



STATE BANK OF INDIA OFFICERS' ASSOCIATION
(NORTH EASTERN CIRCLE)

(AFFILIATED TO ALL INDIA STATE BANK OFFICERS' FEDERATION)

G.S. ROAD, BHANGAGARH, GUWAHATI -781005

Telephone :2455166,2529735,2527116, Fax : 0361 – 2529114

OFFICE at SBI, LHO, GUWAHATI

P.O.: Assam Sachivalaya, Dispur, Guwahati-781006.

Telephone : 0361-2237601, Fax : 0361 -2237559

TO ALL MEMBERS/UNITS

We reproduce the circular no 50 issued by the Federation on 29/06/2018 , the content of which is self-explicit, for the benefits of our members.

With Greetings

(General Secretary)



ALL INDIA STATE BANK OFFICERS' FEDERATION

(Registered under the Trade Unions Act 1926, Registration No: 727/MDS)
State Bank Buildings, St. Mark's Road, Bangalore – 560 001



CIRCULAR NO.50
TO ALL OUR AFFILIATES/MEMBERS:

DATE: 29.06.2018

AISBOF 1ST YOUTH CONFERENCE

The first historic Youth Conference of AISBOF was held at SBOA School & Junior College, Annanagar, Chennai on 23.06.2018

2. The meeting was preloaded with the Traditional "Thappattam" performed by an artist family of 10 including 2 small kids. All dignitaries and delegates enjoyed the performance.

3. All the dignitaries were called with bouquets and garlands to the stage including AISBOF President Com. Thomas Franco Rajendra Dev, AISBOF General Secretary Com. Y. Sudarshan, Shri. Vinay M. Tonse, the newly joined Chief General Manager of SBI Chennai Circle, Dr. Praveen Jha, Professor of Economics, Center for Economic Studies, JNU, Com. R. Balaji, Dy. General Secretary, AISBOF, Com. AV Joseph, Admin Secretary, AISBOF

4. The meeting started with the Traditional song of the State, "Tamil Thai Vazhthu". Co. R. Balaji, Dy. General Secretary, AISBOF delivered the welcome Speech. He welcomed all dignitaries and delegates to the Capital City of Tamilnadu, which is having very long cultural values.

5. Com. Y. Sudarshan gave the preliminary remarks for the Conference. He welcomed all delegates and admired the big bang of Thappattam. He emphasized the necessity of Youth Conference, since future of the bank and the country is in the hands of the Youth, he said. They can take the Bank to glorious heights with their innovative ideas. He welcomed the new young CGM with whom he had a long standing relationship, the renowned economist Shri Praveen Jha and Dr. Usha Ramachandran, South Asia Editor Law, Environmental Journal.

6. Shri. Vinay M Tonse, CGM, Chennai Circle, inaugurated the Youth Conference. He congratulated the youth and urged them to develop their leadership qualities through analyzing the challenges and initiating innovative ideas. SBI is the pioneer bank in financing agricultural and infrastructural areas, contributing to the development of the country. Wherever we are, we have to convert it to a better place than what it was. We have to remain proud to be a part of SBI. SBI is a large caring family. The youth, who are the legacy and future of the Bank, has to suit the leadership quality by improving themselves. We need to have a small motto which makes a difference in the place we live to live in a better fashion. Though we are much busy with electronic medias like WhatsApp and other social networks, we should create a habit of reading for equipping ourselves. Dreams are necessary, Aspirations are necessary and each of us has a role to play in the organization and thus we can do all our best to the nation. We have to do the best in the area of our influence to maintain unity and diversity.

7. Dr. Praveen Jha delivered his Key Note address covering the areas of Labour Economics and Agricultural Economics. He proposed draw attention to the recent economic challenges which confront every citizen in the country. Neo Liberal Economic Policies leave the products to performance in the market and the market to do their way. Policy should not be formulated without social intervention. Global per-capita growth rate is half of that designed by the neo liberal economic policy. Even though GDP has increased, job has not increased. Significant quality deterioration in job also is happening. GDP should grow with creation and quality of employment. He quoted Mr. Joseph Stiglitz, Nobel Laureate on the decline of employment in USA. Real wages of workers have been flattened and there is no employment generation also. In the iconic American Co. General Motors, the ratio between the workers and the CEO is 50:1 whereas the new iconic company Walmart, the ratio is 1400:1, which holds the major share in the US market. The Global Economic situation is not going good. In agriculture,

the farmers are badly defeated by the consumer prices. Per-capita income in agriculture, fishery, mining etc are declining. The real income of this huge segment of India is defeated. The changes in the definition of direct and indirect sectors are not good. Dramatic increase in violent frustration across the country which is mind bubbling. The reduction in social and associated measures are resultant and extremely undesirable. GDP has come down from 14.58 % to 7.25% during the last FY. Industry growth during the last FY was the lowest as RBI says. Significant increase in extent of write-offs amidst the politicians' cry to privatise the Public Sector Banks, as it has large resources. But it should not be allowed to happen with our union strength.

8. In his presidential address given by Com. Thomas Franco Rajendra Dev, President of AISBOF thanked the Federation in agreeing to hold the Youth Conference in Chennai. He remarked about SBOA School's achievements in last year in securing 1st place in Bits Pilani award for Global Innovative ideas. In his speech, he mentioned that the Banking Sector is facing a big crisis. Growth is not increasing as it should be. Economy is not growing after demonetization. In Tamilnadu alone 50000 industries collapsed due to demonetization. Our Association has given various ideas to the management by way of PowerPoint presentations for improve the credit out flow to basic infrastructure development like agriculture, small scale industries and for funding students for education to improve job opportunities. He described about the issue of mis-selling of cross-selling products in the name of improving profit. We have to stop giving incentives to individuals, but to credit the entire incentives to Bank's commission account, hence we can curtail mis-selling. On CDS also Association had given a presentation to the bank to show how it is destructing and de-motivating our officials. The need of the hour is that the young officials to raise their voice to transform the country. Democracy is in danger in this country. Corruption in the politics is destroying the country. Banking Sector had recorded tremendous growth till 1991. After the introduction of new economic policy, the lending policy has changed, for which the RBI is

responsible. Leaders should have the courage to stand up if anything is going wrong. Bankers should have empathy to the society, we are dealing with. He touched upon our efforts for wage revision. Those who are demanding pay commission as Central Government employees, it is to be noted that Pay Commission happens only once in 10 years and Banks' Negotiated Wage Settlement is done once in 5 years. The formula for wage revision is common for all which has to be adapted and certain formulas should suit us. Lady comrades will get crèche facility and work from home facility. He ended his speech narrating a small story to convince the young comrades that the future of Bank and the Association rests in their hands.

9. Com. Sampath Mishra presented a memento to Shri. Praveen Jha for his presence and presentation. Sri. Subramonian, General Secretary of SBIOA (HC) presented a memento to Shri. Vinay M Tonse, Chief General Manager.

10. Miss. Sheena, student of SBOA Matriculation School, who got 1st prize in Elocution Competition on Public Sector, delivered the prize winning speech. Help the public or help the Government, the prime idea of Public Sector should be to provide job/ employment to the public. Master Rishab, student of SBOA Matriculation School delivered another speech on Unity and Diversity.

11. The inaugural session of the youth Conference came to an end with SBI CGM distributing prizes distribution to the winners of Elocution competition to students of various SBIOA Schools.

12. The second session started with the speech of Dr. Usha Ramachandran, South Asia Editor of Environmental and Development Journal. She mentioned that it is risky to go digital since it is linked to various web sites. The leakage of data is the main challenge of technology products and digital banking. The role of the Government to protect individual privacy is not maintained. Government is bound to protect the fundamental rights of the citizen. She explained about Trickle-up Theory

which is to provide personal information about every person. Financial Inclusion does not only mean opening of Bank account. It has significance about Financial Literacy also. The significant numbers like, account number, mobile number and Aadhaar number are linked everywhere. It is the idea of digitalization and the technology entered into by the Government by sharing all the information of the individuals to unknown destinations. Nandan Nilekani is the chairperson of TAG (Technology Advising Group), where decisions on Digital Banking is taken care of. It is a national monopoly. E-sign, E-KYC and digital locker are the 3 initiatives of TAG. Enrolment of UIDAI is compulsory. Where does UIDAI get the power to stop an individual's Bank account? Government is failing in protecting the basic rights of the citizen.

13. Com. Thomas Franco Rajendra Dev has presented a momento to Smt.Usha Ramachandran.

14. "SBI Youth for India" fellowship members made presentations on the project they are engaged in with the motive of discovering the soul of India by exploring through villages, learning the bio-diversity features hidden in Indian villages and to make some changes in the people on their outlook towards other part of the world and in improving their life values.

15. Ms.Karthika G, an ex-IIT student from Jaipur, came up with the idea of teaching English in a remote village in Rajasthan and working there for the overall improvement of life style of the people living there.

16. Ms.Kavya Menon, studied her masters in Environmental Bio-tech from IIT Madras. After fellowship, she started her own NGO, AWARE India, in Chennai, to work on health and sanitation of women and children.

17. Mr.Praksh Andley is a fellow in 2017-18, working in Orissa. He was earlier working with Bank of America about 5 years. Now he is working in a village named Kala Handi, where 80% of the people are tribal.

18. Ms.Akshita Mehta and Mr.Abhinay Shenoy jointly, made presentation on their project in their efforts to bring the underprivileged people to the mainstream of the society and making them an integral part of the nation.

Group Presentations of youth representatives of Circle Associations.

1. Patna Circle: Nationalised Banks- Temples of modern India.

Before nationalization of banks, most of the private banks were in huge loss and that was the reason for nationalization, since they were using public money. Now, when the PSBs have huge resources and assets, they want to go back for privatization.

2. North East: Fast food, quick salary, instant promotion, immediate wage settlement – where are we?

We are taking fast-food, quick salary and instant promotion, immediate wage settlement is necessary and we have to move ahead with stronger steps to get it done from the management, including indefinite strike.

3. Mumbai: Technological innovations: Is the customer banker relationship eroding?

Technology can be used to provide good service to the customers and to provide better service to the valuable customers.

Technology will erode the basic banker-customer relationship and the human touch the customer needs

The customer has become a digit for the bank. It is the human perception that it is keeping the customers away. But the young generation needs more technology products and the pensioners need human approach. So we can get the benefit of both to maintain all types of customers.

4. Kerala: Role of youth in involving Bankers in trade union movements

In the resent scenario, most of the employees are youngsters. Social media is widely used by people and youngsters are well versed with it. In India's freedom struggle itself, the freedom movement triggered with the involvement of Bhagat Singh. In 2016 JNU strike also, the leadership of Kanaiya Kumar had made a

magnificent effect in the struggle for student rights in the university, which made much influence among the public, throughout the country. We should take up the slogans raised by Kanaiya Kumar in our Bank also as follows:

Aazadi from late sitting

Aazadi from working on holidays

Aazadi from cross-selling

Aazadi from work pressures

Aazadi from late night meetings

5. Jaipur: Extend of artificial Intelligence penetration in today's Banking – what will be the future of jobs?

Artificial Intelligence can reduce manpower and time to a great extend. If it is introduced in service sectors like banks, the computer cannot understand the feelings of the customer. But if it is utilized for secondary level like processing, digital wallet, POS machines, under-writing of insurance, it can be of great use. With the judicious use of technology, we can get very good benefit out of it and educating public for using technology with necessary securities will provide us the wonderful prospects of using it. With the support of technology, we can reap the fruits using our common sense, which cannot be matched since empathy is the essence of our service sector.

6. Hyderabad: Fintech, Block chain and the future of Banking

Fintech is use of technology in Financial Applications, an innovative mode of Customer Relationship. This is being used in digital wallets, Internet Banking, IMPS etc. But it has a lot of potential where direct bank branches are not available. It can be used in Financial Inclusion also. It can reduce charges for customers and banks, on a win-win situation. But there are lot of unauthorized vendors, who may cheat or mislead the illiterate customers. But if it is used with necessary security methods, it is the best way to move ahead with banking in a cheapest way. Block chain is also come up with the same initiative. We cannot avoid using these technological

initiatives since the benefits of these applications cannot be ruled out.

7. Delhi: How to change the Trade Union; mode of struggle/ protests?

Nowadays youth is less interested in trade union and struggles initiated by them. But they are much involved in Social media and if the youngsters are convinced and updated about their day-to-day issues through social media, we can bring all the youths to the forefront of trade union movements, much convincing. Signing online petitions can make a good impact on conveying our opinion to the vital issues which can be submitted to the concerned authority with the digital sign of all those signed to make a great change and move ahead with our struggles.

8. Chennai: Cross selling and misspelling – the virus inside us

Cross-selling has been introduced in all sectors of life, not only in financial sector, travelling, medical treatments. In banking, one of the main motive is to provide all financial products to the customer to function as a financial super-market and to get additional income on it. When it is done consciously, with necessity, it is good. But we should understand the basic motto of Banking which is accepting deposits for the purpose of lending. But cross-selling has been added to it. But if we ask for a loan from the insurance or mutual fund companies for our bank, it will not be entertained.

9. Chandigarh: Safeguard the democracy; reclaim our Republic

For keeping our country united and strong, we need to reclaim our Republic for the benefit of the country. With united protest by the trade unions and public support, we have defeated the passing of FRDI Bill in the Parliament. It is through safeguarding the values of democracy, we can reclaim the effects of our Republic.

10. Bhubaneswar: Unity in diversity

India is a country of diversity where people of different states, speaking different languages, believing in various Gods being members of various religions are living harmoniously. In banking also we provide various levels of products and services to various

types of customers. Diversity is an asset. Trade Union movement in the Banking sector brings all the employees, management and the customers together for the overall development of the country.

11. Bhopal: Preservation of our environment

There are 2 types of environment. Natural Environment and working environment. Mahatma Gandhi told, money is used for my needs, not for our greed. Irresponsible use of natural resources has devastated the environment very much. Because of this temperature increases, sea level rises, Ozone level issues, radiation from electro-magnetic devices etc are making this earth a dangerous place to live in. In banking sector also, various business methods which destruct the banking environment are going on. The youth can do much to escape from this. We should take an oath not to do unethical business like late sitting, holiday working, misspelling etc. which are being done under the pressure from our higher-ups.

12. Bengal: Be the change

Era of digitalization is the era of the youth. As a banker, we are the bankers of every Indian, not only the banker of Mallyas and Modis. We have to update our knowledge to do things correctly in the right perspective. We should educate the public to eradicate the knowledge gap and to stand for justice. In Banks; we should ourselves be a model for change. We have to carry cohesive actions. Not every time, not everything, welcome to agree everything.

13. Bengaluru: Role of youth in saving the nation

In a nation, all the people are to be involved in building the nation, for the overall development of the country. Determination and passion with enthusiasm of youth can make everything possible, but to be channelized in the right perspective. We have a lot of potential in national development politically, economically, culturally and socially and the youth has a very good role in accomplishing the dreams of the society. It is a constructive process. Youth

contribution is highly needed. With motivation and determination, we can bring the youth to the mainstream.

14.Amaravati: Life style & work life balance

It is a concept linking our life style with our work. As bankers we have no life, since we are locked up in so many melas and login days for cross-selling, NPA recovery, business development. Time management and stress management are to be practiced by us. Enjoyment and achievement are the two sides of a coin. We work on almost all holidays and forget our family and personal life. We have to work to live and don't live for work. Money can't bring quality time with family and friends. A good person starts from his home. If we can't give justice to our children, we cannot groom them as good people which will lead to national disaster.

15.Ahmedabad: Cybercrime and technological frauds in Banking

The technology development in banking has made an ease of doing business, but there are lot of menace in the area. We have to educate the customer in doing electronic transactions avoid frauds on how to navigate in websites and the precautions to be taken while doing online transactions.

19. Vote of thanks offered by Com. A V Joseph, Admin Secretary of AISBOF.

20. Thus, the Youth who came from different parts of the country had a rare opportunity to be a part of the 27th Triennial General Council. They participated actively and appreciated the efforts of the Federation.

With greetings,



**Y.SUDARSHAN
GENERAL SECRETARY**