



NATIONAL CONFEDERATION OF BANK EMPLOYEES

(Registered Under the Trade Unions Act 1926 - Registration No. B-2334)

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All letters to be addressed to the General Secretary

CIRCULAR NO: 07

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TO ALL AFFILIATES & MEMBERS

Dear Comrades,

CELEBRATING INTERNATIONAL WOMEN'S DAY 2025
ACCELERATING ACTION FOR EQUALITY

On this special occasion of International Women's Day 2025, we extend our warmest wishes to all our women comrades. Your dedication and contributions to the trade union movement in the banking sector are invaluable, and we deeply appreciate the strength and commitment you bring to our organization.

This year's theme, **#Accelerate Action**, calls upon us to push forward with renewed determination towards gender equality and to encourage more women to take up leadership roles within our union. Women form the backbone of the banking industry, ensuring smooth operations, delivering exceptional service, and implementing key policies. Their representation in trade union leadership remains disproportionately low—a reality we must actively change. To ensure that women's concerns are effectively addressed, we need greater participation from our female comrades in leadership roles within the union.

NCBE remains a strong pillar of support and advocacy. We greatly appreciate our confederation's unwavering solidarity and we equally recognize and celebrate the essential role of women in our trade union. Women are respected, empowered, and provided with equal opportunities in all areas, including representation, leadership, and decision-making. We strongly encourage our women comrades to step forward and actively engage in union activities, as your participation is crucial to our collective growth and success.

- **Creating Inclusive Policies:** Women leaders offer new perspectives, ensuring policies are fair and beneficial to all employees.
- **Inspiring the Next Generation:** Your participation today encourages younger colleagues to take an active role in union activities.
- **Tackling Workplace Challenges:** Women in leadership positions contribute to resolving workplace issues and promoting a healthier work environment.
- **Enhancing Solidarity:** Through unity and mutual support, women can strengthen their voices, advocate for their rights, and advance their careers.

At the apex level, we have persistently fought to secure benefits for women employees. Over the years, our collective efforts have resulted in various progressive policies, including Sabbatical leave, Maternity leave, special maternity leave of 60 days, maternity leave for legally adopting children to an extent of maximum 9 months, maternity leave for IVF treatment and one-day sick leave per month without requiring a medical certificate. We have also championed the establishment of **creche** facilities to support working employees.

In keeping with the **#Accelerate Action** theme, we commit to:

- Actively encouraging and supporting women in leadership roles within the union.
- Strengthening support systems for women employees facing workplace challenges.
- Advocating for policies that ensure gender parity across all levels of the banking industry.
- Organizing discussions and awareness programs to educate women employees about their rights, workplace policies, and union benefits.

International Women’s Day is a time to recognize achievements and to reaffirm our commitment to breaking barriers and driving action towards an inclusive and equitable banking sector. We urge every woman in our workforce to step forward, take charge, and make their voices heard in union meetings, discussions, and leadership roles.

The National Confederation of Bank Employees (NCBE) stands firm on the principles of unity, equality, and empowerment. Together, we can create a just and fair workplace for all.

Happy International Women’s Day!

With revolutionary greetings,

Yours Comradely,



**(L CHANDRASEKHAR)
GENERAL SECRETARY**

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UNITED FORUM OF BANK UNIONS.....ZINDABAD
OUR SOLIDARITY.....ZINDABAD
OUR UNITYZINDABAD
INQUILAB.....ZINDABAD