



**राष्ट्रीय अनुसूचित जनजाति आयोग**  
**National Commission for Scheduled Tribes**

(भारत के संविधान के अनुच्छेद 338क के अंतर्गत एक संवैधानिक निकाय)  
(A constitutional body under Article 338A of the Constitution of India)

File No.- NCST/SER-2411/MFIN/27/2025-RU-III

Date: 23/9/2025

To,

The Managing Director & CEO  
IDBI Bank Limited,  
IDBI Tower, WTC Complex,  
Cuffe Parade,  
Mumbai, (Maharashtra) 400005

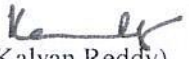
**Sub: Alleged harassment and denial of rights to an ST woman officer by IDBI Bank – a representation dated 16.06.2025 of Smt. Purnima Monika Mundu, Assistant Manager, IDBI Bank, Ranchi, Jharkhand**

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of sitting held on 8.9.2025 under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes New Delhi on the above mentioned subject.

It is requested that the action taken/to be taken in the matter may be intimated to NCST within stipulated time from receipt of the letter for placing it before the Commission.

Yours faithfully

  
(P.Kalyan Reddy)  
Director

Phone No. - 011-24641640

Copy to

1. Smt Purnima Monika Mundu  
Assistant Manager I.D.B.I. Bank Ltd.  
Kadru Kumhar Toli, Opposite Lala Lajpat Rai Middle School,  
Kadru, Ranchi (Jharkhand) -834002,
- ✓ 2. PS to Hon'ble Member (JI), NCST
3. NIC, NCST for uploading on the website of the Commission



**National Commission for Scheduled Tribes**

Minutes of the Sitting held under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi, in the case of Smt. Purnima Monika Mundu, Assistant Manager, IDBI Bank, Ranchi, Jharkhand regarding alleged harassment and denial of rights to an ST woman officer by IDBI Bank.

(NCST/SER-2411/MFIN/27/2025-RU-III)

Date of the Sitting: 8.9.2025 at 6:00 PM

Participants in the Sitting: As per Annexure

Smt. Purnima Monika Mundu, Assistant Manager, IDBI Bank, Ranchi, Jharkhand vide her representation dated 16.06.2025 has stated that she has been working with IDBI Bank since 2009 and is presently posted in Ranchi, Jharkhand. She belongs to the Scheduled Tribe community and has alleged that the HR Department of IDBI Bank, Head Office, Mumbai, is mentally harassing her by forcibly transferring her to Kurthaur, Bihar, despite her representation citing family responsibilities and government guidelines favouring posting of spouses at the same location. She further alleged that upon submitting her resignation due to these compulsions, the bank allegedly denied her request to serve the notice period from her current branch and forcibly relieved her within days, attempting to pressure her into joining the new location. She has further alleged humiliation, misuse of authority, violation of guidelines, and attempts to deny her terminal benefits.

2. The Commission issued notice to the Managing Director & CEO, IDBI Bank Limited, Mumbai on 02.07.2025 for furnishing the facts and comments within 7 days from receipt of the Notice. IDBI Bank, vide letter No. 1237/HRD/Resvn. Cell/NCST dated July 18, 2025 has informed that Smt. Purnima Monica Mundu, Assistant Manager, was transferred from Ranchi to Kurthaur Branch, Patna Region, in line with the Bank's Officers' Rotation and Transfer Policy after completing over eight years at Ranchi. The officer had requested retention at Ranchi citing her spouse's posting and childcare responsibilities and also submitted her resignation. The Bank clarified that her benefits have not been withheld, auto-relieving provisions were not applicable and the transfer was in accordance with policy to meet manpower requirements. While acknowledging her concerns, the Bank stated there was no harassment or discrimination and upon reconsideration, has agreed to allow her to serve her notice period at Saporom Branch, Ranchi, though she may also report to Kurthaur Branch if she chooses. The Bank requested the Commission to consider this reply and close the case. The above reply of IDBI was forwarded to petitioner for satisfaction vide NCST letter dated 19.8.2025.

3. The NCST has decided to discuss the issue with the authority and petitioner 8.9.2025. Accordingly, the sitting notice was sent on 28.8.2025. The MD & CEO, IDBI Bank vide letter dated 1.9.2025 has sought exemption and deputed ED (HR) and Chief Liaison Officer to attend the sitting.

4. In the sitting, the above officers of IDBI and petitioner were present. The petitioner has reiterated her earlier submission and stated that the HR department of the IDBI is doing injustice with the ST employees specially woman for posting and transferring. The officers of IDBI has reiterated their submission and stated that the IDBI is following the due procedure for transferring and posting of employees keeping in view of the Business of the Bank. The HR Division is already working for the welfare of STs and allegation leveled by petitioner is baseless.

5. After discussion with the officers of IDBI and petitioner, it was observed that the petitioner is not willing to work in IDBI Bank, Hence, the petitioner resignation may be accepted by the management of IDBI Bank immediately. No action is warranted on part of NCST in the case. However, the following recommendations/ suggestions were made for the welfare of ST employees of the IDBI Bank.

- The IDBI may relook into the Transfer Policy, as and when employee submitting his / her resignation.
- The management of IDBI Bank may issue an advisory about the ST employees keeping in view their Customs, Tradition and Life Style etc.
- The TA and Special Leave may be reimbursed / granted in favor of the petitioner.


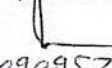


जाटोतु हुसैन / Jatothu Hussain  
सदस्य / Member

भारत सरकार / Government of India  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
नई दिल्ली / New Delhi



List of participants of the sitting held on 08.09.2025 at 6:00 PM under the chairmanship of Shri Jatothu Hussain, Hon'ble Member, NCST at New Delhi.

Sr. No.	Name and Designation	Address & Phone No.	Signature
<b>I</b>			
<u>National Commission for Scheduled Tribes</u>			
1.	Dr. P.K Reddy Director		
2.	NCST Officials		
<b>II</b>			
<u>IDBI Bank</u>			
Sr. No.	Name and Designation	Address & Phone No.	Signature
1.	Ugen Tarhi ED, IDBI Bank	IDBI Bank, Wt Complex, Opp. Ramda Muniba. 400085	 31047131
2.	Ranjish Ranad Am-CLO IDBI Bank	IDBI Bank CPU, Dalipus Muniba-40064	 9090953448
<b>III</b>			
<u>Petitioner</u>			
	Purnima Monica Cumin	गोवात गावात जे	Pudu