



NATIONAL CONFEDERATION OF BANK EMPLOYEES

(Registered Under the Trade Unions Act 1926 - Registration No. B-2334)

Registered Office : C/o SBI, Local Head Office, Hyderabad.

Headquarters : 3rd Floor, Annex Building, C/o State Bank of India, Local Head Office,
Amaravati, Gunfoundry, Hyderabad – 500001. Fax : 040-23421714
GS (M) : 9849652496 Email : ncbe.ama@gmail.com

All letters to be addressed to the General Secretary

CIRCULAR NO: 19

Date: 21.11.2025

TO ALL AFFILIATES & MEMBERS

Dear Comrades,

Government's Decision to Enforce the 4 Labour Codes

A Serious Setback to the Indian Working Class

The recent announcement of the Government to bring the 4 Labour Codes into force marks a deeply distressing moment for the working class of our country. For decades, the labour movement in India has fought relentlessly through struggles, sacrifices, and sustained collective actions to secure the basic rights and protections that workers enjoy today. These hard-earned rights were not bestowed as charity; they were achieved through more than a century of determined trade union effort.

With the enforcement of the Code on Wages, Industrial Relations Code, Social Security Code, and Code on Occupational Safety, Health & Working Conditions Code, 29 existing labour legislations stand replaced. While presented as “reforms,” these Codes effectively dilute several safeguards available to workers and expand concessions to employers.

Erosion of Workers' Rights

The new legal framework fundamentally weakens the mechanisms that protect permanent employment. By glorifying Fixed Term Employment and widening the scope for contract and gig work, the Codes undermine job security and deny opportunities for stable employment, especially for the lakhs of unemployed youth across the country.

The impact on women workers, who form nearly half of the Indian workforce, is especially alarming. Restrictions that previously prevented their deployment in hazardous environments or late-night shifts are now removed under the guise of “gender equality,” exposing them to greater risks and exploitation.

A Clear Tilt Towards Employers

Despite claims that these Codes are “pro-worker,” the reality is the opposite. As trade unions across the nation have consistently pointed out through numerous nationwide protests, these measures are anti-labour in spirit and in practice. The unilateral manner in which the Government has moved ahead, fully sidelining the concerns expressed by trade unions, reveals a clear bias in favour of corporate interests.

In the past, too, the united voice of the trade union movement compelled the Government to delay implementation. Yet, on this day, the Government has chosen to push these Codes forward, ignoring the legitimate objections raised by workers and unions alike.

A Black Day for the Working Class

With today's Gazette notification enforcing the Labour Codes, the balance has been unmistakably tilted against the working class. Instead of addressing genuine issues such as unemployment, inflation, and unsafe working conditions, the Government has opted for labour policies that strengthen the hands of employers and restrict workers' rights to organise, bargain, and protest.

Furthermore, the proposed Shram Shakti Niti-2025 suggests even more far-reaching changes ahead, which are likely to intensify exploitation and weaken the collective power of workers.

Our Stand

National Confederation of Bank Employees strongly condemns these retrograde steps. We stand firmly with the national trade union movement in opposing these anti-worker legislations. We reaffirm our commitment to protecting the rights of workmen employees and the wider working population of India.

This is a moment for united resistance. Let us stay vigilant, informed, and prepared to participate in all democratic and collective actions needed to safeguard the dignity and rights of the working class.

With revolutionary greetings,

Yours Comradely,



(L CHANDRASEKHAR)
GENERAL SECRETARY

NATIONAL CONFEDERATION OF BANK EMPLOYEES.....ZINDABAD
UNITED FORUM OF BANK UNIONS.....ZINDABAD
OUR SOLIDARITY.....ZINDABAD
OUR UNITYZINDABAD
INQUILAB.....ZINDABAD