

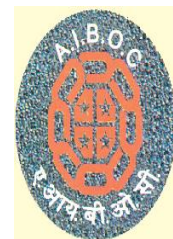
THE FEDERATION OF BANK OF INDIA OFFICERS' ASSOCIATIONS

(REGD.No.7364)

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Circular No. 2014/50

Date: 09/08/2014

Dear Comrades,

TRANSFER OF FEMALE EMPLOYEES IN PUBLIC SECTOR BANKS PSBs ADVISED TO FRAME POLICY TO MINIMIZE THEIR HARDSHIP

We reproduce hereunder the contents of Circular No. 2014/54 of date on the captioned subject issued by Com. Harvinder Singh, General Secretary, AIBOC for your information & circulation.

QUOTE:

Many of the Banks do not have transfer policy which gives consideration to the special problems which female officers/employees face vis-a-vis their male counterparts. Government of India, Ministry of Finance, Department of Financial Services has issued guidelines to all Public Sector Banks including IDBI & SBI Associates, so that transfers of female officers and employees can be considered with compassion and their hardship can be mitigated to the extent possible. We append below the communication sent by the Government to PSBs in this regard for your information:

F.No.4/9/1/2014-IR
Government of India
Ministry of Finance
Department of Financial Services

Jeevan Deep, IIIrd Floor,
Parliament Street, New Delhi
Dated the August 8, 2014

To

Chairman, SBI/CMDs of all Public Sector Banks including IDBI
and SBI Associates

Subject: **Transfer of female employees in Public Sector Banks-
minimizing their hardship.**

Sir,

It has been brought to the notice of this Department that female employees of Public Sector Banks (PSBs), married or unmarried, when placed/transferred away from their husbands or parents, as the case may be, to distant locations face a genuine hardship and develop a feeling of insecurity. Keeping this in view, it has been decided:

- i. To accommodate as far as possible placement/transfer of married female employee, on her request, **at a place** where her husband is stationed or **as near as possible to that place** or vice versa; and
 - ii. To accommodate **as far as possible** placement/transfer of unmarried female employee, on her request, at a place where her parents, are stationed **or as near as possible** to that place.
2. PSBs are, therefore, advised to frame a policy on the **subject with the approval of their Board** suitably incorporating the above and take immediate action for implementation and compliance. Pending requests may also be considered under these guidelines. A line of confirmation may be sent to this Department immediately after adoption of the policy by the Board of the Bank.
3. This issues with the approval of Secretary (Financial Services).

Yours faithfully,

Sd/-

(Manish Kumar)

Under Secretary to the Government of India

UNQUOTE

Comrades, you are aware that Transfer Policy document in our Bank already takes care of all these guidelines issued by the Government. Our Federation also ensures that these guidelines are implemented in the Bank and there are bare minimum/need based transfers of Lady Officers.

With warm greetings,

Yours comradely,



(HARVINDER SINGH)

GENERAL SECRETARY