



ALL INDIA STATE BANK OFFICERS' FEDERATION



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

Central Office: State Bank Buildings, St. Mark's Road, Bangalore-560 001
Registered Office: 22, Rajaji Salai, Chennai- 600 001

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TO ALL OUR AFFILIATES

International Women's Day – 8th March

AIBOC Salutes the Courage, Resilience and Immense Contribution of Lady Comrades in Building the Nation

We reproduce below the text of AIBOC Circular No. 2026/20, dated 08.03.2026, contents of which are self-explanatory for the information of the members.

With Greetings,

Yours Comradely,

(Rupam Roy)
General Secretary

To All Affiliates

Dear Comrade,

International Women's Day – 8th March

AIBOC Salutes the Courage, Resilience and Immense Contribution of Lady Comrades in Building the Nation

On the occasion of **International Women's Day**, the All-India Bank Officers' Confederation (AIBOC) extends its warm and revolutionary greetings to all our lady comrades across the banking industry in particular and to the entire women citizenry in general. This historic day is not merely a ceremonial observance but a reaffirmation of the century-old struggle rooted in the working-class movement and societal disparity. It emerged from the courageous struggles of women workers demanding equality at the workplace, humane working conditions, fair wages and equal opportunities without discrimination. International Women's Day, therefore, symbolizes the collective aspiration for a just, inclusive and egalitarian society where exploitation and inequality have no place.

AIBOC salutes the courage, resilience and immense contribution of our lady Comrades in the banking sector and beyond. Over the years, women officers have demonstrated exemplary professional competence, dedication and leadership qualities that have significantly contributed in strengthening the credibility, stability and efficiency of the banking system. At the same time, they have actively participated in the trade union movement and the broader struggle for social justice and people's rights.

Despite the fact that the women has come a long way from the days of Match Box factory walkout to invading Space, yet it is very unfortunate to note that they are yet to get themselves free from the chauvinistic dominance and disparity often encountering with female foeticide, inhuman torture and still are subject to Epstein Like slur and inhuman torture where women are seen as commodity, then a Human being with equal footing with their male counterpart. The justification of observing women's day thus lies in addressing such heinous discrimination and free them from the clutch of Child Marriage, Domestic Violence, Human Trafficking, dowry death and all that goes against the much-hyped human civilization and our claim of being the citizen of a civilised society which rather is clouded by a deeply entrenched patriarchal mindset that undermines the dignity and value of women in society. Socio-economic inequalities further aggravate this reality, denying many women accesses to education, healthcare, employment opportunities and social security. The persistence of such social and economic disparities reminds us that the struggle for gender justice cannot be isolated from the larger fight for equality and human dignity.

AIBOC firmly believes that genuine gender equality cannot be achieved through symbolic gestures alone. It requires concrete institutional measures and sustained policy interventions. Strengthening maternity and childcare provisions, ensuring safe and harassment-free workplaces, empowering effective Internal Complaints Committees (ICC) and recognising the specific needs of women employees in transfer and re-location policies are essential steps in this direction that the AIBOC has taken abreast. Workplaces must evolve to create an enabling environment where women can realise their full potential without fear, discrimination or structural barriers and it shall be our mission to ensure the same in the Banking Sector. Our recently held 3rd Women's Convention held at Patiala, Punjab on 1st March 2026, had been directed to that context.

At the same time, we must not lose sight of the grim realities faced by millions of women workers in the unorganised sector like domestic workers, agricultural labourers, contractual employees and gig workers who remain largely outside the protective framework of labour laws and social security systems. Their struggles remind us that the quest for gender equality is inseparable from the broader struggle for trade union rights, labour dignity, social security and economic justice.

Recent labour policy changes and the introduction of new labour codes have further heightened concerns regarding the vulnerability of women workers. The growing trend of informalisation and contractualization disproportionately affects women, undermining job security, workplace protections and social safeguards. AIBOC reiterates its firm commitment to stand shoulder to shoulder with the united trade union movement to ensure that economic reforms do not come at the cost of social justice and workers' rights.

On this International Women's Day, we call upon all our affiliates and state units to encourage greater participation of lady comrades in the activities of our associations and the trade union movement. This will be in tandem with the theme of this year, "**Give to Gain**" implying that we should all give our support to gain advancement for women and girls. Empowering women within our organisational structure will strengthen our collective struggle and ensure that the voices and concerns of women employees receive the attention they deserve.

Let this day reaffirm our collective resolve to build workplaces and a society founded on equality, dignity, safety and solidarity. Through unity, awareness and organised action, we must continue our struggle against discrimination, social injustice and gender inequality.

Revolutionary Greetings to all women on this International Women's Day.

With greetings,

Comradely yours,

Sd/-

Rupam Roy
General Secretary

At the Service of Members for more than 6 Decades

General Secretary: +91-9957563825

Camp Office – State Bank of India, Local Head Office, Dispur, Guwahati, Assam-781006

Email: aisbofbangalore@gmail.com Web: www.aisbof.org