



## STATE BANK OF INDIA OFFICERS' ASSOCIATION

(NORTH EASTERN CIRCLE)

(Registered under Trade Unions Act.,1926)

(Regd No.:2735)

Sethi Trust Building G.S. ROAD, BHANGAGARH, GUWAHATI -781005

Telephone : 2527116,

Fax : 0361 – 2529114

OFFICE at SBI, LHO, GUWAHATI

P.O.: Assam Sachivalaya, Dispur, Guwahati-781006.

Telephone : 0361-2237601, Fax : 0361 -2237559

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TO ALL MEMBERS/UNITS

We reproduce the circular no 18 issued by the Federation on 08/03/2018 , the content of which is self-explicit, for the benefits of our members.

With Greetings

(General Secretary)



## **ALL INDIA STATE BANK OFFICERS' FEDERATION**

(Registered under the Trade Unions Act 1926, Registration No: 727/MDS)  
State Bank Buildings, St. Mark's Road, Bangalore – 560 001



**CIRCULAR NO.18**

**DATE: 08.03.2018**

**TO ALL OUR AFFILIATES/MEMBERS:**

### **INTERNATIONAL WOMEN'S DAY**

On the pious occasion of the International Women's Day, the Federation wishes all our lady comrades All the Best in life and career and a 'Happy Women's Day'. We hope that the essence and the spirit of Women's Day does not get confined to just for a day, but is spread throughout the year. It is the duty of all officers to ensure that an atmosphere of confidence is created where the lady comrades, both officers and employees feel 'Safe' and happy to work with honour and dignity, not only in our Bank but in our neighborhood and in the society as well. We appeal to all our women comrades, also to treat women, be it their daughter-in-laws or mother-in-laws, their maid servants, and other women in the society with equal respect and honour. Let the essence of womanhood not remain just on paper or through lip sympathies but sink into deeds, where women are placed in the high pedestal they deserve to be in.

**2.** The 8<sup>th</sup> March is being celebrated as International Women's Day all over the world. It is an opportunity to take a view on the living conditions of the womenfolk all over the world and end all discrimination that is being practiced against them in an organized manner. It is also an opportunity to all of us to look inside our own institutions and the role an organization can play in bettering the living conditions of the women folk in our country.

**3.** The idea of seeking equal rights and empowering the womenfolk began with the International Women's Conference during 1910 at Copenhagen. The movement picked up slowly and the decision to observe the International Women's day on 8<sup>th</sup> March of every year was decided

through sustained efforts of American and German Socialists. The idea of equal rights to women germinated through successive meetings and conferences in the western countries. It is most unfortunate that even with all these attempts and efforts both by the National and International organizations, the atrocities on the girl child, womenfolk is on the increase all over the country. Women are still forbidden from participating in several activities. Education is denied to them in the name of religion, caste, creed etc., and perpetuation of exploitation is seen in several parts of the globe. Hence, it needs a tremendous effort on the part of all concerned in promoting equal rights to women and to ensure total education, participation in the self-governance in democratic countries and to ensure that they are given the right of inheritance, property rights, right of employment in all sectors of the economy etc.

**4.** The Indian history is full of incidents as to how the womenfolk were enjoying the equal rights in the earlier part of our civilization. However, through successive ruling by several groups, the condition of womenfolk in India became worst and they had to suffer a lot of discrimination over a period of time. Independence brought an opportunity to the Government that the womenfolk should be empowered and given fullest opportunity on par with that of men in India.

**5.** The right to equality is guaranteed under the constitution to women in our country. However, in practice we see a lot of distortion and discrimination against the women throughout the country. It is in this background, the International Women's Day becomes a meaningful celebration all over the country.

**6.** The right to participate in the governance of the country through reservation of seats in all structured forums of democracy is a loud thinking of the successive Governments but with no sincere attempts on the part of the various political parties. The women reservation bill is yet to see the light of the day in the Parliament.

**7.** A large number of organizations have come up to protect the interest of the women in our country. The trade unions in the organized sector have also contributed their mite to organize the women workers and help them in providing leadership to women workers and to espouse their cause with the Government and other agencies.

**8.** The All India Bank Officers' Confederation and the AISBOF took special initiatives to encourage the women officers to get themselves organized and work for the emancipation of women in our country. We have been continuously organizing various activities from time to time, utilizing the resources that are available in our organization in creating awareness amongst the women officers as well as the general public all over the country. The Government, on its part has declared that it would go all out to ensure equality to women and end all sorts of discrimination that are being practiced against them. The women's contribution to the economy cannot be ignored. They are the major labour force in agriculture, textile and all the traditional institutions and are subject to a lot of discrimination in regard to the facilities provided, the wages paid etc., despite the close watch of the Government and the series of legislative measures to protect their position in the work place. Apart from the IT Sector, the Banking Industry is one of the major sectors, employing a large number of women who are occupying several high positions in the organization.

**9.** The celebration should not become a one day affair. It should be meaningfully practiced in our day to day life. As enlightened members of a great organization we have a responsibility to ensure that the Gender Discrimination is eradicated in our day to day life. We have to ensure that the women workers are respected and their rights are protected. The Officers' organization under the banner of Federation and Confederation have a definite role and responsibility in creating an awareness amongst the women all over the country through their contacts and organizational

activities and help them in protecting their rights for a equal right and equal opportunity in society.

**10.** Comrades, let us take this opportunity of International Women's Day and re-dedicate ourselves to the cause of achieving equality amongst men and women of our country and create an awareness throughout organizational activities and give total support to the efforts of the Government and other agencies in the implementation various programs designed for the emancipation of women in our country.

**11. The AISBOF and the AIBOC have been taking up issues of Women Officers within the Bank and with the IBA to ensure good service conditions and with a fair work atmosphere.**

**12.** We also request all our affiliates/members to participate in all the activities organized by our associations and state units all over the country in all the programs organized towards this end.

**13.** The AISBOF salutes all the women employees and officers who have played a great role in development and growth of the Bank. The increasing number of women in our Bank stands testimony to their faith in the Industry and their commitment amidst all the constraints.

**14.** We hope that our long pending demand of introduction of the concept of work from home becomes a reality on this day.

With greetings,

A handwritten signature in black ink, written in a cursive style, that reads "Y. Sudarshan". The signature is slanted upwards from left to right.

**(Y.SUDARSHAN)**  
**GENERAL SECRETARY**