



FORUM OF WOMEN IN PUBLIC SECTOR

(Under the aegis of SCOPE)



A Glance of WIPS ... Marching towards Excellence

PREAMBLE

PSU represents the single largest organized sector spread over the entire length and breadth of the country touching and influencing the lives of the entire population in the country and of all categories. Though the Public Sector as a whole is undergoing structural changes in as much as the rest of the economy in India for the past one decade, it still occupies the center stage impacting the economy. Women in PSU constituted 4.5% of the total Work Force as on February, 2011 as compared to 4% as on March 1991. The sectors where there has been pronounced changes for the better in the profiles of women employees in the Managerial & Supervisory categories during the same period are Power, Petroleum, Fertilizers, Chemicals & Pharmaceuticals, Consumer Goods, Textiles, Trading & Marketing Services, Contract and Construction Services, Financial Services, Coal & Lignite. Remarkable and outstanding improvements in women moving into Managerial & Supervisory positions have been seen in Transport Services & Tourist Services during the same period.

FORUM OF WOMEN IN PUBLIC SECTOR

The Standing Conference of Public Enterprises (SCOPE) in collaboration with Bureau of Public Enterprises (BPE), organized a national convention of women in public sector during October 1989 in New Delhi. The convention was attended by 500 women delegates from all over India who put in their suggestions for the growth of women in public sector. They also felt the need to create a National Network, a support system that would enable them to transform these suggestions into reality with the help of the Public Enterprises and concerned agencies. Thus a Forum of Women in Public Sector (WIPS) was created under the aegis of SCOPE on 12th February, 1990 having a Central Apex Forum in Delhi and four regional Forums in Bombay (Western Region), Chennai (Southern Region), Kolkata (Eastern Region) and Delhi (Northern Region) respectively. The formation of WIPS represents the first ever initiative made by the single largest organized sector in focusing the issues related to advancement of women. While on the one hand women have to take initiatives themselves to meet the job challenges and sustain career growth, managements of the enterprises also need to recognize the changing profile of the work force in enterprises and provide appropriate environment for their advancement and growth.

VISION OF WIPS

To make WIPS, the largest unified network of working women in Public Sector Undertakings (PSUs)

MISSION OF WIPS

- To be a dynamic and vibrant Forum.
- To enhance professionalism and competence of Working Women in PSEs.
- To ensure holistic development of women at large
- To promote an enabling and conducive environment at work place.
- To maximize Corporate Life Membership and individual Membership
- To forge liaison with Government agencies/ SCOPE for women friendly policies

AIMS & OBJECTIVES

- To promote the Growth & Development of Women in PSUs, Public Sector Banking & Insurance Sectors
- To assist the PSUs in harnessing the full potential of its women employees
- To play a catalytic role in improving the status of Women in and around Public Undertakings.

WIPS- ORGANIZATION-NATIONAL LEVEL CENTRAL GOVERNING BODY (CGB)

The Forum shall be managed and controlled by a Central Governing Body (CGB) with the following composition :-

President -APEX

Vice-President-APEX

General Secretary -APEX

Treasurer -APEX

President of each of the four Regional Chapters/Regions

Vice-President of each of the four regions/ Regional Chapters

Secretary of each of the four regions/ Regional Chapters

Treasurer of each of the four regions/ Regional Chapters (To be added)

Immediate past President of the Forum

Vice President of SCOPE as observer/invitee. (Optional)

Two members to be chosen from amongst persons of repute actively interested in the growth and development of women in the Country and the world to be co-opted by the CGB. (Optional).

One member of the State. (Optional)

The maximum strength of the Central Governing Body shall be 20/24 members as outlined above.

REGIONAL LEVEL (CHAPTER)

Regional Chapter means nodal chapter in all the four regions namely Northern, Eastern, Western and Southern which has office in Delhi, Kolkata, Mumbai and Chennai respectively.

REGIONAL EXECUTIVE BODY

Each Region shall have a maximum of 20 office bearers with the following composition; President, Vice President, Secretary, Treasurer, (the four to be known as Regional Functional Committee), other ordinary Executive Members (EC) which would include Jt. Secy, Jt. Treasurer, etc.

ENTERPRISE LEVEL- WIPS CELLS

- Executive Committee : WIPS Coordinator, nominated by Organization & few other EC members
- Committee formation : As per Organizational requirement, Major Unit –wise or location-wise
- EC members :To be elected/nominated from among Life members of respective Unit /location
- Term of office : To be decided at Enterprise level - preferably 3 yrs, or as per Organizational requirements
- Members in the WIPS Cell : Individual life membership

WIPS CELL ACTIVITIES

WIPS activities are purely development in nature or for taking up larger, common issues of women and not for individual grievances.

- WIPS Cells to assist HR / HRD depts in planning/ organizing / nominating women employees for relevant / specialized training programmes and nomination of members for WIPS Regional/ National Meets.
- WIPS Cells to act as Counseling centers for its women employees
- WIPS Cell to be the communication channel of & for their women employees, through Newsletters, web-site, periodic meetings, etc. within the Organisation and link between Enterprise & Forum at Regional / Apex level.
- Educate & emphasise that WIPS Cell is NOT a Complaint Cell, nor a Union activity.
- Educate that WIPS Cell to represent the issues towards Complaints against Sexual Harassment at Enterprises Level depending on the Merit of cases as per Supreme Court directives.
- WIPS Cell members can also be part of Women's Cells and Complaints Committees, though their roles are different.
- WIPS Cells to maintain data base of total women employees of their respective Organisation, in the required format of the Forum and address list & membership list of all its members
- WIPS cell to take up at respective Enterprise level, to include data on Women in their Annual Reports, modification of CDA rules to incorporate sexual harassment as a misconduct & take up any other policy issues related to women, at Enterprise level.
- WIPS cell to maintain proper records & accounts related to financial matters, membership fees, etc.
- WIPS Cells to closely associate themselves with other internal Groups in the Enterprise such as Ladies Club/ Association, Women's Cell, Complaints Committees, Advisory Forums etc, for women empowerment activities, Girl-child development programmes, Community Development programmes in & around PSUs and other development objectives of women, within the main objectives of WIPS.
- WIPS Cell to enhance net-working & visibility of Women through active involvement and appropriate publicity of their activities

THE FINANCIAL SUPPORT FOR WIPS

WIPS was established as an “No profit-No Loss Organization” under the aegis of SCOPE, and began its activity since 1990 . Every year, before Annual National Convention, a budget would be prepared during the CGB meeting and appeal letters shall be sent to each Corporate Life members of WIPS to extend their support by way of sponsorships and advertisement to convene the Annual convention every year, to give opportunity of women employees from various PSUs through out the country to interact and share their knowledge of experiences with the others. We also invite prominent speakers to share their vast experience and knowledge. The amount collected during the National Annual convention is properly spent and audited by a third party and submitted to CGB for approval

WORK FORCE/MEMBERSHIP OF WIPS

Each women employees of Corporate Life Members of WIPS are eligible to become Individual Life members of WIPS, by paying Rs. 250/- one time and Rs. 5/- for Class IV employees. We are having around 10,000 members as individual Life members from all the four Regions.

RESPONSIBILITY OF MEMBERS

Members will be of two kinds as detailed in the Rules of Business:
-- Individual Life Members

-- Corporate Life Members

Life members have the right to be a part of the network for mutual development and also participate in decision making processes of the Forum.

Individual memberships : Individual members can be life members. Individual life membership fee shall be a one time payment of Rs. 250/- (two hundred and fifty) only

MAJOR ACHIEVEMENTS

- Excellent platform & Support system for net-working among women, across the PSUs in the Country
- Image of WIPS as a constructive Forum of and for women
- Positive attitudinal change within Organisation towards special needs of women & their development
- WIPS synonymous with women development at Enterprise level, where women themselves have shown genuine interests.
- First ever successful attempt to incorporate data of PSU women in annual Survey of Public Enterprises from 1991-92 onwards
- Also data on women getting incorporated in Annual Reports of more & more PSUs
- Credited with advising the Ministry of Finance, Government of India, to withdraw house-hold gadgets such as Refrigerators, mixers-grinders, irons & cooking ranges, etc from the purview of luxury tax in 1992 - being support system for working women
- Credited with initiating & pursuing with DPE, concerned Ministries & PSUs for enhancement of Maternity leave from 90 days to 180 days & introduction of Paternity leave of 15 days in many PSUs.
- Playing a critical role in gender sensitization within PSUs for healthier & productive work culture.
- Enhanced level of training & development opportunities for women employees, for better growth prospects.
- Nomination of more women members in various Committees in PSUs.
- Experience sharing exposures at Regional & National Meets, for confidence building & enhancing risk-taking abilities
- Enabling women to prioritize their multiple roles and enhance their professionalism at work.
- WIPS emergence as Change Agents within Organisations
- Special recognition of Women Achievers of diversified fields / new areas, during National Meets
- WIPS –EC members as Counselors in PSUs
- WIPS- EC Members as Specialists / Advisors in Complaints Committees at Enterprise Level, for Sexual Harassment cases.
- WIPS - web site at enterprise-level at various PSUs
- Formation of e-mail group for WIPS- EC members, for speedy & improved communication
- Close liaison & net-working with DPE, Ministry of Empowerment & Ministry of Women & Child Development
- Recognition at National level, with inclusion of WIPS Apex members on Core Committee of “ Women & Employment” of the National Commission for Women
- Recognition at International level & Net-working with ILO and World Women Conferences at Beijing & New Delhi
- Best Enterprise Awards: Constituted in 1992 in recognition of the finest efforts made to harness the growth & development of Women in PSUs

EVALUATION CRITERIA FOR BEST ENTERPRISE AWARDS OF WIPS

Activity	Marks
❖ Data Generation	10
❖ Coordinator’s net-working	10
❖ Membership drive / Initiatives	10
❖ Training & Development	20
❖ Women reps on Rect./ Prom Panels	15
❖ Support Services & Counseling Centers	10
❖ Corporate Social responsibilities	05
❖ Corporate image on WIPS	05
❖ Laurels by Women employees	10
❖ CDA rules Amendment on Sexual harassment	05

OTHER NATIONAL LEVEL AWARDS OF WIPS

- Best Public Sector Bank Award
- Best Woman employee Award (Executive/Non Executive Category)
- Best WIPS Newsletter Award
- Highest Membership Region Award
- Best Supporting Region Award

FUTURE PLANS

- Inclusion of women development initiatives as one of the criteria for SCOPE Excellence Awards for PSUs
- Increased joint venture with SCOPE for Training & Development
- Increase the number of Organizational Life Members by 10% per annum
- Enhancement of Support Services at PSU level
- Flexi-timings for women
- Child care leave for Women for career & Family-Uniformity in all PSUs
- Self-employment & Entrepreneurial development programmes for women who opt for VRS
- Reservation for women in Government bodies & Recruitment in PSUs (taken up through National Consultation Committees of NCW)
- PSUs to become equal opportunity employers, through positive statements in Recruitment Adverts.
- Enlarge WIPS membership coverage to include Govt & Joint Sector Women
- Institutionalize data-base updation on PSU women
- A Holistic approach on Skill Development for Women in PSUs

CONCLUSION

Equal opportunity policy, Commitment of top executives to gender equality, making middle managers aware and accountable and adopting a range of measures vital for ensuring the success of equal opportunities policies at the enterprise level. Recognition of best practice through awards at the national level can be important incentives to enterprises in promoting women. Recruitment and promotion procedures, to be transparent. The selection panels should have women representatives. If the women are not there at senior positions, the enterprise must induct them from outside and outsource them. It is essential that clearly defined job descriptions are established free of gender bias and that there is an objective system of job evaluation, and a well structured management performance appraisal system. It is good for enterprises, institutions, organization and governments to set targets and goals and to monitor progress.

Women should be given opportunities for strategic assignments and job rotation to improve their promotion prospects to higher echelons of management. Upward mobility and career progression should be more flexible to allow women more opportunities, based on their ability and competence. Career and succession planning and the tracking of women in enterprises and organizations, help them gain visibility and experience, as well as provide a mechanism for monitoring their progress. Adopting objective policies of internal recruitment combined with the necessary job and coping skills training can give more opportunities to women to advance in their career.

The development and dissemination of guidelines, as well as publication of success stories and awards on best practices are important for encouraging interest of women in management issues. In order to allow more women to enter managerial positions, support structures need to be established where there are none, and strengthened where they are weak. Support systems, such as day care centres, care of older persons etc. need to be initiated. Mentoring of women not only by other women but also by men. Women should not be ignored for vital training and foreign training. The PSU should work out gender ratio statistics in their employment, training and foreign training.

THE NATIONAL CONVENTIONS OF WIPS FROM 1991 – 2017 & THEMES COVERED

NM	DATE	PLACE	VENUE	THEME	CHIEF GUEST
1	17 th & 18 th January 1991	Delhi	SCOPE Complex	-----	Inaugural : Mr. Bhagey Gobardhan, Union Minister of State for HRD GOH : Dr Najma Heptulla, Deputy Chairperson Rajya Sabha
2	12 &13.2.1992	Delhi	FICCI Auditorium	-----	Mr P.K. Thungan , MOS, Heavy Industries
3	12 &13.2.1993	Bangalore	Hotel Ashok	-----	Mr Virappa Moily, Chief minister Karnataka
4	12 &13.2.1994	Bombay	Hotel President	-----	Inaugural : Mrs Margaret Alva,MOS for Personnel, Public Grievances Pension & Parliamentary affairs Velidictory : Dr. Najma Heptulla Deputy Chairperson Rajya Sabha Mr Jyoti Basu,CM,WB
5	12 &13.2.1995	Calcutta	Rabindra Sadan	Stereotyping in Jobs & Equal opportunities	Mr Gopalkrishnan , Chairman SCOPE
6	12 &13.2.1996	Delhi	FICCI Auditorium	Women as Change Agent	Mr Murasoli Maran, Minister for Industry & Public Enterprises
7	12 &13.2.1997	Chennai	IIT,Guindy	Women’s Empowerment	Mohini Giri,Chairperon NCW
8	12 &13.2.1998	Mumbai	University of Mumbai	Value addition through Participation	Mr. Uddesh Kohli, Chairman, SCOPE & CMD
9	12 &13.2.1999	Calcutta	Hotel Park	Strategies for Transformation: A journey Forward	Power Finance Corporation Ltd
10	12 &13.2.2000	Delhi	Hotel Surya	Towards Gender Sensitive Corporate Governance	Ms Ela R. Bhatt, founder SEWA
11	12 &13.2.2001	Mumbai	Hotel Juhu Centaur	Progress of Women : Empowerment Economics & Ethics	Cancelled due to Gujarat Earthquake
12	12 &13.2.2002	Chennai	IIT, Guindy	Progress of Women : Empowerment Economics & Ethics	Ltn Governor Dr(Mrs) Rajini Rai, Governor,Pondichery
13	12 &13.2.2003	Mumbai	Hotel Taj Land’s End , Bandra	Women & Development: A Synergy	Mrs Chandra Iyengar, Principal Secretary,higher & Technical Education, Govt Of Maharashtra
14	12 &13.2.2004	Delhi	Airforce Auditorium, Subrato Park	Competence & Values : A key to Success	Mrs Sheila Dixit, CM, Delhi
15	11 &12.2.2005	Kolkata	ECZC Centre	Empowerment : Roadmap for Sustainable Development & Global Competitiveness	Mr Surjit Burman Chief Justice of Orissa
16	10 &11.2.2006	Delhi	SCOPE	WIPS Day Celebration	Mrs Kiran bedi ,IPS
17	12 &13.2.2007	Kochi	A.J.Hall	Mainstreaming Women- Unleashing potential	Mrs Kanti Singh, MOS ,Coal
18	12 &13.2.2008	Mumbai	ISKON, Juhu	The new millennium women - Dreams unlimited	Mrs Shubha Raul,Mayor,Mumbai
19	12 &13.2.2009	Delhi	Airforce Auditorium,Subrato Park, Dhaulakuan	Evolving the Blueprint for Change	Shri Kamalnath ,Minister for Environment
20	12 &13.2.2010	Kolkata	ECZC Centre	Women- The Unique Value	Mr U.D. Choubey ,DG SCOPE
21	12 &13.2.2011	Chennai	Hotel Ashiyana	Millennium Development Goal	Mr. Rajenrdran, Former Governor of Orissa
22	12 &13.2.2012	Ahmedabad	IIM,Vastrapur	Women- Key Drivers Of Growth	Inaugural:Narendra Modi, CM, Gujarat Velidictory: Ella Ben Bhatt, Former Chairperson SEWA
23	12 &13.2.2013	Delhi	FICCI Auditorium	Breaking the Mould:Women- Organisational Reciprocity	Mrs P. Laxmi , MOS, Petroleum & Natural gas
24	11-12 .2.2014	Kolkata	Swabhumi, The Heritage Plaza	WWW..... We, Women lead the World	Mr Somnath Chatterjee, Former Speaker LS
25	12-13 .2.2015	Delhi	Vigyan Bhawan	25 years of WIPS.... The Way Forward	Shri Anant Gangaram Geete , Minister for HI & DPE
26	11-12 .2.2016	Chennai	Hotel Asiana	A Holistic approach on Skill Development for Women in PSUs	Smt Lalitha Kumaramangalam, Chairperson, NCW
27	11-12 .2.2017	Nagpur	Hotel Centre Point	Planet 50-50 by 2030: Step It Up for Equality	Smt. Justice Vasanti A. Naik , Bombay highcourt, Nagpur Bench
28	12-13 .2.2018	Guwahati	Srimanta Sankardev Kalakshetra,	Women leaders: Insight to Commitment, Creativity and Collaboration	Ch.Guest:Honorable Chief Minister of Assam Shri Sarbonanda Sonowal GOH : Mr U.D. Choubey ,DG SCOPE

CORPORATE LIFE MEMBERS OF WIPS- AS ON 10.2.2018

Annexure-I

<u>NORTHERN REGION</u>		<u>SOUTHERN REGION</u>	
SN.	Name of PSUs	SN.	Name of PSUs
1	Airports Authority of India	49	Bharat Dynamics Ltd.
2	Bharat Heavy Electricals Limited	50	Bharat Electronics Ltd.
3	Central Warehousing Corporation Ltd.	51	Bharat Earth Movers Ltd.
4	Educational Consultants India Ltd.	52	Chennai Petroleum Corpn. Ltd.
5	Engineers India Ltd.	53	Dredging Corpn. of India Ltd.
6	Engineering Projects India Ltd.(EPIL)	54	Hindustan Aeronautics Ltd.
7	Food Corporation of India	55	Kochi Refineries Ltd.
8	Gas Authority of India Ltd.	56	Kudermukh Iron Ore Co. Ltd.
9	Housing & Urban Development Corpn.	57	Madras Fertilizers Ltd.
10	Indian Airlines Ltd.	58	Mangalore Refinery & Petrochemicals Ltd
11	Indian Oil Corporation Ltd.	59	Neyveli Lignite Corpn. Ltd.(NLC India Ltd)
12	India Trade Promotion Organisation	60	ONGC Magnlore Petrochemicals Ltd. (OMPL)
13	IRCON International Ltd.	61	Rashtriya Ispat Nigam Ltd.
14	MMTC Ltd.	62	The Cochin Shipyard Ltd. (CSL)
15	NHPC Ltd.		Banks - SR
16	National Fertilizers Ltd.	63	Indian Bank
17	National Projects Construction Corporation Ltd.	64	Indian Overseas Bank
18	National Thermal Power Corpn. Ltd.	65	State Bank of Travancore
19	Oil & Natural Gas Corpn. Ltd.		
20	Power Finance Corpn. Ltd.		WESTERN REGION
21	Power Grid Corpn. of India Ltd.		
22	Power System Operation Corporation Limited	SN.	Name of PSUs
23	Rural Electrification Corpn. Ltd.	66	Air India Ltd.
24	Steel Authority of India Ltd.	67	Bharat Petroleum Corpn.Ltd.
25	The State Trading Corporation of India Ltd. (STC)	68	Export Credit Guarantee Corpn. of India Ltd.
	Insurance Companies - NR	69	Goa Shipyard Ltd.
26	Oriental Insurance Co.Ltd.	70	Hindustan Petroleum Corpn. Ltd.
	EASTERN REGION	71	Hindustan Organic Chemicals Ltd
		72	Indian Rare Earth Ltd.
SN.	Name of PSUs	73	Lubrizol India Ltd.
26	Balmer Lawrie & Co. Ltd.	74	Mazagon Dock Ltd.
27	Bharat Cooking Coal Ltd.	75	National Film Development Corpn. Ltd.
28	Bongaigaon Refinery & Petrochemicals Ltd.	76	Nuclear Power Corpn. of India Ltd.
29	Brahmaputra Cracker and Polymer Limited	77	Rashtriya Chemicals & Fertilizers Ltd.
30	Bridge & Roof Co.(India) Ltd.	78	Shipping Corpn. of India Ltd.
31	Central Coalfields Ltd.	79	South Eastern Coalfields Ltd.
32	Central Mline Planning & Design Institute Ltd.	80	Western Coalfields Ltd.
33	Coal India Limited		
34	Damodar Valley Corporation		Banks - WR
35	Eastern Coalfields Ltd.	81	Bank of Baroda Ltd.
36	Garden Reach Ship Builders & Engineers Ltd	82	Central Bank of India
37	Heavy Engg Corporation Ltd.	83	State Bank of India
38	Hindustan Copper Ltd.		
39	Hindustan Paper Corporation Ltd.		Insurance Companies - WR
40	Mahanadi Coalfields Ltd	84	Life Insurance Corporation of India
41	Metal Scraps Trade Corpn. Ltd.	85	New India Assurance Co. Ltd.
42	Metallurgical & Engg Consultants Ltd.		
43	National Aluminium Ltd.		
44	North Eastern Electric Power Corpn.Ltd. (NEEPCO)		
45	Numaligarh Refinery Ltd.		
	Oil India Limited		
46	Balmer Lawrie & Co. Ltd.		
47	Bharat Cooking Coal Ltd.		

	Insurance Companies - ER		
48	National Insurance Co. Ltd.		



FORUM OF WOMEN IN PUBLIC SECTOR

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APPLICATION FOR ENROLMENT AS MEMBER

To,

The Secretary, Northern / Eastern / Western / Southern **Chapter**

I have **read the objectives** of the Forum of Women in Public Sector and I wish to enroll myself as a Member of the Forum of WIPS.

Name	
Organisation	
Designation *	
Address: Office (Full address with Pin code)	
Telephone No. (Office)	
Email ID	
Mobile number	
Fax (office)	
Address: Residence	
Telephone (Residence)	
Educational Qualifications	
Membership Type * (Please tick) Please see the Note below for Class IV	1) Life Membership: Rs. 250/- 2) Class IV(Life Membership): Rs. 5/- only
Mode of Payment of Membership fees	Cash: Chque: DD: If Cheque /DD: Number: dated : Bank, Branch, Place :

Note: Women employees in the unskilled/ semiskilled/Attendant/Class IV category can become members with one-time payment of Rs.5/- only(Life Membership)

Special Interest in _____

Any Social Activities : _____

I would like to be in the Executive Committee : Yes No Not now

I enclose herewith cash/ DD/ Cheque drawn in favour of "Forum of Women in Public Sector" for Rs.....towards the Life Membership.

Date:



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Corporate Life Membership Form

SI No	Description	Details to be furnished
1	Name of the PSU/PS Bank	
2.	Registered Office Address With contact no, fax and email-id CMD/CEO & Director (HR/P)	
3.	Coordinator's Net Working Has the enterprise nominated an Organisational Coordinator? If not to be nominated now	
a)	i) Name & Address of Main Corporate Coordinator ii) Designation : iii) Mobile: (91) iv) Landline : Office Resi FAX: email:	Ms
b)	Also, an Alternate Coordinator? i) Name & Address of Alternate Corporate Coordinator ii) Designation : iii) Mobile: (91) iv) Landline : Office Resi FAX: email:	Ms
c)	If Multi-Unit/multi location, no. of unit/location coordinators .Details of address, e-mail, phone, fax no., the year since functioning for organizational and other coordinators (PI attach a separate sheet for complete details)	

d)	Employee Strength as on	31.12.15 31.12.16 31.12.17						
	i) Total no. of Employees ii) Total No. of Women Employees iii) % percentage of women employees w.r.t total employees							
e)	Name & Address of Directors on Board Executive Directors(Not on Board)	i) Women ii) Women						
f)	No. of Women Executives – Below Board Level: (As on 31.12.2017)							
		Region wise	Hqrs	North	East	Wes	Sou	Tot
	a	ED/GGM/CGM						
	b	General Manager						
	c	Below GM, down to CM/Sr.Mgr.						
	d	Other Officers/Executives upto Managers						
		Total						
g)	No. of Non-Executives Women Employees : (As on 31.12.2017)							
		Region wise	Hqrs	North	East	Wes	Sou	Tot
	a	Non-executives(other than class IV)						
	b	Class IV women employees						
		Total						
h)	Protection for women against sexual harassment Does the Organisation have a cell constituted in line with Supreme Court Guidelines. If yes, name of the Chair person along with designation- Unit wise							

j)	<p>Training and Development Activity during last one year :</p> <ul style="list-style-type: none"> i. No. of Training programmes conducted by external agency in a)India b)Abroad for which employees were deputed: ii. No. of women deputed for the above iii. No. of in-house training programmes organized iv. No. of women nominated for the above. v. No. of only women's programme organized vi. No. of programmes on 'Gender Sensitivity' organized and no. of male employees attended. vii. No. of women posted abroad viii. No. of women sent on tour abroad. 	
j)	<p>Recruitment :</p> <ul style="list-style-type: none"> 1. No. of recruitment panel formed during last year. 2. No. of women employees on such panels. 3. Special initiatives taken by the Organisation, along with <ul style="list-style-type: none"> (i) % of women at induction level(year wise for last 2 years) (ii) New areas of job assigned for women: 	
k)	<p>Support Services & Counseling Centre :</p> <p>A descriptive write up with supporting documents may be furnished on the support system and services being provided by the enterprises.</p> <p>Details of type of counseling centers and the services provided by the same.</p>	
l)	<p>Corporate Social Responsibility (CSR) :</p> <p>Expenditure on Community Development for 3</p>	

	<p>years (involving WIPS-Cells)</p> <p>(2014-15 & 2015-16 & 2016-17)</p> <ul style="list-style-type: none"> • Brief description on programmes organized/sponsored for women in the community especially girl child/family of employees etc. • No. of scholarship Awarded for girl child under any Scheme in the Enterprise 	
m)	<p>Corporate Image</p> <p>Brief description of press coverage, accolades and awards received by the enterprise on “Gender/women employees/women & child dev. Programmes taken up</p>	
n)	<p>Laurels by women employees/Family of women employees</p> <p>Details regarding participation & success of women employees at state, national and international levels in the field of Sports, Fine arts, environment conservation, Social Service and any other field and details of Awards won for Internal & External competition.</p>	

For and on behalf of

Signature
Company seal
Date

The above details of organization needs to be sent to at address : **Kirti Tiwari, President APEX WIPS & SRM(C)/ CMC Deptt, SECL, Seepat Road ,Bilaspur C.G. 495006, Emailid : kirtitiwarisecl@rediffmail.com, kirtibsp@gmail.com, 09425219952**

2.An amout of Rs. 15000/- towards corporate membership fee of WIPS to be deposited in **Indian Overseas Bank, Connaught Place Branch, M-13,Middle Circle, New Delhi-110001, account no. 099701000014559 in favor of ‘Forum Of Women In Public Sector ‘ through RTGS or NEFT. Branch code 1205, MICR: 110020015, IFSC: IOBA0001205.**