



JANUARY 2026

NCBE VOICE



A NATIONAL CONFEDERATION OF BANK EMPLOYEES' IN HOUSE MONTHLY e-MAGAZINE

From Strong Foundations to Greater Horizons

As we step into the New Year 2026, the National Confederation of Bank Employees extends warm greetings to all our members, leaders, affiliates, and well wishers across the country. The year gone by has been marked by determination, unity, and collective resolve. Despite mounting operational pressures, technological transformations, increasing workloads, and evolving policy frameworks in the banking sector, our members have continued to demonstrate remarkable resilience and dedication in serving the nation. Their commitment remains the backbone of the Indian banking system and the foundation upon which our movement continues to grow stronger.

During the year, NCBE actively took up and pursued several key issues affecting the service conditions of our comrades & pensioners, including payment of Dearness Relief to pensioners with change of base year to 2016=100 series, Clarification on the classification of branches located in Special Economic Zones / Export Promotion Zones for the purpose of Project Area Compensatory Allowance, Enhancement of the gratuity ceiling to Rs.25 lakhs, Firm opposition to the engagement of apprentices, Provision for exercising choice of Pension Fund Manager and investment pattern under NPS, Appeal against raising capital through Initial Public Offers by RRBs, Recruitment of Customer Service Associates in Bank of India (2025–26 batch), and appeal for pension updation and DA merger up to 8088 CPI points for bank pensioners retired prior to 01.11.2022.

Organisational strengthening remained a major focus. The National Executive Committee Meeting and Central Committee Meeting held at Pondicherry in August 2025 took several constructive decisions aimed at improving coordination and communication within the Confederation. Initiatives such as the creation of the NCBE WhatsApp Channel, extending SBI Union guest houses to NCBE Affiliate membership, the launch of NCBE Voice - a digital magazine, the formation of a legal team to provide assistance to affiliates, and the establishment of District Committees, represent important steps towards building a stronger and more responsive organisation. NCBE also organised two international seminars under the aegis of UNI Global Union Asia & Pacific on “Global Cooperation among Unions to Influence AI in Protecting Workers’ Rights”, highlighting the emerging challenges of artificial intelligence and technological transformation in the workplace.

The year also witnessed strong collective action within the banking industry. Under the banner of UFBU, several rounds of conciliation meetings were held before the Chief Labour Commissioner (C) consequent to the strike call of March 2025, with discussions continuing on the issues raised in the strike notice. Recruitment in banks continues to remain a major concern, with persistent shortages of clerical staff, sub staff, and armed guards affecting the functioning of branches across the country.

NCBE also extended its fraternal support to the just struggle of the All India Overseas Bank Employees Union demanding adequate recruitment in Indian Overseas Bank, reflecting the spirit of solidarity that binds the affiliates of the Confederation.

At the same time, serious policy challenges continue to confront the banking sector. Proposals relating to further bank mergers, increased foreign investment in public sector banks, and the disinvestment process in institutions such as IDBI Bank reflect a continuing push towards liberalisation. NCBE has consistently opposed such policies which undermine the strength and stability of public sector banking. The Confederation also expressed concerns regarding the implementation of the new Labour Codes and joined joint demonstrations against the Insurance Laws (Amendment) Bill, 2025, which seeks to allow increased foreign investment in the insurance sector. These developments underline the need for continued vigilance and united action by the banking workforce.

The integrity of collective bargaining also remains a matter of serious concern. While the 12th Bipartite Settlement ensured a uniform wage revision across the industry, the unilateral granting of additional allowances in SBI beyond the agreed wage cost has created an unacceptable anomaly between workmen and supervising staff. Such distortions undermine the long standing principle of parity and strike at the very foundation of industry level settlements. NCBE firmly believes that fairness and balance must prevail, and calls upon workmen across the banking industry to remain united in defending the sanctity of collective bargaining.

As we enter 2026, the challenges before the banking workforce remain significant. Protecting job security, ensuring adequate recruitment, safeguarding service conditions, defending public sector banking, and securing long pending demands such as five day banking and pension updation will continue to remain at the forefront of our agenda. At the same time, the Confederation must strengthen organisational coordination, encourage greater participation of young employees in trade union activities, and adapt to the changing technological landscape within the banking industry.

The New Year reminds us that progress in the trade union movement has always been the result of unity, discipline, and collective effort. NCBE reaffirms its unwavering commitment to protecting the interests of bank employees and pensioners while working towards a fair, equitable, and democratic future for the banking workforce. With solidarity as our strength and justice as our guiding principle, we shall continue to move forward together with confidence and determination.

On this occasion, NCBE places on record its sincere appreciation to all comrades for their unwavering support, participation, and trust in the Confederation. Let us step into the New Year with renewed resolve, carrying forward the legacy of our struggles and strengthening the path ahead for the generations to come.

New Year Greetings to all Comrades and their Families.

Com. L. Chandrasekhar
General Secretary, NCBE.

11TH STATE CONFERENCE - NCBE KERALA

The 11th State Conference of the National Confederation of Bank Employees (NCBE), Kerala State, was held with great enthusiasm on 10th January 2026 at Comrade APG Nagar in Kollam. The conference stood as a landmark event, symbolising renewed strength, solidarity, and organisational vibrancy among bank employees across the state.

More than 1,800 members representing branches from Manjeswaram in the north to Parassala in the south participated in the conference. Affiliates that marked their strong presence included the State Bank Staff Union (Kerala Circle), South Indian Bank Employees Association (SIBEA), All India Overseas Bank Employees Union (AIOBEU), Bank of Baroda Staff Union (BOBSU), State Bank of India Contract & Casual Labourers Union, and All State Bank Jewel Appraisers Union.

The meeting was presided over by Com. Anzil K. N., Vice President of NCBE and President of NCBE Kerala State. The hoisting of the NCBE flag, followed by the welcome song, marked an inspiring beginning to the conference.

The conference was inaugurated by Member of Parliament Sri N. K. Premachandran, who called upon the working class and the public to unite against labour policies that weaken workers' rights. He strongly urged collective resistance to the new labour codes, cautioning that they tilt in favour of employers at the cost of employee welfare.

NCBE President Com. R. Balaji delivered a special address, followed by the keynote speech delivered by NCBE General Secretary Com. L. Chandrasekhar. In his address, Com. L. Chandrasekhar recalled the proud legacy of NCBE, tracing its origins to the early banking labour movement, and reaffirmed its status as one of the oldest and most influential organisations in the Indian banking industry.

Com. Pankaj Kaushik – Sr Vice President NCBE, Com. Akhil S – Vice President NCBE & GS, NCBE Kerala State, Com. Sajo Jose Therattil - Org Secretary, Com. Ranjith G- CCM, Com. Jaison Joseph - Org Secretary, Com. Rajath HC - Org Secretary, and Com. S Sivakumar graced the occasion and addressed the gathering.

The afternoon delegate session witnessed the participation of nearly 150 delegates and observers. The General Secretary, Kerala State Com. Akhil S presented the activity report and audited accounts, which were discussed in detail. Deliberations focused on critical issues such as the implementation of new labour codes, proposed bank mergers, privatisation of public sector banks, and the mounting workload and stress faced by employees.



The conference unanimously adopted several resolutions demanding immediate recruitment to fill staff shortages, withdrawal of privatisation measures, repeal of anti-worker labour codes, appointment of employee representatives on the boards of public sector banks, an end to outsourcing practices, and reversal of enhanced foreign investment limits in the insurance sector.

The conference culminated in the election of a new State Committee. Com. Anzil K. N. (SIBEA) was elected as State President, and Com. Girishan Vakery (SBSU, Kerala Circle) was elected as State General Secretary, marking the beginning of a new chapter in the organisational journey of NCBE Kerala.

The 11th State Conference of NCBE Kerala concluded with renewed determination and a clear collective resolve to strengthen the organisation at every level. The spirited participation, meaningful deliberations, and unanimous resolutions reflected the unwavering commitment of bank employees to defend public sector banking and safeguard workers' rights.

With a newly elected State Committee and a strong mandate from the delegates, NCBE Kerala moves forward with confidence, united in purpose, firm in conviction, and prepared to face the challenges ahead with collective strength.



All-India Bank Strike A Grand Success in the Fight for Five-Day Banking

On 27th January 2026, bank employees across India came together in a powerful show of unity and resolve, participating in a nationwide strike at the call of the United Forum of Bank Unions (UFBU). The strike was aimed at pressuring the government and regulators to implement the long-pending demand for a five-day work week in the banking sector, with all Saturdays to be declared as holidays, a proposal that has been repeatedly agreed upon with the Indian Banks' Association (IBA) but not yet officially approved.

The response from bank employees was overwhelming. Members from every corner participated in large numbers, reinforcing that the call for five-day banking resonates deeply within the workforce. Demonstrations were conducted nationwide, with slogans and chants demanding work-life balance, dignity at work, and equitable treatment echoing in city centres from metropolitan hubs to smaller towns.

The strike's impact was visible at branch levels as normal banking operations were significantly affected and, in many areas, paralysed due to the widespread participation of union members. Reports from various parts of the country confirmed that branches remained closed and services were disrupted which is a clear indication of the strength and commitment of employees toward this cause.

Leaders from across affiliates stood shoulder to shoulder under the UFBU banner in peaceful protest, including Comrade L. Chandrasekhar General Secretary NCBE, who actively participated in the strike demonstration in Bengaluru. Every affiliate member and office-bearer rallied under a united slogan calling for five-day banking to become a reality, showcasing solidarity and shared purpose.

The strike drew national attention and widespread support from workers' organisations. International labour solidarity was expressed, with UNI Global Union extending full support to India's bank unions in their demand for a five-day work week, underlining that this demand aligns with workers' rights, dignity, and sustainable work practices in the modern banking sector.

Overall, the 27th January strike was judged a grand success not only for its scale and participation but for reinforcing the shared determination of bank employees to secure a fair, healthier, and balanced working environment. The collective action sent a strong message that the demand for five-day banking is not just a union demand, but a necessity for worker welfare in India's banking industry.

VOICES OF PROTEST - 27.01.2026



THE JOURNEY

Inspiring... Unending...

As we trace this path, we celebrate the role of each affiliate in shaping the confederation. Their dedication, struggles, and achievements have strengthened NCBE, making it a respected voice in the banking sector. In the previous edition, we explored the formation and legacy of AIPNBSF and DBIEU. In this edition, we turn our attention to the history of other NCBE affiliates that form the strong foundation of the Confederation. The journey of NCBE is unending, yet inspiring.

KARNATAKA GRAMEENA BANK EMPLOYEES' FEDERATION (KGBEF)

For a long time, employees of Karnataka Grameena Bank lacked a strong and consistent collective voice to represent their concerns. Several issues affecting working conditions, dignity, morale, and fairness remained either unnoticed or inadequately addressed. The absence of an organised platform for employees created a vacuum in representation and collective dialogue.

It was in this background that the idea of forming an Employees' Federation emerged. The vision was not to create another organisation for positions or recognition, but to establish a credible platform dedicated to protecting employee rights and strengthening collective representation.

A turning point came in December 2024 at Belagavi, during a two-day Defence Representatives' Training Programme. During this programme, interaction with Com. Sai Prasad and Com. G. D. Nadaf proved to be decisive. They advised the organisers to approach the leadership of the National Confederation of Bank Employees. This guidance opened the path for a stronger and more organised movement.

The meeting with the respected leadership of NCBE, particularly with Com. L. Chandrashekhar, became a defining moment. With his visionary guidance, clarity of purpose, and constant encouragement, the foundation for the Karnataka Grameena Bank Employees' Federation (KGBEF) was laid. What began as a small initiative soon transformed into a structured and determined movement.

The journey, however, was not without challenges. The formation of the federation encountered internal resistance, external pressures, and several organisational obstacles. Attempts were made to discourage the initiative and create uncertainty among employees. Despite these hurdles, the founding members remained firm in their resolve. Throughout this challenging phase, the NCBE leadership extended guidance and support, ensuring that the movement remained focused and resilient. At the same time, Com. Sagar Shaha, General Secretary of the Karnataka Grameena Bank Officers' Federation, played a crucial role by extending strategic support and strengthening coordination between employees and officers.

Following the formal registration of the federation, developments moved swiftly. Com. Sagar Shaha personally met Com. L. Chandrasekhar in Hyderabad to discuss the future course of the organisation. Through constructive discussions and a shared commitment to strengthening employee unity, KGBEF secured official affiliation with NCBE. This affiliation marked a historic milestone, placing the federation

within a strong national trade union movement and giving employees of Karnataka Grameena Bank a recognised platform at the national level.

Subsequently, the restructuring of Regional Rural Banks under the One State – One RRB policy created new organisational challenges. The amalgamation of several RRBs resulted in administrative adjustments, policy inconsistencies, and operational pressures for employees. In order to reflect the new structure and represent employees across all regions of the state, the organisation adopted the name Karnataka Grameena Bank Employees' Federation (KGBEF), affiliated to NCBE, ensuring representation for staff across the entire bank.

As the merged bank expanded, employees and officers began facing serious operational and human resource issues. Concerns relating to staff shortages, End-of-Day workload, irregularities in AOD/LOR processes, leave policies, workplace pressure, and harassment remained unresolved despite repeated discussions. Several conciliation efforts failed to produce meaningful solutions.

In response, employees and officers jointly undertook a decisive step. With the support of NCBE and in coordination with the Karnataka Grameena Bank Officers' Federation, a two-day strike at Ballari was organised. The strike witnessed unprecedented unity between employees and officers, drawing the attention of management authorities and the wider banking fraternity. The agitation was not a matter of choice but a necessity to secure justice and dignity for the workforce.

The collective struggle yielded results. Several long-pending demands began receiving attention, and the management initiated a more responsive approach towards employee concerns. This shift was the result of unity, courage, commitment, leadership, and sacrifice displayed by the members of the federation.

Today, the Karnataka Grameena Bank Employees' Federation stands as a determined organisation committed to protecting employee welfare while strengthening the institution it represents. Guided by the ideals of NCBE and supported by the unity of its members, KGBEF continues to work for fair working conditions, constructive dialogue with management, and a stronger banking system that serves both employees and society.

NCBE Goes Digital: Follow Our Official Pages!!

The National Confederation of Bank Employees has launched its official X (Twitter) page <https://x.com/ncbeofficial> to connect with members and to help the younger generation of comrades stay informed about the developments and activities of the union.

In the same spirit, a Facebook page www.facebook.com/ncbeofficial has also been created. All members are requested to follow these pages to stay updated with the latest happenings and initiatives of the union.

THE QUANTUM CHALLENGE: UNDERSTANDING QUANTUM COMPUTING AND “Q-DAY”

Technology is advancing rapidly, and one of the most discussed developments today is **quantum computing**. Unlike ordinary computers that process information in the form of 0s and 1s, quantum computers use a different technology that allows them to perform extremely complex calculations much faster than traditional systems.

This extraordinary computing power has the potential to solve many scientific and technological problems. At the same time, it also raises important concerns in the field of **cybersecurity**. Today, banks and financial institutions protect their systems using encryption methods that keep customer data, financial transactions, and communication networks secure. These encryption systems are designed to protect information from attacks using normal computers.

However, experts warn that powerful quantum computers in the future may be capable of breaking many of these existing encryption systems. The moment when quantum computers become strong enough to crack current encryption standards is often referred to as “**Q-Day**.”

If such a situation arises, sensitive information stored in encrypted form today could become vulnerable. Financial records, payment systems, banking networks, and even government communications could face security risks. This has raised concerns among governments, regulators, and financial institutions across the world.

To address this challenge, experts are recommending the adoption of **post-quantum cryptography**, a new generation of security technologies designed to protect data even against attacks from quantum computers. Banks, payment networks, and other financial institutions are therefore expected to gradually upgrade their security systems in the coming years.

Preparing early for this technological shift will help protect financial systems, maintain public trust, and ensure that digital banking services remain safe and reliable in the future.

In-house Article by NCBE Headquarters



Editorial Board

Com. L Chandrasekhar (Chief Editor), General Secretary, NCBE

Members may send their queries, suggestions and feedback to ncbevoice@gmail.com or post to the Chief Editor, NCBE Voice, C/o SBI, LHO Amaravati, 3rd Floor, Annex Building, Gunfoundry, Hyderabad- 500001