

ALL INDIA UNION BANK EMPLOYEES FEDERATION

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12th April 2018

Circular No. 43/XVI/2018

To All Units and CC members &
Woman Sub-Committee Members

Dear Comrades,

Dress Code for Employees

We reproduce below full text of our letter written today to the General Manager (HR) on the above-mentioned subject. The letter is self-explanatory and therefore does not require any elucidation. Let us see if there is any response from the Management in this regard.

With Greetings,

Yours comradely



Jagannath Chakraborty
General Secretary

Full text of the letter written to GM(HR) :

“ We refer to Staff Circular No. 6791 dated 10th April 2018 issued by you on a subject- Courteous & Smartly Attired Staff - Professional Dress Code. In order to making the employees convince to Management’s desire for having a professional dress code for them, you have even chosen to confer them with the status of brand ambassadors for the Bank. In the long history of 100 years of our Bank has anytime before this occasion the Management ever gone to ornament the employees with “brand ambassadorship”. It is more than certain that conferring of this brand ambassadorship is not in exchange of any material consideration, it has to germinate from a true sense of belongingness for the beloved Institution. But, the attitude of the Management has hardly focused to develop such sense in the majority section of employees. Naturally, conferring such a title will turn into imposing of the same.

However, we are in one opinion with your advice that decent dress ensures employees’ appropriate presentation in the branches and offices; but we substantially differ with you that such decent dress requires any professional dress code. Visual aesthetic and formal attires are undoubtedly an essential component of building a customer-friendly image, but there is no necessity for any guideline that disallows employees to experiment and express their individuality. Unless and until such professional dress code is a part of service conditions of the employees, advices for any

specific dress no longer remains as advice; it amounts to invasion into one's liberty enshrined in the Constitution.

You cannot disagree with the fact that after nationalization of banks there has been vast expansion in banking industry including our Bank and even without any professional dress code tremendous close and satisfactory relationship has grown up between the employees and customers. Customers were never dissatisfied with the decent choices of dresses of employees. It is not due to absence of any professional dress code that huge amount of advances became bad and for which banks are subjected to suffer, rather it is many a customer with high formal dresses and fantastic polished shoes who have not repaid the loans taken from the banks.

Diversity of language, religion, dress, food habits etc. is the unique feature of our great county and it enjoys unity in that diversity. Spread of our Bank is from Kashmir to Kanyakumari and from Arunachal Pradesh to Rajasthan having such diversity. Imposition of one particular dress will definitely affect such diversity.

Management is talking about professional dress code even for female employees but they are not found to be serious for hygienic premises code for branches. In so many branches female and male employees are forced to use same washroom. In so many branches even there is no wash room far to speak of clean and hygienic washroom.

Now, the Management desires that officers and workmen should equally follow the professional dress code and present themselves hygienically in the branch so that both of them look like brand ambassador of the Bank but the Management should not forget that this All India Union Bank Employees Federation had to struggle for long 12 years both organizationally and legally to achieve reimbursement of cost of cleaning materials for the workmen brand ambassadors of the Bank in order to reach at par with officers brand ambassadors in this regard.

Summing up the above contentions, we request the Management to confine their advices within clean and decent dresses of employees' choice and to be serious in motivating the employees to build up cordial, friendly blended with professional relationship with the customer community and also to monitor the hygienic atmosphere of the branches / offices for remedial measures as and when required."