of people in the premises. But it is complained that some Managers/Security officials who monitor the same are abusing the same against women employees working in the counters. Hence there should be a camera behind these officials so that such mischiefs and abuses can be put on check.

We shall thank you to issue a strong Advisory to all the Banks on these issues.

Thanking you,

Yours sincerely,



**C.H.VENKATACHALAM**  
**GENERAL SECRETARY**