



IBOA CONNECT



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INTERNATIONAL WOMEN'S DAY CELEBRATION - ESSAY WRITING COMPETITION

Topic : Is Women participation in political and other Institutional space is at desired / required level? How it can be improved to build a better society?



First Prize
Com. S Chandra
Vadhana



Second Prize
Com. Pittu Vennela
Santhi Rekha



Third Prize
Com. Sharmila C

Next 5 Ranking Essays

Com. Swapna Ajit Prasad, CO:HRM

Com. Deepa M Sanjeeva Shetty, Zuzuwadi

Com. Rashmi, MEPZ, Chennai

Com. Kiran Gethseiya, Bharati Nagar

Com. R. Soundarya, Dharmapuri

1st
Prize

S. CHANDRA VADHANA
Assistant Manager, RMPC, Kanchipuram

Society is a group of people living in a particular geographical space, governed from within by the ethics and values of its own and from outside by an able and stable polity. The basic unit of such a society is family. A household to be eligible to call itself a family needs the harmonious cohabitation of a man and a woman with the social sanction through the institution of marriage.

From the above, it is crystal clear that a society is not a society without woman. In other words, women are the equal part to contribute anywhere and everywhere. Coincidentally Indian women constitute 48% of the population.

Are women politically equal?

Technically yes. India being the largest democracy in the world, value of one vote of a man or a woman is considered equal.

But practically women are not equally represented in the political sphere. Only 14.2% of Indian Parliamentarians are women. Only one state, which is West Bengal, is headed by a woman Chief Minister.

Only 33% of Panchayath's Raj Institutions are manned by women, thanks to 73rd and 74th Constitutional amendment let alone the proxies associated with the women candidates. The 21year old Miss. Arya Rajendran deserves a special mention who is the present Mayor of Trivandrum, Kerala.

How about women in economic sphere?

Swami Vivekananda once noted that Indian economy was a "womanized economy". To be clear, women run the Indian economy. Miniature denominations in the Indian kitchens run our families even today.

But in reality, the picture says otherwise. Economic survey 2019-20 states that only 20.7% of the work forces in India are women. The Bharat Micro Finance Report 2017 states that only 12% of the total work forces of the finance industry are women.

Justice delayed is Justice denied!

Justice must not only be done but seemed to be done. The judicial system in India is even more pathetic. Close to 75years of Indian Independence, never has India seen a women chief justice of the Supreme court.

Only 7% of judges in Indian High courts are women. How could Indian women expect empathy and compassion.

Does God support women?

Hinduism can never have a woman Sankaracharya. Christianity, no chance of having a woman Pope. Not to say Muslim women who cannot even imagine of entering a Dargah or a Mosque. Justice Indra Malhotra, a woman judge of the honorable supreme court was the only judge whose verdict restricted woman from entering the Sabarimala Shrine in Kerala.

How can the situation be improved?

Change is the only thing that does not change. So, adapting to it is a better option than waiting for it to knock our doors. In other words, they are the reforms in subtle and disguise. Basically, two types of changes are endogenetic and, exogenetic.

Be the change you want to be!

Change from within is called as endogenetic change. Not a day go by without a Newline of one or the other form of women harassment. Equally blaming the women, especially by the way they are dressed up, Unmindful of the child victims.

Attitudinal change and behavioral change are the most deserving i.e., instead of advising girls how not to dress, advise the boys how not to look at them. Women and girl children are to be educated with good touch and bad touch.

In one word, Education is the instrument of exogenetic change. Passing one the values of one generation to another is the fundamental aspect of any education system. Aptly supported by primary and secondary socialization.

Today's children are tomorrow's society. So, it is just a matter of 20 years i.e., one generation to harmonize this change.

Assistance from outside!

Any social change deserves to be supported by a welcoming Political change. Untouchability a sear of Indian society is no more at least in the public sphere, which was not possible without Article 17 of the Indian constitution.

Policies and legislations must always carry the women tag. The proposal of 50% women reservations in Panchayath Raj Institutions is a welcoming one.

Beti Bachao, Beti Padhao!

Educate girl child, empower the society. The best tool for a better society is educating the girls, showing her the awareness of freedom and independence in decision making.

When every welcome meets

When the exogenetic change is education to take a generation time i.e., 20 years, same time Indian polity ensures the same with empowering policies and facts. The Indian GDP will see equal contribution from its better half.

Women share the financial burden of the households; Men share the household burden of the homes.

Houses will turn homes. Women will no more be a burden of our families. They will no more be a liability to the Indian economy. Decision making will be at its best when political regimes have women in their better half.

The kingpin of all is Education.

'Where a man is educated, he alone is educated, but when a woman is educated the whole family and the entire society is educated' – it's the golden words of Arignar Anna, the sculptor of modern Tamil Nadu.

Retirements

| Sl.No. | NAME | DESIGNATION | BRANCH |
|--------|---------------------------------|-------------------------|------------------------------------|
| 1. | Com. SANDEEP KUMAR | FIELD GENERAL MANAGER | FGM OFFICE, MUMB |
| 2. | Com. SANTHOSH KUMAR M | ZONAL MANAGER | ZO : KOZHICODE |
| 3. | Com. SUBRAMANIAN K | ZONAL MANAGER | ZO : MADURAI |
| 4. | Com. SATPAL SINGH | ASST. GEN MANAGER | FGM OFFICE, DELHI |
| 5. | Com. GNANAMUTHU S | CHIEF MANAGER (FACULTY) | CORPORATE OFFICE |
| 6. | Com. BEENA KUMARI K | SENIOR MANAGER | ZONAL OFFICE THIRUVANANTHAPURAM |
| 7. | Com. SRINIVASAN K | SENIOR MANAGER | MAYILADUTHURAI |
| 8. | Com. VICTOR EMMANUEL S | SENIOR MANAGER | CORPORATE OFFICE |
| 9. | Com. SRINIVASAN S | SENIOR MANAGER | PUDUNAGAR |
| 10. | Com. LENIN DAS | SENIOR MANAGER | STRAND ROAD |
| 11. | Com. NARASIMHA RAO YELLAPRAGADA | SENIOR MANAGER | HIMAYATNAGAR |
| 12. | Com. VIJAYAKUMAR G | SENIOR MANAGER | KOZHENCHERRY |
| 13. | Com. SOMASUNDARAM K | SENIOR MANAGER | ZONAL OFFICE PUDUCHERRY |
| 14. | Com. VANA VAN MADEVI R | MANAGER | ERODE |
| 15. | Com. VENNILAA | MANAGER | RANIPET IND COMPLEX |
| 16. | Com. JEYAPRAKASH R D | MANAGER | K K NAGAR MADURAI |
| 17. | Com. SASIDHARAN B | MANAGER | CORPORATE OFFICE |
| 18. | Com. SHANTARAM TUKARAM SAWANT | MANAGER | PRARTHANA SAMAJ |
| 19. | Com. MADAN PAL SINGH | MANAGER | ZONAL OFFICE NEW DELHI |
| 20. | Com. JANKI RAMANAN R | ASST.MANAGER | CORPORATE OFFICE |

AiBOA Wishes the above Comrades a Very Happy, Healthy and Peaceful Retired Life.

"The Hands that Rocks the cradle is the hand that Rules the world"- emphasizes the role of women in Building the Nation. Long before the ancient Hindu law- giver , Manu used derogatory remarks to define the status of women in the society .It is so because it is the world that is controlled and dominated by men . The wellness of women in society is determined by the quality of participation by women in various nation-building activities. In this regard, India presents a unique paradox. We have the distinction of women as President, Prime Minister, Chief Ministers, Governors, Justice Police Officers, Women CEOs in Corporate sector and women representatives in International for a Still their status is Inferior, as it is not at the desired level.

India has lagged behind its neighbor and other countries when it comes to gender balanced legislatures. In America 28.2% seats are held by women ,in Europe it is 27.5%, in Arab states it is 18.2%,with 12% of women participation Indian lags behind Asian region where women representation stands at 18.5% Nepal boasts of 33% of women members while Bangladesh parliament has 19% of women members. Many controversies are there for women Entry in Armed forces but it is the women who can serve with dignity ,assurance and sense of Job security In fact Modern warfare is a Complex affair in sense Brain more than brawn is needed to win War. War is now a high tech affair Besides Operational duties there are lot of far more important things during war. Number of Women are competent enough to look after a number of strategic jobs like medical, nursing , welfare activities and salvage operations are indispensable part of active warfare. . So, it is time we rise out of slumber and and take steps to ensure fair and just representation of women. One field where gender bias in India is rampant is sports. Although India boasts of several sports women like PT Usha, Sania Mirza, Saina Nehwal, who have achieved accolades and made India proud, female sports persons are facing with the problems of social ,psychological, financial and family issues .*"A stitch in time saves Nine."*

The factors that are deteriorating women participation are Prevailing cultural attitude regarding the role Of women in society, Lack of support from family, lack of Finance, Lack of confidence, Domestic Responsibilities.

Once the Women steps out of the confines of her house she is subject to every Security problem like harassment of women at work place. In spite of their high education and professional achievements they cannot feel a Sense of security that which is her Birthright. Even at home she is a victim of male chauvinism. Time management between official duties and domestic duties is her biggest problem. Every man Wishes for a working partner. But in practice, the same man becomes an exploitative husband. He expects her to do domestic work, look after children and perform other domestic duties efficiently. Many a time working women are victims of nervous break-down. She suffers from the guilt complex thinking that she has not performed well both at home and office Husbands think it beneath their dignity to co-operate with their wives in their domestic duties.

There are many ways to increase their participation in decision making level in political spheres and all other institutional realms. Develop Competency of Women candidates. This can be achieved through

- **Mentoring:** Mentoring and training programs prepare women for institutional and other political skills.
- **Local Positions:** Local level positions equip with the skills necessary for higher levels of public office and careers in regional and national politics .So that they can take make decision at higher level with greater confidence. Thus initiatives focused on encouraging women to enter local politics can be particularly effective at raising women's participation in political processes.
- **Sustained Training** : Consistent and methodical training to female candidates yields better results than offering stand- alone training. Engaging local women leaders or trainees who can Pass their knowledge to others increase the relevance and impact of training. Provide training to women candidates in such skills such as fundraising, message development and communicating with voters
- **Finance:** Training women to fund raise and fundraising networks to decrease the obstacle of financial disadvantage.
- **Leadership skills:** Provide opportunities to strengthen elected women's influence and leadership Such as conducting orientations for newly elected

women, governance skills training networking opportunities and providing opportunities to enhance their participation.

- **Government support of women's participation:** State funding initiatives promoting women Participation in political and other institutional spheres which include holding seminars, training events, lobby to get more women at desired level. Some kind of justice has to be done to women *"Justice delayed is Justice denied."*
- **Increase support for women:** Such initiatives include meetings at convenient and friendly places and at times when women can attend. Tackle sexist language and practices that reinforce the Dominance of particular groups, Gender sensitive training programs. Adopt a statement of Gender equality in party's founding documents. Ensure women are allocated proper safe Places , provide information to voters that include specific message highlighting the importance of women's right to vote as equal members of society.
- **Reduce Violence against women :** Support Legal efforts such as drafting laws , to combat violence against women.
- **Cacuses:** Establishing formal or informal women caucuses to provide support inside the legislature and other institutional realms can help women candidates stay motivated and continue working with greater energy.
- **Transform Attitudes:** Society is of the attitude if you go into politics Armed forces what ever field she wants to prove herself society will say who will make Roti, who will take care of domestic responsibilities this is crux of the problem and sums the attitude of male dominated society. Patriarchal attitude and traditional norms of our society are a great obstacle in the path of women empowerment. Counseling cells in schools can help in removing certain misconceptions from young minds.

Establish proportional representation

Proportional representation systems not only afford more opportunities for women participation but 'contagion' is more likely to occur, it is the process by which parties adopt policies initiated by other political parties. In the women's participation context once one party nominates women in prominent positions, parties in proportional representation systems will be much quicker to adopt the policy.

Establish Quota Systems

In a significant step, the Rajya Sabha on 9th march 2010 voted to amend the constitution to reserve for women one – third of the seats for women in parliament and legislative assemblies and will be allocated to them on rotation basis. In due course of time this kind of reservations will create hurdle to the progress of women in general. Secondly demand for quota with in quota indicates that women are more loyal o their community than to gender based equality. Empowered must be the right of all women not of just a few privileged women.

Reservation is no means for women's meaningful empowerment. Political parties on their own

Should have long back increased women's representation. It would have been the ideal way to uplift the status of women. *"Quotas for women can bring about only cosmetic transformation"*

Only a fundamental change in the character and composition of political parties can do away with this discrimination. Voluntary political party quotas can serve the purpose or their empowerment better than the complicated bill of women's reservation. *"It is important that women are not just participants in the political process, but that they are involved in the decision making level as well".*

Conclusion: The trouble is that our government is addicted to hog limelight to cash in on every political and Economic measure .Such a mindset kills ones inner voice. Good attitude accord top priority to human values.*"The socio , economical and political fields of Indian women is increasing but the mechanism for protection of their basic human rights is yet to take shape."*

To ameliorate the condition of women there is a great need of change in the attitude of society without that change even thousands of laws will not improve the degrading lot women There is no use of celebrating International women's day on 8th march .A society which does not learn how to behave with women has no right call itself civilized. It is no use worshipping women and then exploiting to ones advantage. It is time we rise from slumber, and support the voice of gender equality and women's human right.

If Women are encouraged well , definitely there will be inclusive and overall development of the Nation thereby we can make India a Wealthier, a Healthier & a Happy place to live in and thereby we can make India world's best Nation.

3rd
Prize

Sharmila C.

Assistant Manager (IT), ITD - CBS Migration Team

Babasaheb Ambedkar has rightly said that “The Progress of the community can be measured by the degree of progress which women have achieved”. Every day we hear our political leaders preach that “men and women are wheels of a car called society, carrying development, as passengers”. We understand the importance of women empowerment but when it comes to implementing it in reality, it is totally a different picture.

UN Women, a United Nations entity dedicated to gender equality and the empowerment of women, has recently conducted a survey on women’s equal participation and leadership in political and public life. The data shows that achieving gender equality in political life is hardly achievable since women serve as Heads of State or Government in only 22 countries, and 119 countries have never had a woman leader.

In India, we have 10.9% presentation of women in our parliament. It is better when compared to other countries like China (9.6%) and Brazil (9%). Yet we cannot be boastful of our position.

Conventional politics reflected male concerns and hence women were notably absent in politics in the past. A new dimension of women in politics emerged in recent years all over the world. More and more women have now been entering into politics.

Even so politics and institutions are being dominated by men. People do have the mindset that women may discontinue their career at some point of time, mostly because of their marriage or pregnancy. This affects women’s ambitious dreams to a greater extent. Modification of such mentality is highly required at this point. Men should be given more relaxations at work to support the women in their life. For instance, allowing fathers to take paternity leave will not only allow them to spend more time with their family but also helps them in taking equal responsibilities, according to their situation and needs.

In order to improve women participation in political and institutional space, we should explore the benefits that the society would have if women are in position of power. Let’s see four major advantages of having more women in the working class.

First benefit is the more the women in power; the more the attention is paid to gender issues, family and social

welfares which will help in economic upliftment of the both women and backward sectors.

The second benefit is that women politicians and policy makers have proved to have more capability in decision making thus leading to positive economic consequences.

The third benefit is expanding the talent pool. When women are highly qualified, more responsible and less corruptible than men, more opportunities start to pour in. The result of gender balanced work environment may induce more men and women to become more competitive in nature and achieve equal positions, thereby further enlarging the talent pool, bring around higher quality institutions and organizations, a positive effect on performance, and newer policies to reduce discrimination and help to increase efficiency.

Final one is the social and psychological benefit. By nature, women tend to get influenced by strong women leaders and try following their path to success. Thus the women in decision making positions will motivate more female students, co-workers to strive to accomplish more.

Policies to accelerate the process towards economic gender equality and to promote women’s empowerment are at the centre of the debate in many countries around the world. The main key to solve the gender imbalance in politics and institutions not only lies in making women more confident, increasing their ambition or encouraging them to “step up”, but also organizational practices and workplace norms need to be modified for encouraging progressive initiatives among women. As women represent over half of the population, and have talent, human capital and productivity equal to men, the entire economy would make the most from boosting women’s participation in the labour force.

More and more awareness programs should be conducted. Awareness training should not be compulsory participation sessions; instead it should be integrated with leadership activities and help women in increasing contact among different groups of employees and nurturing shared values.

Encouraging more women in political and institution space will not only give actual freedom to women but also help to contribute more to society, ultimately creating sustainable futures for individuals, families and the nation as a whole.

ESSAY WRITING COMPETITION 2021 - LIST OF PARTICIPANTS

We convey our Congratulations and Best Wishes to all the Participants for enthusiastically participating and giving their views on the Topic.

| Name | Branch Name |
|---------------------------------|-----------------------|
| Com. C Sharmila | CO : ITD |
| Com. Deepa M Sanjeeva Shetty | ZUZUWADI |
| Com. Divya Somasundaram | Andarkuppam |
| Com. Haritaa Varshini | Chennai South Zone |
| Com. K Johnsirani | Bhavani |
| Com. Kaja Praneetha | Maduravoyal |
| Com. Kiran Gethseiya S | Bharathi Nagar |
| Com. Krishna Sudha Aparna | Tirupukuzhi |
| Com. Krishnapriya S | ZO COIMBATORE |
| Com. Lavanya Asapu | KAMAVARPALAYAM |
| Com. M Ellakyamani | Avinashi |
| Com. N Jayavisalakshi | STC Trichy |
| Com. Pittu Vennela Santhi Rekha | Microsate, Tiruvallur |
| Com. PS Ayishwarya | Pallikaranai |
| Com. R Soundarya | Dharmapuri |
| Com. Ramya K S | Virudhachalam |
| Com. Rashmi | MEPZ |
| Com. S Chandra Vadhana | RMPC Kancheepuram |
| Com. S Kamala | Velacherry |
| Com. S T Mayadevi | Chenniyam Palayam |
| Com. Singanapalli Gayatri | Kancheepuram |
| Com. Steffi | Melpadi |
| Com. Swapna Ajit Prasad | CO: HRM |
| Com. V Nithiya | Shoolagiri |

PHOTO GALLERY



Shri Imran Amin Siddiqui has assumed charge as Executive Director of our Bank.



Shri M Karthikeyan is felicitated on being appointed as Executive Director of Bank of India.



Shri T Dhanraj has assumed charge as GM (CDO)

WEDDING BELLS

Selvi **D Lochana, B.**

(D/o Com P. Dharmaraj Pillai, Royapettah Branch)

Married to

Selvan **R Ramesh**

At Chennai on 15.02.2021

Selvi **R Nivethitha**

(D/o Com. J Ravichandran, Asst General Manager, Indian Bank)

Married to

Selvan **B Rajkumar**

(S/o of Com. B Baskaran, Chief Manger, Indian Bank)

At Chennai on 15.02.2021

Selvi **K Ragavi, B.E.,**

(D/o S Kumaresan, Senior Manager, Indian Bank)

Married to

Selvan **T Shanmugasundaram, B.E.,**

At Erode on 24.02.2021

AllBOA Wishes a Very Happy Married Life to the Newly Wedded Couple.