



ALL INDIA STATE BANK OFFICERS' FEDERATION

(Registered under the Trade Unions Act 1926, Registration No: 727/MDS)

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CIRCULAR NO. 20
TO ALL OUR AFFILIATES

DATE: 08.03.2023

Dear Comrades,



On this occasion of International Women's Day, I would like to take a moment to celebrate the power of women and their contribution to society. As we know, there are three forms of power in human society - intellectual power, economic power, and social power. In India, these powers are symbolized by the goddesses Saraswati, Lakshmi, and Kali, respectively. Similarly, in Europe, the goddesses Venus and Athena represent beauty and wisdom.

It is heartening to note that the power of women has been accepted globally since ancient times. However, despite this, women continue to face discrimination and marginalization in many parts of the world. As an association, we must strive to promote and protect the rights of women and work towards their empowerment.

The 8th of March of every year is being celebrated as **“International Women's Day”** to commemorate the movement for 'Women's rights'. It is a day to celebrate the achievements of women and to reflect on the challenges they face. The day also brings attention to the women's rights movement, gender equality issues, women's reproductive rights, women's achievements in various fields, and violence and abuse against women. This year, the International Women's Day 2023 campaign theme is **#EmbraceEquity**, which aims to get the world talking about 'Why equal opportunities aren't enough'.

Now, more than a century after the first women's day was celebrated, the women have occupied places of power, prominence, and polity across the world. In employment also the women have outnumbered men in chosen fields and set to equal and surpass their number within a decade. In the

financial and banking institutions, women have made significant strides, many women are heading pivotal positions and their number is swelling day by day across all the banks. They have broken down barriers and taken on leadership roles in the industry. However, despite these advances, there are still significant challenges that women face in banks.

Hence, it is time to bring the women to the fore and highlight their sufferings and embark on a mission to change their lives so as to put them in the path of progress as we are privileged people working in premier financial institutions. We are sure that our women folk has the desire to make the change in the society and act as flag bearers.

One of the main issues that women face is discrimination. Another issue that women face is harassment. Sexual harassment and other forms of harassment are all too common in the workplace, including in banks. This can create a hostile work environment for women and can prevent them from reaching their full potential.

In addition to discrimination and harassment, women in banks also face challenges related to work-life balance. The most affected group of employees due to work-life imbalance is the lady officers and there is an urgent need to show gender-sensitivity towards the women employees and recognize that they have multiple responsibilities in addition to their professional commitments. Many women are forced to choose between their career and their family responsibilities. There is an urgent need to do more to support women in achieving a better work-life balance, including providing flexible work arrangements and parental leave.

There is also a need to increase the representation of women in leadership positions in banks. While progress has been made, there is still a long way to go. More women need to be appointed to senior positions, both to provide role models for others and to ensure that the voices of women are heard at the highest levels of decision-making.

On this day, let us reaffirm our commitment to gender equality and women's rights. Let us work towards creating a society where women can exercise their power and contribute to their fullest potential. We suggest certain activities that can be undertaken during the year, starting from March 2023, across the country. The list is only suggestive and not exhaustive, which members shall include as they desire.

1. Organize Women's conventions, events.
2. Organize Women's March/ Walkathons.
3. Vocational Training for Women.

4. Assist Self Help Groups.
5. Organize women cadre development programs.
6. Organize awareness programs for women employees.
7. Conduct financial Awareness exclusively for Women.
8. Conduct exhibitions of hand-made Crafts sourced from women.
9. Meet and assist the old and uncared women.
10. Conduct Medical Camps exclusively for Women.
11. Adopt Girl Child for Life/ Education.

We request all the affiliates to organize such programmes during the year.

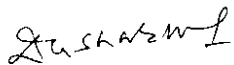
We appreciate the efforts of all the affiliate Circle associations who have celebrated/ are celebrating the '**International Women's Day**' in a grand manner.

As we move forward, let us work towards achieving our shared vision of a world where women are valued and empowered. Together, we can create a more equitable and just society.

Happy Women's Day to all the incredible women! Shine on.... Not just today, but every day!

With greetings,

Yours Comradely,



(Deepak Kumar Sharma)
General Secretary

At the Service of Members for more than 5 Decades

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