



# NATIONWIDE STRIKE



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## 48-HOUR BANK SHUTDOWN : WILL THIS STRIKE FINALLY SHAKE THE SYSTEM?

India's banking sector is heading towards a major disruption as unions have called for a nationwide strike on March 24-25, 2025. If this strike goes ahead as planned, it will result in a four-day continuous shutdown, bringing banking operations to a standstill.

**22 March 2025 (Saturday) – Fourth Saturday, a bank holiday**

**23 March 2025 (Sunday) – Weekly off**

**24-25 March 2025 (Monday-Tuesday) – Bank unions' 48-hour strike**

With back-to-back holidays, this strike has the potential to create massive pressure on policymakers, businesses, and customers.

### WHO HAS ANNOUNCED THIS STRIKE?

The United Forum of Bank Unions (UFBU), an umbrella body comprising 9 major bank

unions, has given the call for this strike. These unions represent employees across public sector banks (PSBs), private banks, and regional rural banks (RRBs). The key unions participating in the strike are:

- AIBEA (All India Bank Employees Association)
- AIBOC (All India Bank Officers Confederation)
- NCBE (National Confederation of Bank Employees)
- AIBOA (All India Bank Officers Association)
- BEFI (Bank Employees Federation of India)
- INBOC, INBEF, NOBW, NOBO

### HOW MANY BANKS WILL BE AFFECTED?

Almost all major public sector banks will participate in the strike, including:

- State Bank of India (SBI), Punjab National Bank (PNB)
- Bank of Baroda (BOB), Canara Bank
- Union Bank of India
- Bank of India
- Central Bank of India, Indian Bank, UCO Bank, and others

### WHAT ABOUT PRIVATE BANKS?

Private sector banks like HDFC Bank, ICICI Bank, Axis Bank, and Kotak Mahindra Bank are unlikely to participate actively, but services might still be impacted due to:

- Shortage of cash at ATMs
- Delays in cheque clearance
- Potential slowdowns if employees from these banks show solidarity

### WHY IS THIS STRIKE HAPPENING?

The United Forum of Bank Unions (UFBU) has listed 9 major demands, and these aren't new. Bankers have been fighting for these issues for years, but every time, strikes get called off, promises are made, and nothing really changes. This time, the unions claim they won't back down. Let's break down all nine demands in detail:

#### 1. Five-Day Work Week

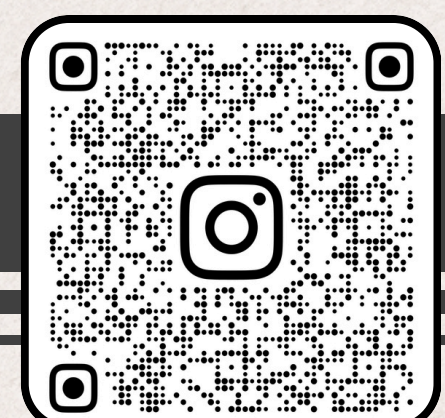
**Demand:** Banks should operate only five days a week, just like central government offices.

**Why?** Employees across the banking sector work long hours with high mental stress. While many industries have shifted to a 5-day schedule, banks are still forced to work on alternate Saturdays.

**Reality Check:** This demand has been brought up in almost every wage negotiation since 2015, but nothing has changed.

#### 2. Mass Recruitment in Banks

**Demand:** Vacancies across all cadres must be filled, and temporary employees must be regularized.





**Why?** Thousands of bank employees retire every year, but banks are not hiring at the same pace. This has led to increased workload, stress, and mismanagement.

**Reality Check:** Instead of hiring full-time staff, banks have been outsourcing work to private agencies.

### 3. Rollback of DFS Directives on Performance Review & PLI

**Demand:** The Department of Financial Services (DFS) must withdraw its new performance-linked incentive (PLI) rules.

#### Why?

- These rules encourage “hire and fire” policies in PSBs.
- They violate the 8th Joint Note, which was agreed upon in wage negotiations.
- Instead of helping employees, this system creates job insecurity and division.

**Reality Check:** Performance reviews are increasingly being used to deny promotions and transfers to deserving employees.

### 4. Protection for Bankers Against Public Assault

**Demand:** Strict laws and security measures to protect bank employees from verbal and physical assaults by customers.

**Why?** Bankers are regularly harassed, especially in loan recoveries, EMI disputes, and cheque clearance delays.

**Reality Check:** No real security measures exist. If a customer misbehaves, abuses, or even attacks a banker, most of the time, bank management takes no action.

### 5. Fill Workmen/Officer Director Positions in Banks

**Demand:** Appoint Workmen and Officer Directors in all Public Sector Banks (PSBs).

#### Why?

- These positions ensure employee representation in decision-making.
- Currently, banks function without them, which means employees have no say in policies.

**Reality Check:** These posts remain vacant in almost all major PSBs.

### 6. Amend the Gratuity Act – Raise the Ceiling to ₹25 Lakh

**Demand:** The gratuity limit should be increased to 25 lakh, in line with government employees' benefits.

**Why?** Bank employees serve for decades but receive lower gratuity amounts compared to other sectors.

**Reality Check:** Despite repeated demands, no significant revision in gratuity benefits has been made.

### 7. Stop Tax Deduction on Staff Welfare Benefits

**Demand:** Banks should bear the income tax on concessional benefits given to employees.

#### Why?

- Many banks offer welfare benefits (low-interest loans, medical support, etc.), but these benefits are taxed as income.
- This reduces the actual benefit employees get.

**Reality Check:** The burden of tax still falls on employees, even in benefits meant to help them.

### 8. Stop Privatization of IDBI Bank – Maintain 51% Government Ownership

**Demand:** The government must hold at least 51% equity in IDBI Bank to protect employees and public banking.

#### Why?

- Privatization leads to job cuts, salary stagnation, and weaker job security.
- Public sector banks are meant to serve social objectives, not just profit motives.

**Reality Check:** IDBI's privatization is moving forward, despite protests.



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### 9. Stop Outsourcing Permanent Jobs in Banks

**Demand:** Banks must stop outsourcing core banking jobs to private agencies.

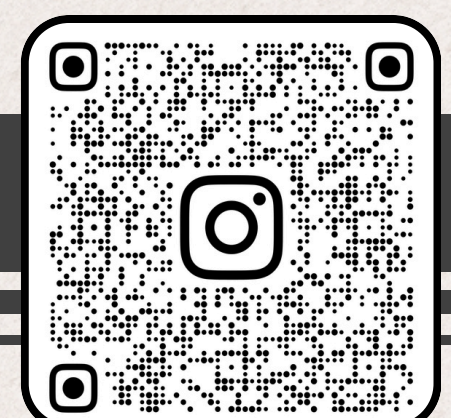
#### Why?

- Many tasks that should be done by bank employees (like loan processing, customer service, data entry) are being outsourced.
- This reduces career growth opportunities for existing employees.

**Reality Check:** Outsourcing in banks has only increased in the last 5 years.

### TIMELINE OF PROTESTS LEADING UP TO THE STRIKE

- 14 Feb – Evening time demonstration at all major centres and district headquarters
- 16 Feb – Poster campaign at all branches /offices/Railway station/Bus stand/ public places
- 21 Feb – Evening time demonstration at all major centres and district headquarters
- 23 Feb – Social media campaign
- 28 Feb – Badge Wearing
- 03 Mar – Dharna before Parliament at Delhi and submission of Memorandum to Finance Minister/DFS
- 05 Mar – Serving strike notice on IBA, DFS and CLC
- 07 Mar – Evening time demonstration at centres
- 11 Mar – Demonstration at all Corporate/ Head Office/ Zonal/ Regional offices by respective affiliates
- 17 Mar – Press Conference at all State Headquarters
- 21 Mar – Rally at evening time at all centres
- 22 Mar – Social Media Campaign including X handle
- 24/25 Mar – 48-Hour Strike



**IMPACT OF FOUR CONSECUTIVE DAYS WITHOUT BANKING SERVICES**

**Cash Flow Disruptions** – Businesses and individuals relying on cash transactions may face difficulties.

**Cheque Clearance Delays** – Payments dependent on cheque transactions may be postponed.

**Government Payments Stuck** – Financial approvals and salary payments to government employees might be delayed.

**ATM & Digital Banking Stress** – Increased reliance on ATMs may lead to cash shortages.

**PAST STRIKE ANNOUNCEMENTS THAT WENT NOWHERE**

Bank unions have a repeating pattern—big strike announcements, aggressive tweets, heated debates... and then? A last-minute compromise. Every time, bank employees lose salary due to deductions, while unions walk away claiming a "victory" that never actually benefits the bankers. Here's how this cycle has played out over the years:

**2018: The Year of Fake Promises**

**March 31, 2018** – Union leaders confidently declared, "This is just the beginning, the real fight is ahead!"

**May 30-31, 2018** – A two-day nationwide strike was held, creating hope among bank employees.

**June 12, 2018** – IBA and the government engaged in talks. Unions boasted about future action if demands weren't met. Result? No concrete outcome, just another postponed protest.

**2019: The Year of Indefinite Strike Hype (That Never Happened)**

**January 2019** – Employees started demanding an indefinite strike to ensure real impact.

**June 2019** – Unions gave another strike call but settled for just two days, which achieved nothing.

**August 29, 2019** – A famous tweet from union leaders stated, "If IBA doesn't accept our demands, we will go for an indefinite strike!"

**September 26-27, 2019** – A two-day strike was announced and then mysteriously canceled at the last minute.

**2020: Five-Day Banking Demand Goes Nowhere**

**January 2020** – Five-day work week was heavily demanded, with unions making it a primary agenda.

**February 2020** – Strike was announced, but then unions settled for weak negotiations and nothing changed.

**March 2020** – COVID-19 gave unions an excuse to completely avoid further action.

**2022: Social Media Drama, Zero Results**

**November 2022** – A loud social media campaign began with posters, hashtags, and aggressive calls for a strike.

**November 18, 2022** – Just a day before the planned strike, the unions called it off, claiming a last-minute "understanding" was reached with the government. Result? Bankers felt betrayed, once again.

**2023: The Year of Broken Trust**

**January 2023** – Another 48-hour strike was announced, giving bank employees renewed hope.

**January 29, 2023** – "We have reached an understanding, the strike is now deferred," union leaders tweeted. Employees' reaction? "Why announce a strike when you always cancel it?"

**2024: The Perfect Year for a Strike, Yet Unions Backed Off Again**

**March 2024** – Unions threatened a strike to oppose performance reviews & privatization.

**April 2024** – Just days before the strike, they agreed to "further discussions" and called it off.

Result? More talks, more delays, more disappointment.

**2025: The 48-Hour Strike That May Never Happen**

**February 7, 2025** – UFBU announced a two-day nationwide strike for March 24-25.

**Why is this different?**

This strike is just before the financial year-end closing (March 31, 2025).

A four-day bank shutdown at this crucial time will create serious bottlenecks for businesses, government accounts, and bank targets.

The timing of this strike is the biggest pressure point—businesses, tax filers, and public sector enterprises all rely on March-end banking for compliance.

*If unions hold their ground this time, the impact will be undeniable.*

**But will it actually happen?** If history repeats itself, expect a cancellation tweet just days before the strike.

**GOVERNMENT'S RESPONSE TO PAST STRIKES**

Each time unions have announced a strike, the government and IBA have taken the same stance:

Negotiations are ongoing, the strike is unnecessary. Banking services will not be affected significantly. There is no need for panic; ATMs and digital services will work as usual.

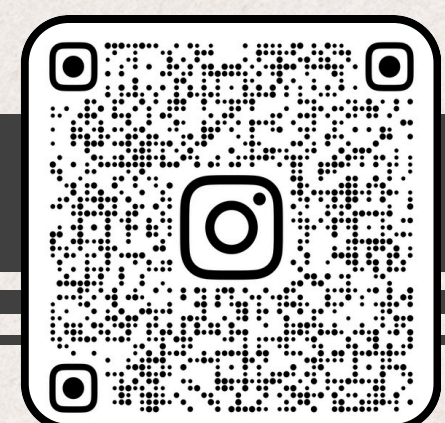




Image Credit: thehindubusinessline.com

**CONCLUSION: WILL THIS STRIKE FINALLY SUCCEED?**

UFBU has the best chance in years to make an impact with a strategically planned four-day disruption. But will they actually go ahead with it, or will they back down again?

Bankers across India are waiting to see whether the unions truly fight for them or repeat the same old game.

**PRIVATE BANKS IN CRISIS: HIGH ATTRITION RATES EXPOSE DEEP PROBLEMS**

**Why Are Bank Employees Quitting Like Never Before?**

For years, banking jobs were seen as stable, high-paying, and secure. But today, employees—especially in the private sector—are leaving at an alarming rate. The industry is witnessing a mass exodus, and even the RBI is now concerned.

According to TeamLease Services, which tracks employment trends across banks, NBFCs, and financial services, the attrition rate in frontline banking roles has crossed 100% in some cases. Yes, you read that right—more employees are quitting than banks can even hire!

**Staggering Resignation Rates in Banking**

Private banks are the worst hit. Employees in sales roles—especially in loans and credit card divisions—are quitting at double the usual rate.

103% annual attrition in private banks. That means for every 100 employees hired, more than 100 are leaving!

NBFCs aren't far behind—they are seeing 77% of their workforce quitting annually.

Insurance firms are also struggling with a 62% attrition rate.

Smaller private banks have it even worse—some are witnessing up to 40% of their junior employees quitting within a year.

**RBI GOVERNOR WARNS BANKS: STOP MIS-SELLING OR FACE ACTION!**

In a clear and direct warning, RBI Governor Sanjay Malhotra has told banks and financial institutions to stop mis-selling financial products—or be ready to face serious action.

For years, customers have complained about being forced or tricked into buying insurance, mutual funds, and investment schemes they don't need or understand. Now, the RBI has taken notice and is cracking down on these unethical practices.



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**What This Means for Customers & Bankers**

**For Customers:**

Be extra careful when bank employees suggest “investment opportunities” or insurance plans.

Always ask for full details, terms, and risks in writing.

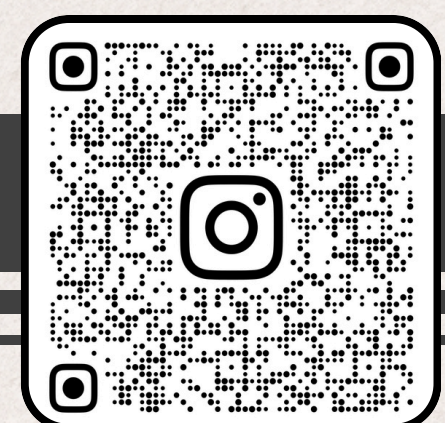
Don't buy a product just because your RM says “It's good for you.”

**For Bankers:**

Stop feeling forced to push unnecessary products just to meet sales targets.

Remember—mis-selling may bring short-term profits, but it destroys trust in the long run.

If you're under pressure to sell aggressively, report it. The RBI is now watching.





# REDEFINING WORK-LIFE



## MEET YOUR EDITOR

Switching careers is never easy, but when **Yogesh** decided to step out of his 7-year-long banking career into the world of *content creation*, it was nothing short of a leap of faith.

It wasn't just about leaving behind the comfort of familiarity – it was about learning an entirely new set of skills, understanding *social media algorithms*, *mastering AI-driven tools*, and building a brand from scratch.

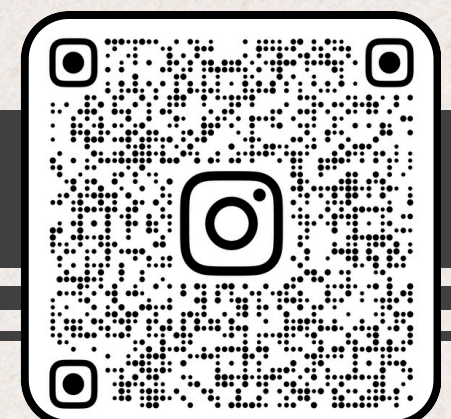
Today, Yogesh is a successful *solopreneur*, a *content creator*, and an expert in *AI innovations*. He has developed multiple AI agents capable of automating routine tasks, saving time, and improving efficiency for businesses and professionals.

But what makes Yogesh stand out isn't just his achievements—it's his passion for empowering bankers, the very community he belonged to.

## MENTAL HEALTH

Yogesh's passion project, *Bankpediaa*, started with one goal: to raise awareness about mental health in the banking sector. This mission was deeply personal. Having experienced trauma firsthand after the loss of his father during his banking tenure, Yogesh found no support from his union or management.

The emotional weight of that time planted *a seed of purpose* – to support those bankers who felt they had no one to turn to.





# STRESS TO SUCCESS

With this mission, Yogesh launched the Bankpediaa Instagram page, which slowly gained recognition for addressing work-life balance, stress management, and mental health issues in the banking sector.

Later, he expanded this initiative by creating the *Bankpediaa website (bankpediaa.com)*, where he writes blogs aimed at educating bankers on topics that rarely get attention in traditional workplaces.

Through his empathetic and approachable demeanor, Yogesh has directly helped over 50 bankers *overcome depression, stress, and even suicidal thoughts*.

His ability to connect with people comes from a place of deep understanding and genuine care.

Yogesh believes that mental health is the cornerstone of productivity and happiness, especially in high-stress environments like banking.



Even as he navigates the fast-paced *world of content creation and AI*, Yogesh has never abandoned his mission to uplift bankers. For him, Bankpediaa isn't just a platform — it's a purpose-driven journey to ensure that no banker feels unsupported or unheard.

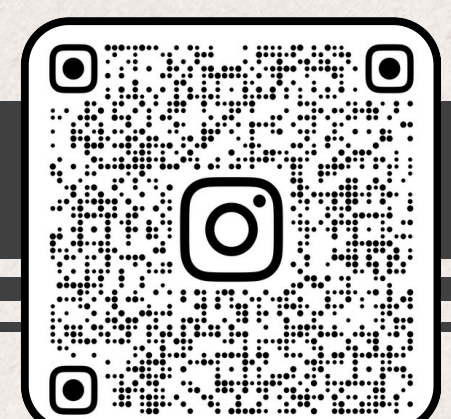
## Teaching Bankers to Build a Second Income

In 2025, when *content creation has become a new-age currency*, Yogesh is teaching bankers how to leverage their skills and knowledge to create a second income source. Through his blogs, paid courses and now the *Bankpediaa Sunday Edition*, he is empowering bankers to explore opportunities beyond their 9-to-6 jobs while managing their mental health effectively.

The Bankpediaa Sunday Edition is the latest chapter in Yogesh's journey to educate and inspire bankers. This weekly resource combines *mental health tips, stress management guides, and career advice*, alongside actionable insights into content creation and side hustles.

It's not just a news source — it's a lifeline for bankers seeking balance and growth.

# WORK LIFE BALANCE





SUNDAY EDITION

**BANKPED**⚡**AA**



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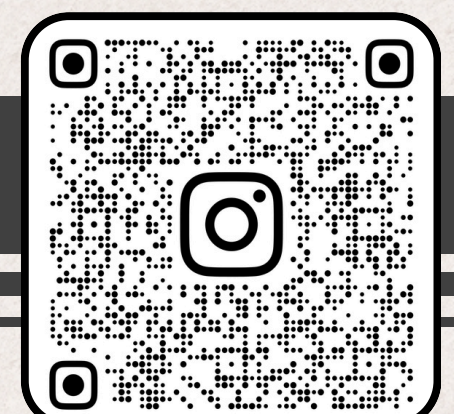
# PEACE OUT



## REDEFINING WORK-LIFE.

### Support Yogesh on His Mission

If you resonate with Yogesh's journey and want to be a part of this impactful mission, join the **Bankpediaa Hub WhatsApp Channel** today. Stay updated with the latest articles, insights, and Bankpediaa Daily Edition — delivered right to your fingertips.



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