Industrial Settlements Benefit Over 10,900 Bihar Gramin Bank Employees, Securing Financial Benefits Worth Nearly ₹78 Crore

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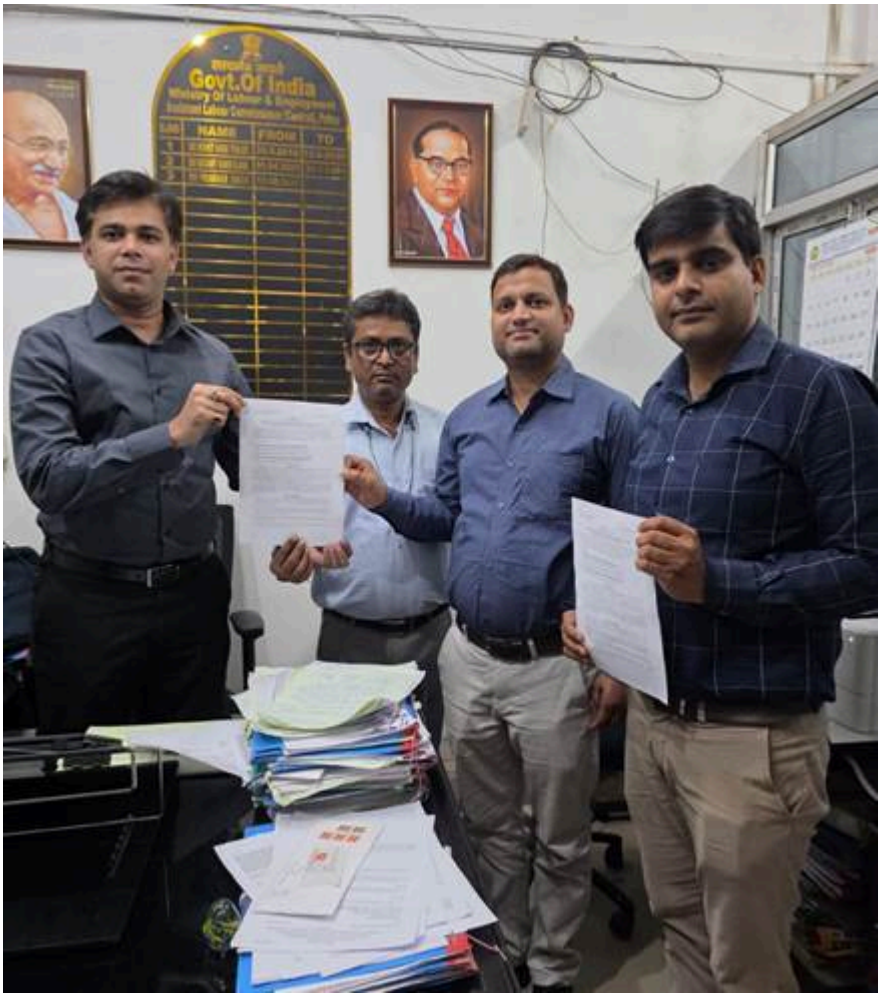
Two industrial disputes involving the management of Bihar Gramin Bank and its employees' organisations were amicably resolved on October 22 and 23, 2026, through conciliation efforts of the Assistant Labour Commissioner (Central), Patna, under the Office of the Chief Labour Commissioner (Central), Ministry of Labour and Employment, Government of India.

The settlements are expected to extend financial benefits amounting to approximately ₹77.69 crore to over 10,900 employees of Bihar Gramin Bank, including recurring annual benefits of approximately ₹9.02 crore under the settlement with the Bihar Gramin Bank Workers Organisation (BGBWO).

The first settlement, reached on October 22, 2026, between the Bihar Gramin Bank Adhikari Sangh, Patna, and the bank management, is expected to benefit around 8,400 employees, with financial benefits amounting to approximately ₹67.17 crore. The settlement addresses key employee demands, including payment of Performance Linked Incentive (PLI), officiating allowances, wage enhancement, enhancement of travel allowances, promotions and compassionate appointments.



The second settlement, reached on October 23, 2026, between the Bihar Gramin Bank Workers Organisation (BGBWO) and the bank management, is expected to benefit around 2,500 employees, with financial benefits amounting to approximately ₹10.52 crore, including recurring annual benefits of approximately ₹9.02 crore. This settlement addresses key demands relating to the effective implementation of the 12th Bipartite Settlement, enhancement of House Rent Allowance (HRA), increase in transport allowance for Divyang employees, payment of overtime, transparency in promotion processes and the formation of a Negotiating Council.



Both settlements were facilitated through constructive dialogue and the active participation and cooperation of the employees' organisations and the bank management, helping resolve the disputes amicably and strengthen industrial harmony.

These successful conciliation efforts reflect the continued commitment of the Chief Labour Commissioner (Central) Organisation towards safeguarding employees' interests, promoting fair labour practices and fostering harmonious industrial relations through effective conciliation and constructive dialogue.

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