



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 – 8th MARCH 2025

#AccelerateAction

On the occasion of International Women's Day – 8th March 2025, the All-India Bank Officers' Confederation extends its warm and revolutionary greetings to all our lady comrades working across the Banking Industry. This day, celebrated globally, recognizes the remarkable achievements and contributions of women while advocating for gender equality, greater women's rights and deeper assimilation of women in the socio-economic, political and cultural landscape.

The theme for this year – #AccelerateAction – serves as a powerful reminder of the long journey from the feudal dominance of the early 20th century to the present day. While significant strides have been made towards women's empowerment, the stark reality in terms of parity remains a distant dream. Despite technological advancements and societal progress, women continue to face inequalities, gender biasness particularly in the workplace, domestic and in public sphere.

The year 2024 exposed the harsh reality about the safety and dignity of women in our country, from heinous crimes in medical establishments to the systemic oppression, the misery remains widespread. Public outcry often falls in deaf ears and the remedial actions proving anarchic and fruitless. Our women counterparts not only shoulders organisational obligations but at the same time performs the additional role of managing household responsibilities. Against this backdrop, our Confederation's call to observe International Women's Day bears enormous significance and demands for our commitment to formulate women friendly policies to ensure safety and security of our lady comrades at the work place as well as a level playing field augmenting equal opportunity and scope for their overall development and prosperity.

Emerging social pattern has resulted in women participating in mainframe workforce and it is imperative that the workplaces are made fully equipped to suit to the requirements of women employees and address their issues with alacrity. On this perspective, the Confederation reiterates its longstanding demands for:

- Crèche facilities at workplaces;
- Special provisions in transfer and posting guidelines for lady officers;
- Extension of special leave to cater to family emergencies and medical exigencies;
- Comprehensive workplace security and redressal mechanisms.

While some of these issues were partially addressed in the last wage negotiation, much remains to be accomplished. A world where women must carry self-defence tools or nurture fear in stepping out alone is not the world we aspire for. The persistent lack of accountability continues to embolden perpetrators of violence against women and it falls back on the part of the collectives to address such issues and make the world a better place to live in for all our women folks.

It is our collective responsibility to dismantle the patriarchal dominance that still prevents women from realizing their full potential hindering in fulfilling their individual aspirations. It is ridiculous to envisage becoming a five trillion-dollar economy when half of our population is denied the opportunity to contribute due to vulnerability in public spaces, workplaces, as well in domestic arena.

On this International Women's Day, the All-India Bank Officers' Confederation pledges to continue its endeavour ensuring safety, security, dignity and empowerment of women. Let us stand united in our struggle for a world where every woman's voice is heard, her rights are upheld, and her contributions are celebrated.

Happy International Women's Day!

With Greetings,

Yours Comradely,



(Rupam Roy)
General Secretary