



i) International Women's Day-2018

Overview

International Women's Day was celebrated at RCF on 8th March 2018 at Assembly Hall, Training Centre with great enthusiasm and zeal. Our RCF Women Employees from Trombay Unit participated in this programme. The Half Day Programme started at 2.00 pm and Ms. Rupali Wadhvani, Manager (HRD) compered the programme. The programme was started by welcoming the dignitaries by presenting a holy book.

Inauguration

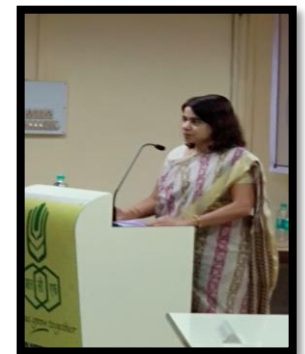
The program was inaugurated by our honourable CMD Mr. Umesh Dhatrik and during his key note address, he shared the achievements of Women achievers. He extended his best wishes to all the Women Employees. Our Directors, Mr. Sudhir Panadare, D (T) and Shri Umesh Dongre, D (F) through their speech, advised the participants and emphasised upon empowering women employees towards financial decision making. They shared stories where women strength was highlighted. ED (HRD, R&D, IT), Shri Shirish Bhogle welcomed the dignitaries and the participants by presenting the inaugural address. Our ED's too graced this occasion.



Welcoming Dignitaries

Chief Guest

Our Chief Guest and Guest Speaker for this occasion was Dr. Smt. Swati V. Kulkarni, Regional Passport Officer, Head of Branch Secretariat & Co-Ordination, Ministry of External Affairs, Mumbai. Through her lecture she spoke about how to address issues related to Marriages of Indian Nationals to overseas Indians. It was a very educative session. She also through the Question and Answer session shared her journey to this position and motivated the participants to spread a message about working towards one's organizational duty fulfillment. This session was appreciated by all present there including all the dignitaries.



Keynote address by Hon. CMD, RCF Shri. Umesh Dhatrik and Session by Guest Speaker Dr. Swati V. Kulkarni



Gathering for Women's day celebration

Felicitation of Women Achievers

WIPS Award Winners, Dr. Utpala Baviskar, Sr. Manager (R & D) who was



conferred with the 1st position under the Officer Category and Ms. Rajshri Kadam, Executive Operator (Env. Cell) who was conferred with the 1st position under the Non-Officer Category for the BEST Women Employee Award under the Mini-Ratna Category for the commendable contribution to the organization were also felicitated by our Honorable CMD



Ms. Rajshri Kadam, Ex. Optr. (Env.) &



Dr. Utpala Baviskar, Sr. Manager (R&D)

Vote of Thanks

Ms. Nanda Kulkarni, Chief Manager (HRD), presented the Vote of Thanks to the all Dignitaries on Dias & to all Sr. Executives who were Present during the inauguration ceremony.



Mrs. Nanda Kulkarni, CM (HRD) presenting the vote of thanks

ii) Mentoring programme for Women Employees by RCF WIPS Cell

Mentoring programs help individuals grow, develop and learn new skills under the direction and advice of a seasoned expert. The

Participatory Gender Audit (PGA) was conducted in RCF in 2016. Conducting a Mentoring Program for RCF women employees was one of the approved action plans of the report.

It was felt that due to the minimal ratio of 6% of women population in our organization, many a times not many women employees are able to express the difficulties they face at personal and professional level. Hence it was suggested that a senior level woman would play the role of a Mentor for a junior level woman who would be a Mentee. The Mentor will perform the role of a coach which will guide, direct and suggest appropriate actions in terms of professional and personal growth. The objective of this assignment necessarily is to build up trust amongst the Mentees that they have a motherly figure, who will take care of them during their journey in the organization.

In case of any professional issues, if the Mentor feels that the issue is to be cascaded to the senior management, it is proposed that such issue be directed to the Women Cell and the issue will be discussed with the appropriate Mentor and if the Women Cell is convinced that the action needs to be initiated, the issue will be taken up to the higher management.

The program began with Mentor orientation conducted by External Faculty Ms. Vasundhara Talware. The programme was hosted by Ms. Rupali Wadhvani, Dy. Manager (HRD) on 4th May 2018. In the afternoon session, Ms. Nanda Kulkarni, Chief Manager (HRD) Conducted a small session on "Career counseling" to all the Mentor and Mentees. After that Mentee Orientation followed by Mentor-Mentee Milap (assigning the mentees to the mentors). There were **138 no. of mentees allotted to 29 mentors**, and program was concluded.



Introduction of External Faculty Ms. Vasundhara Talware

iii) Gender Equality Week Celebration

With an objective to create awareness amongst all our employees about Gender equality in our organization, "Gender Equality Week" was observed from 23rd to 28th July 2018 wherein different activities like Essay writing, Poster making and Slogan writing contests were organized. Many employees participated wholeheartedly in all the activities.



Participants during Gender Equality Week celebration



Felicitation of winners of Gender Equality Week contests

iv) Awareness session - Nutrition & Fitness during pregnancy

RCF hospital along with RCF WIPS cell conducted an awareness session on Nutrition & Fitness during pregnancy for Pre-pregnant, pregnant women and their family members especially Spouse on 9th February, 2018 at Conference Hall, RCF Hospital between 3.00 to 5.00 pm. The objective of the session was to physically, mentally and emotionally nourish both would-be mom and child and help their family members to cooperate for the objective.



Demonstration of exercises with participants

v) Cancer Awareness Session for CISF Women

RCF hospital along with RCF WIPS cell organized Cancer Awareness Session for CISF Women. The session was conducted by Dr. Nikita Bhatkar, Gynecologist, RCF Hospital on 7th March, 2018 at Type One colony premises from 3.00 - 5.00 pm. We received an overwhelming response from the participants and they thanked the hospital staff for spreading the know ledge and awareness about symptoms, detection and early diagnosis of cancer which would help in early treatment

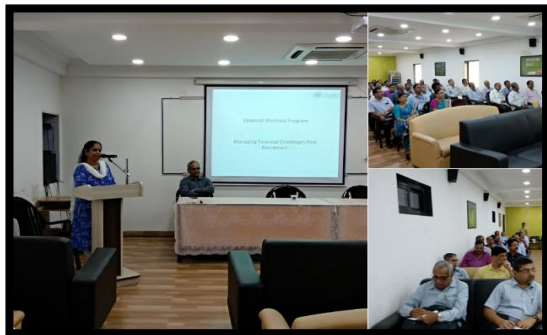


Demonstration of exercises with participants



vi) Guidance on Financial Planning

A training programme was organized by RCF HRD and WIPS cell for the retiring employees of RCF. Shri. Kaushik Ramchandraj, financial instructor and consultant guided the employees about all aspects of financial planning for the second innings of life. The programme was very beneficial and highly appreciated by all.



Introduction of Shri. Kaushik Ramchandraj, financial instructor

vii) Agriculture Training for Women Farmers

Marketing department & RCF WIPS Cell conducted a training programme for Women farmers of Maharashtra. Accordingly, 39 Women Farmers from Village Tung, Taluka Miraj, Dist. Sangli participated in a comprehensive 3 day Agriculture Training organized at STL-Satara & RCF's Knowledge Centre, Thal.

viii) Awareness Campaigns

Awareness Campaign being conducted in RCF Colony by RCF WIPS cell and RCF Hospital to educate the families about Dengue & importance of maintaining clean environment to prevent it. Without early detection & proper treatment, Dengue can be fatal.

IX) 5 S Campaign

"Cleanliness is next to Godliness"... Understanding the importance of cleanliness and as our contribution to the nation-wide "Swacch Bharat Abhiyan", RCF WIPS Cell actively participated in the "Swacch RCF Abhiyan" organized in RCF Trombay Unit factory and township. With an objective of cleaning and upkeeping our surroundings, phase wise cleanliness drives have been planned year-round.





x) Recognition of WIPS activities

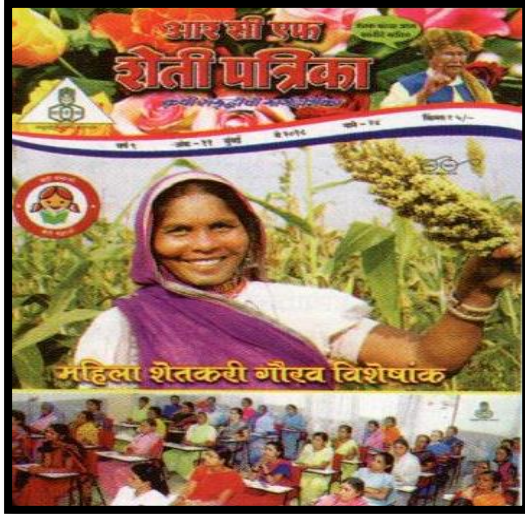
Forum of Women in Public Sector recognized the commitment of RCF to empower, educate & uplift the economic conditions of Women Farmers Pan-India when an award in Recognition of WIPS activities undertaken by RCF was conferred. This award was received by Smt. Nanda Kulkarni, AGM (HRD) and team at the hands of Hon'ble CM of Assam Sr. Sarbananda Sonowal in the 28th National Meet of the Forum of Women in Public Sector (WIPS) held at Guwahati, Assam on 12th February 2018.

Rashtriya Chemicals & Fertilizers Limited has been awarded the Best Activity Award – 3rd Prize at the 27th Regional Meet of Forum of Women in Public Sector held on 11th November 2017. The award was presented by Honourable Chief Justice of High Court Smt. Nirmala Samant Prabhawalkar and was received by Ms. Nanda Kulkarni, Asst. General Manager (HRD) along-with WIPS team members.





1) Mahila Gaurav Sheti-Patrika



Women today, have surely clinched the remarkable niche in the national map of women participation in nation building. Women power in remotest villages especially in agriculture sector is unmatched but unfortunately unsung. To appreciate and respect their contribution to our predominantly agricultural country, RCF published special edition of Farmers' monthly magazine (Sheti Patrika) dedicated to these women in May 2018.

2) A need survey was taken and the analysis was submitted to the Management. Two HR Officials also visited the crèche of other PSUs and submitted a study report to enable the Management to start the crèche facility. Accordingly setting up of a subsidized Crèche facility for kids of Women employees under the age of 6 years in association with an NGO "Stri Mukti Sanghatana" is under consideration in RCF colony, Trombay

3) Ladies Changing Room

On every floor the facility of three changing rooms has been provided in the office clock room.

4) Hostel Facilities

All the Female Management Trainees have been allotted separate hostel as per their requirement at JET Hostel, Chembur.



1) One day training program on **“Managing HE & SHE together – Leveraging Capabilities”** was organized at M/s HP Management Development Institute, Nigdi, Pune for WIPS REB members and WIPS coordinators / Unit representatives / Life members of the PSUs on 28th July, 2018. From RCF, Treasurer WIPs-WR, REB members and WIPS coordinator, and 2 Life members attended the training programme.



2) One day training programme on **“Mind Management & Right Thinking”** was organized by WIPS, WR for Class IV employees on 28th August 2018 at Brahma Kumaris, Rajyog Meditation Centre, Santacruz, Mumbai 400 054. The module included techniques in stress free living through self-management and right thinking at workplace and in life. From RCF, 4 participants attended and benefitted from the said programme.



2)
3)