



# ALL INDIA BANK EMPLOYEES' ASSOCIATION

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**AIBEA/GS/2025/138**

**10-10-2025**

**Shri. M. Nagaraju,  
Secretary  
Department of Financial Service  
Ministry of Finance, Government of India,  
Jeevan Deep Building, Parliament Street,  
New Delhi**

Dear Sir,

**Reg: Training Programme to bank employees – Karmachari to Karmayogi – unwarranted attempt to mix up religion.**

We are informed by members that under instructions from the Government, a training programme is being foisted on all the employees of the Banks on a compulsory basis. Government of India have come out with a new initiative - Rashtriya Karmayogi - a training programme for serving the karmayogi way.

As part of Karmayogi initiative, Capacity Building Commission (CBC) are directing all government offices, PSUs, PSBs and insurance companies to conduct training programme for all personnel, especially in workmen cadre (karmacharis), a behavioural training programme.

The integrated government online training aims at - 'From rule based governance to role based governance', 'From Karmachari to Karmayogi', 'From vision mode to mission mode for NAYA BHARAT'.

All the Banks have their own detailed and regular training programmes for the employees. What is the additional purpose of this training is not known ?

**But we are informed that the training programme starts with the video narration of an anecdote from Ramayana as to how Hanuman realised his inner strength.**

***THE VIDEO NARRATION GOES LIKE THIS : Hanuman had forgotten his true inner power and hence was standing there not knowing how much he can contribute. The Ramayana tells us that Jambavan reminded Hanuman of his true inner power. Once Hanuman remembered this and accepted that he had this power, he was able to understand how much he can make a big difference in helping to bring back Mother Sita. He took a mighty leap and became a force to reckon with to rescue Mother Sita as well as the destruction of Ravan Raj. Similarly, in each one of us there is a tremendous inner power which if realised can increase our power to contribute.....***

This training programme and this video narration is being forced on all the employees.

First of all, when all the Banks have their own training programmes to equip the workforce to deliver their best, it is not understood as to how this one-day training programme is going to do any miracle.

Secondly, already employees are facing heavy workload in the branches due to acute shortage of staff and are under undue mental stress and what they need and expect is adequate recruitment and provision of sufficient staff in the Branches which alone will help them to maximise their efforts to extend the best of customer service.

**Thirdly, employees in the Banks belong to all religious faiths and foisting some anecdote from one particular religion is unfair and unwarranted. There are many modern techniques and theories to motivate employees to perform to the best of their capacity.**

**Public Sector Banks are secular institutions and should not be used to indirectly propagate any one religion. This has already hurt the religious sentiments of many employees in the Banks.**

Hence, we urge upon you to advise the concerned department who have initiated this training programme to remove such contents from the training programme.

Thanking you,

Yours sincerely,



**C.H.VENKATACHALAM**  
**GENERAL SECRETARY**