

ALL INDIA BANK OFFICERS' CONFEDERATION

(Registered under the Trade Unions Act 1926, Registration No.3427/Delhi)

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To All Affiliates (Please circulate)

INTERNATIONAL WOMEN'S DAY 2020

#EachForEqual

Greetings on this momentous occasion of International Women's Day 2020!

8th March is a red letter day in the history and an international quest for women emancipation. It is to remind us of need for focussed attention towards women, who contribute relentlessly to the society. AIBOC, as always, celebrates this occasion with full fervour and zest. We also believe that women's day is not merely confined to a particular day; on the contrary, each day of the year should be observed with equal importance to propagate our message and fight for the rights of women.

The world has been changing, faster than we think about it. Of late, women have rightly been occupying the deserved centre stage across the world. The number of women in working environment is seeing an upward trend. Women are now leading from front in every sphere. They have proven their mettle in excelling in every role they perform. They are the role model in many spheres, be it in business, career or in political arena.

This upsurge also brings to the fore the responsibility the men and the society have towards women. We should not forget that the fact that women continue to be anchor sheet of a family. This constrains them to perform not only in working environment, but to shoulder the familial responsibilities also. This necessitates that working environment should recognize the dual role and responsibilities that are shoulder by the women colleagues, to make working environment congenial and compatible so that their quest to pursue the path in official career without having any negative impact on the other responsibilities she shoulders. This shall be the endeavour of everyone in the society and in any organization.

The first and the foremost challenge that has to be addressed in our day to day life is to treat women equal, respectfully. The theme for the year **#EachForEqual** has to be focused on and gender sensitivity should be ensured. It is easier said than done unless we raise the level of consciousness. We should renew our pledge to ensure against any discrimination and injustice on the basis of gender. A gender balanced workforce and gender diversity in the public sphere will make the world a more congenial, cohesive and considerate place to live in. The essence International Women's Day should just not be confined only to the symbolism attached with it. The fact that both genders are important as two sides of the same coin, two wheels of the same chariot and command the same degree of respect should be ingrained and socialized in each individual from childhood.

We express our gratitude and salute all women in making the world a better and more beautiful place to live in. Our Confederation is determined to propagate the need for 'Gender Sensitivity' in our workplace. We encourage more and more women to pursue organizational activities. The percentage of women officers has risen substantially from the 5% in 1970s and 10% in 1990s to nearly 35% as of now. Despite this sizeable number, the womenfolk working in our sector faces discrimination, marginalization and exploitation. In fact, one conspicuous reason why the Management went for large scale of recruitment of women was the vulnerability of the fair sex in fighting these evils. While we move ahead in our struggle for achieving these goals, the effective participation of women, who form almost one-third of the membership, in organisational activities is necessary and imperative. The moot question that arises here is whether we have done justice to our women comrades in giving their due share in the organisational positions and platforms. We need to remind ourselves that it is their legitimate share and right and not a matter of charity and magnanimity. We are elated to witness the emergence of women leaders in various affiliates. However, the number is far less than the desired level. Let us try in all earnestness to increase the number of women in leadership positions.

We are confident that our organizational activities will witness participation of more and more women who would shoulder the mantle and lead from the front. We are sensitive and alive to the challenges our women face in their working environment. In this background, we have incorporated specific women centric issues in our Charter of

Demands submitted to IBA to ensure fair, balanced and much required service conditions with a friendly and familial working atmosphere. We shall strive to do our best for them.

Let's renew our pledge to ensure that we continue our work against any discrimination and injustice on the basis of gender. Let us decide and declare that men and women are comrades and partners in the progress and development of the society.

We call upon all our Affiliates/State Units to organise symposiums and conventions throughout the year involving our lady members as we need to remind ourselves that the spirit of Women's Day is not merely confined to one particular day.

#Strong Unions Need Women#

With revolutionary greetings,

Yours sincerely,



(Soumya Datta)
General Secretary