

# ALL INDIA BANK OFFICERS' CONFEDERATION

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

C/o State Bank of India Officers' Association (North Eastern Circle)

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## To All Affiliates (Please Circulate)

Dear Comrades,

### INTERNATIONAL WOMEN'S DAY – 8<sup>th</sup> MARCH 2023

#### #EmbraceEquity

Greetings on the momentous occasion of International Women's Day!

8th March is adopted by United Nations and observed across all continents and time zones to celebrate womanhood & Woman's achievement. This is a day to protest regional and global gender injustices and call for radical change. Observance of International Women's Day cannot be completed without recalling Clara Zetkin, who was instrumental in initiating the day in 1911 as a Chairperson of International Working Women's league by declaring that the day must be International because the sufferings of working women are shared by all the oppressed regardless of National Border. It is International because the inhuman burden of existing social order weighs with special heaviness on women across the continents. So, 8<sup>th</sup> March is a day, which is not an occasion of joyful celebration only but a day to remind ourselves and articulating an uncompromising will not to give up fighting- that the struggle for equality is not won until every woman can be assured safety, health and equal work opportunities and thus be in a condition in which womanhood can be celebrated.,

The campaign theme for International Women's Day 2023 is #EmbraceEquity. Imagine a gender Equal world. A world free of bias, stereotypes and discrimination. A world, that is diverse, equitable and inclusive. A world where difference is valued and celebrated. Together we can forge women's equality. Collectively we can call #EmbraceEquity. Unfortunately, our society at large has not accepted yet the equality for all and especially to the women. While the goal and ambition of any civilized society should be to recognize and respect the women, it is matter of deep concern and distress to hear the instances of atrocities perpetrated against women every other day

In the banking industry, over 35% of the workforce is womenfolk. The Confederation is destined to fight to bring the equity to women and ensuring their due share in the organisation, the institution and the society. The challenges faced by our women comrades in the workplace need to be addressed by all of us together. Our struggle for Work Life balance will sound empty till we can address the special challenges of our lady comrades. The struggle of Confederation will remain incomplete till we all march together for a better, inclusive, exploitation free India where there is no discrimination based on gender, caste or economic inequality. We, therefore, call upon each of our Affiliates and all the State and District Units to raise awareness for #EmbraceEquity and seek out and celebrate women's achievements on each day of the year.

We encourage more and more women to actively participate in the trade union activities for a better tomorrow. With significant spurt in the number of women in the Banking Industry with every passing year, we are elated to witness the emergence of women leaders in various affiliates though the number is too

few compared to the number of women officers in the industry. However, all our affiliates are consciously involving and inducting more and more women in various tiers and we are confident that our women comrades will come forward in greater numbers and hold the mantle and lead from the front.

We are sensitive and alive to the challenges our lady comrade face in their work places. In this backdrop, we have been endeavouring relentlessly to ensure fair, balanced and much required service conditions with a friendly and familial working atmosphere for the women employees to ensure equity.

This year International Women's Day is being celebrated along with the festival of colors in our country. Festival of colors ensure equal space for all colours ensuring a VIBGYOR. Like, 8<sup>th</sup> March belongs to everyone, everywhere. We are alive to the reality that our own struggle will remain inconclusive unless we can ensure full participation of our women comrades in all the ensuing struggle and together as a trade union can create a society where so called gender inequality will be a banished legacy of a bygone era.

We urge upon all our Affiliates/State Units to organise symposiums, 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. On the contrary, we have to strive throughout the year to create awareness for ensuring equity for them, in the society.

With greetings.

Yours Comradely,



**(Rupam Roy)**  
**General Secretary**