



FORUM OF WOMEN IN PUBLIC SECTOR

(Under the aegis of SCOPE)

EASTERN REGION - NEWS LETTER



July to September 2015 (Issued Every 2nd Quarter)

From the ER President's Desk

Dear Friends,



We have celebrated the 25th year of WIPS at New Delhi in February 2015 in a most befitting manner and deliberated on the path we have traversed - the dedication and perseverance of our past leaders to bring WIPS to what it is today. We have also tried to establish a road map to our way forward. During all this while, Eastern Region has had a challenging journey.....it had its ups & downs but was revived with the dedication and hard work of our dear friends of Eastern Region and support of Apex. What is more heartening is that within a short span, the members of North East Regions came back into the main stream and are actively participating in all the activities of ER. So, indeed, ER is in its prime now and endeavors to pave new paths in the coming years.

In the year 2015, ER has held several Regional Body meetings, a workshop on MENTAL SPA in Garden Reach Ship Builders & Engineers and CSR programme in Bratachari Gram of south 24pargana and in Rasogram in Assam. We are also organizing a Regional Meet in Ranchi on "TOGETHER FOR A SAFE CHILDHOOD" and we are grateful to Central Coalfields Ltd.(CCL) for sponsoring this programme. I take this opportunity to invite all wipsites from ER as well as from other Regions to join us and make this programme a grand success.

With warm wishes for the festive season.

Amita Saha
President-ER
With best wishes,

Amita Saha
PRESIDENT - WIPS, EASTERN REGION



VISION

To make the Forum of Women in Public Sector, the largest unified network of working women.



- 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

• We members of Forum of Women in Public Sector, solemnly affirm that we shall make genuine efforts and take positive actions, to strengthen this forum and work with genuine team spirit, sensitivity, sincere commitment, honesty and integrity for the common cause of women in general and growth of WIPS and its networking in particular. We also affirm to encourage and support our team leaders in fulfilling their assigned role and work together to strengthen each other and prevent any damage to the name of

AMIS & 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 & around the PSUs



WIPS DAY : 12th Feb. 1990

ACTION PLAN OF ER: 2015-16

- CSR PROJECTS IN NORTH EAST AND JHARKHAND
- CORPORATE MEMBERSHIP DRIVE
- WORKSHOP ON WOMEN RELATED ISSUE.
- DISTRIBUTION OF WIPS LIFE MEMBERSHIP CARDS
- INTERACTIONS WITH WIPS MEMBERS OF ALL PSUs.



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REGIONAL FUNCTIONAL COMMITTEE (2014-16) EASTERN REGION



Fig 1: WIPS ER new team (2014-16) : from L to R : Sita Baruah (Jt. Treasurer) IOCL (Guwahati Refinery), Papiya Roy (Vice President) BHEL Kolkata, S Bhattacharjee (Treasurer) ONGC Kolkata, Dr S Mukherjee (Outgoing President of WIPS ER 2012-14) GRSE Kolkata, Amita Saha (President) MSTC Kolkata, Sanchita Banerjee (Secretary) OIL Duliajan, Dr. M Bhoumick (Jt. Secretary) ECL.

REGIONAL EXECUTIVE BODY MEETINGS

First REB meeting was held on 16th May 2015 in Commune, 7B, Chowringhee Terrace, Kolkata 20 wherein REB members, Coordinators of different PSUs attended the meeting.

- Discussion on CSR projects for 2015-2016.
- Discussion on Expenditure of 2014-15.
- Discussion on distribution of prize of Essay competition held during Silver Jubilee National Meet 2015.
- Discussion on the distribution and fee of WIPS badge.
- Discussion of future plan of activities related to region.
- Discussion on Action Plan of membership drive.

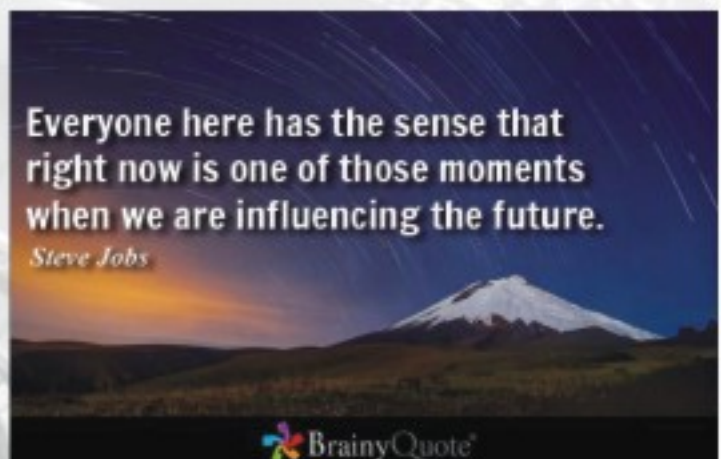
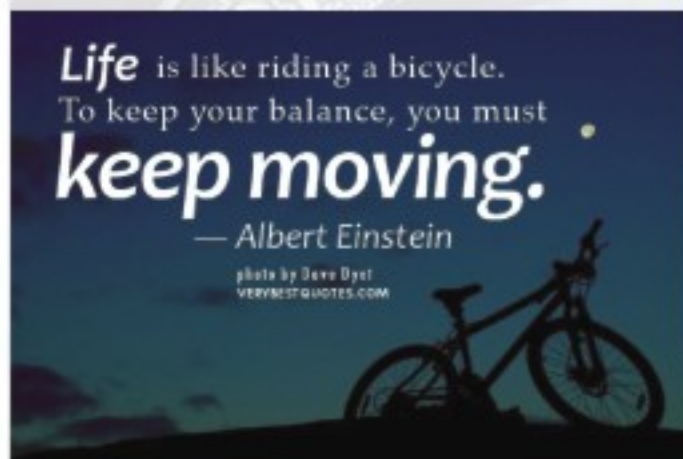


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COMMITTEE MEETING

Second REB meeting was held on 8th August 2015 in Garden Reach Shipbuilders & Engineers Ltd. The discussion in meeting was as follows:-

- ❖ Discussion on CSR projects for 2015-2016.
- ❖ Discussion on Expenditure of 2014-15.
- ❖ Discussion on audited accounts of 2014-15.
- ❖ Discussion on dues of NM 2014.
- ❖ Discussion on distribution of prize of Essay competition held during Silver Jubilee National Meet 2015
- ❖ Discussion on Membership Card
- ❖ Discussion of future plan of activities related to region.
- ❖ Discussion on Action Plan of membership drive.



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WORKSHOP ON MENTAL SPA

Garden Reach Shipbuilders & Engineers Ltd and Forum of Women in Public Sector, Eastern Region (WIPS ER) were organized workshop at 1st half in 43/46 Garden Reach Road, Kolkata – 700024. The subject of the workshop was "Mental spa". The speaker was renowned Dr. Sreemoyee Tafader. The program was started with a great welcome and inspiring speech of Rear Admiral Mr. A K Verma, CMD of GRSE after a beautiful and heartiest welcome by Dr. Samita Mukherjee. Other distinguish guests who were also present in the workshop along with CMD was Mr. R C Nautiyal, D(P), Mr. Dogra, D(F) and Mr. Ratnakar Ghosh.

The workshop was very much interesting, fruitful, interacting due to the great presentation and expression of Dr. Sreemoyee Tafader. She has given stress on "Stress proof for worklife, coping ability, working environment balance, optimal performance, used stress, distress. She also explained the difference between stress and burn out. We learned five D's: Do, DEFER, DUMP, DELEGATE, and DISCUSS those are very important and pertinent for our present life condition.

M/S Garden Reach Shipbuilders & Engineers Ltd has handed over a memento to Dr. Sreemoyee Tafader through DR. Samita Mukherjee and on behalf of Forum of Women in Public Sector; Eastern Region (WIPS ER) Ms. Sanchita Banerjee has also handed over also memento to her. Forum of Women in Public Sector, Eastern Region (WIPS ER) also handed over memento to Mr. A K Verma, CMD of GRSE and Mr. R C Nautiyal, D(P).

M/S Garden Reach Shipbuilders & Engineers Ltd also presented memento all REB members who were present in the meeting.



CSR ACTIVITIES

Two nos. of CSR projects had been taken up by WIPS, ER in the year 2014-15, one at Bratachari Gram School, Kolkata and the other at RASOMGRAM, Boko, Assam.

15 benches with desks have been donated to accommodate the students of Class VI at Bratachari Gram School project, South 24 Pargana. The expenditure on account of the CSR at Bratachari was Rs. 35000/-.



Rasomgram project was the 1st CSR project that WIPS has taken up in the North-East. Through this CSR, WIPS, ER donated around 45 Kgs of ERI cocoon amongst 36 women weavers in the region. All the beneficiaries belong to flood affected families in and around Boko town, whose only means of earning is through weaving and selling their products through the NGO RASOMGRAM. The expenditure on account of the CSR at Bratachari was Rs. 35000/-.



Boko-based society places proposal before Forum for Women in Public Sector to aid girls' education

Network of support for weavers, dropouts



Members of the forum at the recent distribution programme with weavers at Boko, 14 days ago

SALIL K. BHAKTA

Gurukul, April 28: A network of 15,000 women, spread across the country, has pledged to work for girls' education and the women weavers of India.

The Forum of Women in Public Sector will support the education of girls who have dropped out of schools in the Boko area and provide aid to weavers affected in last September's flood floods.

For a start, the eastern unit of the forum—a network of over 15,000 women across 26 central government undertakings—has taken the onus of sponsoring the education of two school dropouts till Class X, following a proposal by Boko-based weavers' society, Rasomgram.

An 11-member team from the forum recently visited the area and distributed 45 kg of ERI cocoon to the weavers and also took the responsibility of

aiding the education of two girls who had dropped out of schools, Sita Barua, a member of the regional body of the forum, pointed out, said the forum.

The forum, set up in 1995, has its apex forum in New Delhi and four regional forums in Mumbai (western region), Chennai (southern region), Kolkata (eastern re-

gion) and New Delhi (northern region).

It is the first initiative made by the single largest organised sector in India to take up issues related to the advancement of women.

"We have asked Rasomgram to monitor the work and select the girls (dropouts) who wish to stand in their classrooms but cannot because their guardians are unable to afford their monthly fee. In the first phase, we intend to help as many as 20 girls by providing Rs 15,000 each as school fee and another similar amount," Barua said.

The school dropout rate in the south Kanpur area has been found to be very high with poverty and shortage of teachers as the prime factors behind the problem. Rasomgram had last year conducted a survey covering 10 schools over 10 villages in and around Boko and along the Brahmaputra border.

"We had found the dropout rate to be very high and were looking for help in this regard. We are grateful to the forum for their response to our letter in regard to sponsoring the women weavers and taking care of the education of school girls," Chandra Sekhar, the secretary of Rasomgram said. The forum today

Rasomgram has a membership of over 5,000 weavers, primarily women.

The forum also pledged to continue supporting the weavers in regard to getting markets for their products.

"Along with supply of raw material such as cocoons, we have assured a market for their products," Barua said.

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CGB MEETING PARTICIPATION

WIPS ER has participated in 1st CGB meeting in Delhi on May 2015. President, Ms.Amita Saha ; Ms.Sanchita Banerjee, Secretary ; 2015-16 attended the meeting from WIPS Eastern Region.



WIPS ER has participated in 2nd CGB meeting in Bangalore on September 2015. President, Ms.Amita Saha ; Ms.Sanchita Banerjee, Secretary ; Treasurer , Ms.Sutapa Bhattacharyee 2015-16 attended the meeting from WIPS Eastern Region.



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WIPS ACTIVITY OF ALL PSUs

Bharat Coaking Coal Limited

Workshop on self development and safety for students

Activity report of WIPS, BCCL from January -2015 to September -2015

1) Workshop on self development and safety for students – 16.01.2015

On Friday, 16th January 2015 a workshop on Self Development & Safety for students was held by WIPS, E.J Area at the school campus of Balika Kanya Uccha Vidyalaya, Patherdih. 309 female adolescent from the school along with their faculties participated in this workshop.



2) Health checkup seminar – 21.01.2015

On Wednesday, 21st January 2015 a Health Check-up seminar was held by WIPS, E.J Area at the school campus of Kasturba Gandhi Balika Residential School, Bhowra. 288 female adolescent from Class VI to XII of the school along with their faculties participated in this seminar. Height, Weight, ENT, Gynecological problem & other health related problems were addressed. Participatory gift was also given to the students.



3) Workshop on women empowerment as a mark of celebrating International women's day - 24.03.2015

One day workshop was held at HRD , Kalyan Bhawan on Women Empowerment followed by meeting of WIPS members. The programme was inaugurated by the Chief guest by Smt. Somya Singh, GM(HRD) Subir Ghosh, Smt. Tripti. P Shaw, Dy.GM(P:-EE), Coordinator, WIPS. Smt. Somya Singh, Asstt. Professor of ISM, Dhanbad conducted the programme on women empowerment. The no. of participants were 36.



4) Grievance handling under banner of SAHYOG by WIPS - 01.05.2015

On the occasion of International Labour Day, WIPS members paid floral tribute to the deceased workmen who lost their lives in mine accidents. Thereafter under banner of 'SAHYOG' the grievances of the dependents were handled by WIPS.



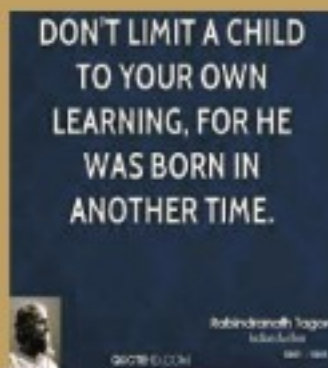
5) Yoga camp organized by WIPS - 18.06.2015

A yoga camp was organised on 18th June 2015 at Jealgora regional hospital by WIPS, Lodna area. Around 60 female workers of the area participated in the programme. Dr. Anita Roy, Dy.CMO was the guest for the event. This event was organised to promote health among the female workers of the area & also to celebrate the International Yoga Day (21st June 2015) in advance.



6) Bal chetna shivir conducted by WIPS, BCCL on 24.08.2015

Total 150 students (boys and girls) of KVR School, Mahuda participated in the Bal chetna shivir. Students were taught pranayama (breathing exercise), stress management, tips to increase concentration in studies and simple yogic exercise. Chief guest of the occasion was Smt. Anna Bhawran, Chief Manager (P).



WIPS ACTIVITY OF ALL PSUs

Indian Oil Corporation Limited (Eastern Region)

ERO Celebrates International Women's Day

International Women's Day 2015 was celebrated at Indian Oil Bhawan, on 10th March, 15 on a grand scale with full hearted participation from all. Keeping in mind this year's theme, a special talk was organized on **"Women can Make It Happen"** by **Guest speaker & internationally reputed dancer, Ms Tanusree Shankar..**

Shri Gautam Bose, GM(I/C) RS, Shri Arup Bhattacharjee, GM(HR) graced the occasion with their presence. The program started with an inspirational address from GM HR, ER who appreciated the role of women in taking the Corporations to greater heights of glory & opined that women are capable of successfully managing family & career with proper focus & prioritization. GM (I/C) ER encouraged women to follow their passion & to make a mark in the minds of people. All speakers felt that the support and respect for women's rights should not to be limited to a day but should be a continuous process. Guest Speaker, **Mrs Tanusree Shankar**, thereafter, by sharing her own life experiences, showed how our lady employees could move ahead and achieve their goals and ambitions. We also had In house speakers speaking on emancipation of Women over the time and what role Women should play in the Modern Era.

The afternoon session was power packed with Business games & Quiz organized for the lady employees. The games focused on importance of team working, coordination, strategizing techniques for winning.



Keeping in mind that womens' happiness lies in the good health & safety of all her family members , a **free Health Check Camp "Fit & Fine"** was organised at Indian Oil Bhavan for all the Indian Oil Employees (including male members) and their families on 11th & 12th March 2015. The participating Brands were renowned names like VLCC, Dr. Batra's, Dental World, Vasan Eye Care & Emami Frank Ross Pharmacy who offered their services like Body Composition test, BP & random sugar test, dental & eye check up, hair & skin analysis . There was enthusiastic participation in all the stalls & each stall recorded over 300 customers on an average for both the days.



IndianOil Celebrates
INTERNATIONAL WOMEN'S DAY 2015

Fit & Fine

11th & 12th March 2015 at IndianOil Bhavan, Dhakuria, Kolkata

Organized by : **Training & Development, ER**

Free Health Camp Supported by:

VLCC | Dr. Batra's | Dental World | Vasan Eye Care | Emami Frank Ross Pharmacy | Capital One



INAUGURATION OF HELATH CHECK UP CAMP : FIT & FINE



WIPS ACTIVITY OF ALL PSUs

Indian Oil Corporation Limited Guwahati Refinery

Forum of WIPS, Guwahati Refinery celebrated International Women's Day this year on the theme "Empowering Women , Empowering Humanity, Picture it!" with a day long programme at the

Training Centre. The guest speaker on the occasion was Dr. Sheila Bora, Ret'd professor of history, Guwahati Refinery and Visiting professor at the Department of Gender studies , Guwahati Refinery.

Shri N.K. Chakaraborty , Dy. General Manager (HR), GR and Smti. Anjana Barua Sharma, Dy. General Manager (A& W) also graced the event. In his inaugural address, Shri Chakaraborty said that women can only be empowered if they are empowerable. So the first step to be taken in this direction is for women to increase their competencies and their worth.

Dr. Bora apprised the gathering on the gaps in the various arenas viz. social, political, economy and education of growth for women. She also emphasized on the need for empowerment of women in the true sense and not as a lip service citing that the world can never progress with a lopsided equality .

The inaugural session was followed by a "Swachh Bharat " campaign at the Training Centre premises , wherein the WIPS member re-iterated their commitment to the mission of a clean India.

A recitation competition in English, Hindi and Assamese , in which a majority of the women participated was held after that. The judges for the competition were Mr. Mohan Koirala , eminent hindi expert of the region and Mr. Hillol Kr. Dutta, sub-editor of Saadin.

Post lunch there was quiz competition for the women conducted by Sita Baruah, WIPS co-ordinator.

There was a very enthusiastic participation in the quiz wherein the participants had to field a variety of questions on subjects ranging from GK, Science, Bollywood, Music and women.

Also there was interactive sessions by Guest speakers on Healthy Living, Stress Management , Personal Grooming and Home Décor.



WIPS ACTIVITY OF ALL PSUs

Coal India Limited



On 15th August 2015, members of WIPS-CIL(HQs) visited Bodhona-a home for mentally retarded destitute persons for providing breakfast in the morning. Smt Aparajita Bhattacharya also accompanied them. Everybody felt very humble being there amongst the most helpless people of the society.

In pursuit of Swacha Bharat Abhiyan conceptualized by our Prime Minister, Shri Narendra Modi, WIPS-Coal India Limited (Hqs), has taken the initiative to install one sanitary napkin vending machine and incinerator at CIL New Office Complex, Rajarhat, which was inaugurated by Smt. Aparajita Bhattacharya on 15th August'2015. It is an endeavour executed

by the WIPS members CIL, to make the entire sanitary process convenient for its Female employees. It is also proposed that the same initiative will be taken by the WIPS members to reach the remotest part of the command areas of its subsidiary companies.

Following the flag hoisting programme on 15th August 2015, WIPS members organised cultural programmes for imparting message on two very relevant topics namely **national integration and cleanliness**. All appreciated the endeavor of WIPS-members for spreading the message appropriate for India as well as Indian today.



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WIPS ACTIVITY OF ALL PSUs

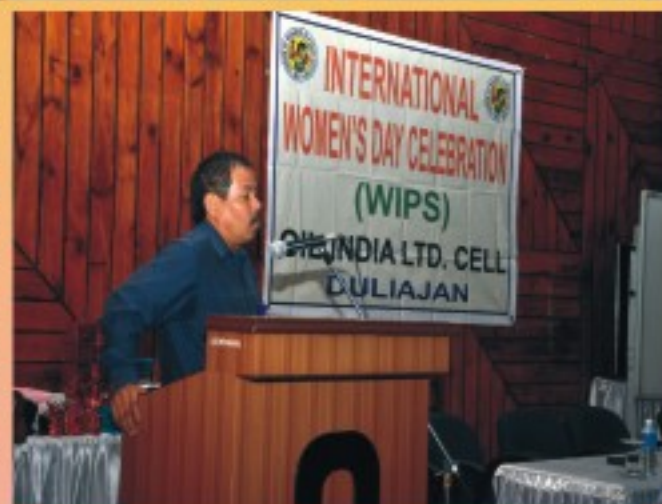
Oil India Limited

Every year WIPS, OIL Cell, Duliajan organize an Exhibition-cum-Sale for the local women entrepreneur, self help group etc. in and around Duliajan for giving a platform to the women for enhancing their self employment prospects through exhibiting and selling their products. All hand made items like dress materials – cotton, silk, muga, woolen garments, sari, ethnic ornaments and home made dry traditional food materials (pitha, naru etc.). The attempt was made to give a platform to the women for enhancing their self employment prospects through exhibiting and selling their products. The attempt was expressed as very successful by the visitors as well as the participants. WIPS members from Guwahati and Kolkata office attended this occasion. Resident Chief executive and all senior officials of OIL present during the innorgation program.



WOMEN'S DAY CELEBRATION

WIPS OIL cell organized Flower Arrangement, Quiz Competition & Antakshree competition among the WIPS members & audience on WOMENS DAY (8th March, 2015). The program was inaugurated by GM(L&D).President of Ladies club, Duliajan and teachers from Kendriya Vidyalaya attended the program. Teachers from Kendriya Vidyalaya, Teachers from DPS, teachers from other schools, Lady officers and employees of all banks in Duliajan joined WIPS, OIL Cell. WIPS Cell, NEEPCO also participated in this occasion along with WIPS cell, OIL.





WIPS members sang a chorus song in cultural activities for Golden Jubilee Bihu Function at Bihutoli.



On 05.06.2015 WIPS members celebrated World Environment Day by planting of trees at R.C.E. Office Building.

WIPS members celebrated Independence Day by singing National Anthem at Nehru Maidan, OIL Duliajan.



WIPS OIL Cell organized 6 nos. of meetings were arranged among the members.



Shramdan under Swachh Bharat Abhiyan by WIPS members.



Conference for Sexual Harassment at work place



WIPS members bid farewell to their members after superannuation of their service from OIL

CSR Project



WIPS OIL Cell has taken a project to provide assistance to a needy meritorious student who is studying engineering course in Jorhat Engineering College. The boy received job in TCS . He scored 85% in last semester and ranked 3rd.in Mechanical Engineering from Jorhat engineering college.



WIPS OIL has taken another project for giving full support to a Girl Child for education and also other necessities.



On 05.05.2015 members of WIPS cell, PHQ and COEES held a meeting wherein Minutes of Internal Complaints Committee meeting on Prevention and Re addressable of sexual Harassment held on 28.11.2014 was discussed along with Child Care Leave Policy of OIL. In the meeting, the following points were discussed based on the Minutes of Internal Complaints Committee meeting on Prevention and Re addressable of sexual Harassment. Everyone was made aware that No one can make any discriminatory remarks regarding gender, even in jest or in lighter vein and this is applicable for all ladies.



As part of creating an awareness campaign through WIPS, PHQ cell, a circular regarding 'Dos and Dents' for Women to be circulated among the lady members of the organization. The members were requested to spread this message among all the ladies they come across, specially while working in their organization. Regarding construction of ladies toilet for executives in General Office building, memo to be given to Civil Section.

WIPS OIL performed Satriya Dance during silver jubilee National MEET of WIPS in Delhi



WIPS OIL Cell donated food items, candles, clothes to GERAKI GAON , Panitola flood affected people. 115 nos. of families are residing there.



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WIPS ACTIVITY OF ALL PSUs

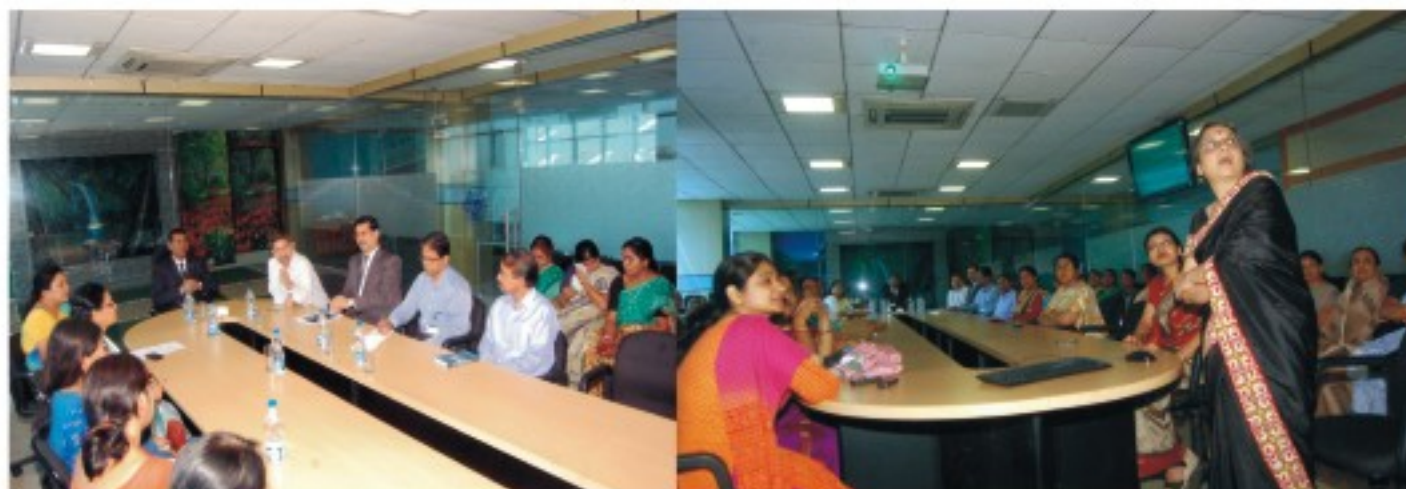
Mahanadi Coalfields Limited



WIPS ACTIVITY OF ALL PSUs

GRSE LIMITED

Forum of Women In Public Sector (WIPS) of GRSE Ltd, Kolkata organized a seminar on "Motivation, Ability, Attitude....Yes, We Can" to commemorate Women's Day. CMD Rear Adm A. K.Verma, D(P) Mr R.C.Nautiyal, D(F) Mr D.C.Dogra and CGM(HR, ERP, Admin, YM & ES) Mr A. R. Paul of GRSE Ltd graced the occasion and shared their inspirational views. Guest speakers Dr Pritha Mukherjee, HOD, Clinical Psychology Dept, Raja bazar Science college highlighted on the psycho-somatic approach for improvement of quality of life & Mrs Shyamashree Sen, District Governor nominee of Rotary International, Dist.3291 explained based on the famous quotations by different authors. Both the speakers gave their inspiring views of the theme and interacted with large numbers of GRSE Lady employees who also took active participation in the workshop. Number of life members increased from 3% to 30% in 2015. This achievement is indicative of the positive attitude of our women employees and higher management of GRSE Ltd.



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WIPS ACTIVITY OF ALL PSUs

Central Coalfield Limited

ACCOLADE TO CCL: In the 25th National Convention of the Forum of Women in Public Sector (WIPS) held at Vigyan Bhawan, New Delhi on 12th February 2015, Sri Anant Gangaram Geete, the Hon'ble Minister of Heavy Industries and Public Enterprises conferred upon Central Coalfields Limited the Consolation Prize in the category of Best Enterprise Award. The prize was given by the Hon'ble Minister and Sri U.D.Choubey, Director General SCOPE to the Chairman Cum Managing Director, CCL. While announcing the award Mrs. S.Selvi Ravindran, President WIPS (APEX) acknowledged the CSR activities done by CCL for welfare for women.



CELEBRATION OF INTERNATIONAL WOMEN'S DAY

At **CCL HEADQUARTER** : International Women's Day was celebrated in CCL HQ with full enthusiasm and vigour more so to mark the Silver Jubilee of WIPS. The function was organised in two session: Introductory & Plenary Session. Around 500 employees participated on the occasion including 90 senior level male executives. Around 6-7 female employees of each Area attended the function. The best female employees of each Area/HQ, adjudged by the respective General Managers were given trophy and felicitated with mementoes. Welcome with traditional of Jharkhand "Raur Man Ke Johar". The dignitaries on the dais



are Mrs. Pramila Singh, W/O Sri Gopal Singh, CMD, CCL, Mrs Rumi Ghosh, W/O Sri D.K.Ghosh, Director(F)/Personnel, Mrs. Vismita Tej, Commissioner Income Tax, Sri P.K. Tiwary, Director(Technical/Operation), Sri Arvind Prasad, Chief Vigilance Officer. "Hum hai shakti hum hai ekta ki Khan": Standing for paying respect to our Corporate Geet.





Presentation of lucky bamboo sticks to the dignitaries by the organisational co ordinators, WIPS: Bamboo stick depicts affinity towards environment, symbol of creativity, durability.

Felicitation of 18 female employees and 1 Lady: The main highlight of the programme was honouring the best female employees. 13 female employees of Area, adjudged as the best female employee for their best performance, 3 employees of HQ (including one security guard, one staff of hospital), adjudged best by the Committee, 1 female employee, nominated by the Organisational Co-ordinator, 1 daughter of our employee for getting highest package in the

week were awarded with the trophy depicting logo of WIPS and mementoes. Alongwith them one specially abled lady from Welfare and Community Development was given the sewing machine for getting self sufficient.

Session on Personality Development : Wellness programme/ presentation by VLCC. Celebration of womanhood: Cultural programmes were performed by our employees.

Celebration of International Women's Day by our coalfield Area, Argada at Tongi Club, Sirka: 50 ladies from different units of Argada including NGO representative



participated. Following activities were observed in the program-

1. A discussion with doctors on female health issues.
2. Felicitation of Best performing female employee of each unit/project.
3. Motivational programme for self employment.



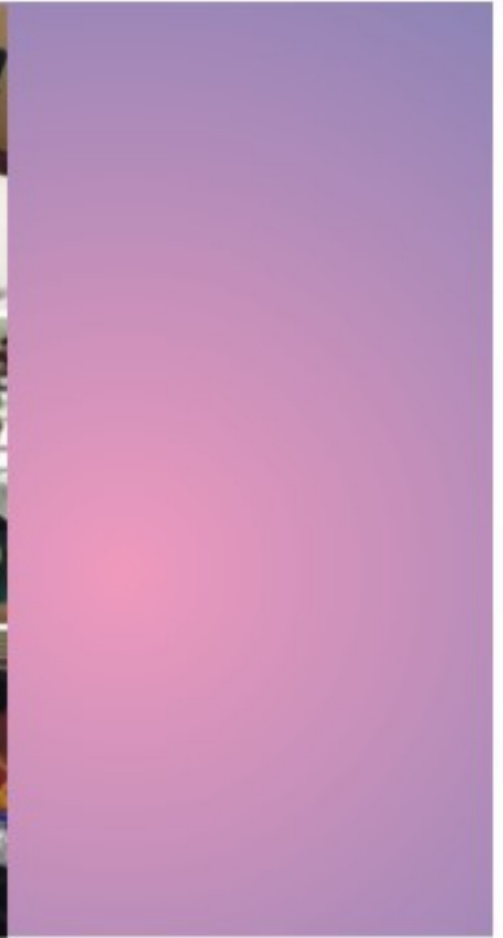
SKILL DEVELOPMENT ACTIVITIES DURING THE YEAR 2014-15

CCL is extending its social responsibilities through its CSR Programme in the peripheral villages located within 25 KMs radius of its command Areas i.e Argada, Barka Sayal, B&K, Charhi, CWS Barkakana, Dhor, Kuj, Kathara, Magadh & Amrapali, N.K. Area, Piparwar, Rajhara and Rajrappa situated in Ranchi, Ramgarh, Hazaribagh, Bokaro, Giridih, Chatra, Latehar and Palamu district of Jharkhand. Skill Development being one of the focused activities of CSR, the detail of which is given below:-

Name of Activity	No. of activities	No. of Beneficiaries	Location
CCL KE LAL training for getting admission in leading engineering colleges	2	24 meritorious students	Peripheral villages of command areas
Tailoring and embroidery training	15	372	For the villagers of N.K, Kuj, Barka Sayal and Dhor Area
Handicraft training by JHARCRAFT, Ranchi	1	30	For the women of Kalyanpur Village, Piparwar Area
Computer training	13	366	For the village youth from Piparwar, Barka Sayal and Rajrappa Area
Computer training for blind girls	1	11	For the blind girl students of Braj Kishor Netrahin Balika Vidyalaya, Bargain, Ranchi
Driving training	10	335	For the villagers of Barka Sayal, Argada, Rajrappa and Dhor Areas
Advance agriculture training through ICAR, Palamu, Ranchi, Birsa Agriculture University	5	141	For the villagers of Piparwar Area and Rajrappa Area
Mobile repairing training	1	50	For the village youth of Rajrappa Area
Food processing training	4	100	For the women residing in the peripheral villages of Dhor
Football training	200 matches conducted	200 players identified	These 200 players are the villagers of different peripheral villages of command areas who have been identified for getting training from State level Football Association of Jharkhand for better skill
ITI (electrician training)	1	20	Youth belonging to PAP of command areas
Vocational training at Multi Skill Dev Center, Barka Sayal	1	60	Youth belonging to peripheral villages of command areas of CCL
Total	254	1709	

WIPS ACTIVITY OF ALL PSUs **Mahanadi Coalfields Limited**

WIPS ACTIVITY FROM SOUTHERN REGION



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WIPS ACTIVITY FROM WESTERN REGION



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ACHIEVEMENTS OF REGION DURING 25 YEARS

**WIPS ER received consecutive three years 2012, 2013, 2014
Highest Membership Award.**



ECL has been conferred with "First place for Best Enterprises Award, a tribute to Excellence in Public Enterprise Management under Miniratna Category" in recognition of the commendable work done by the enterprise for the development of women in their organization

Shri Rakesh Sinha, CMD, ECL received the award from Shri Anant Gangaram Geete, Hon'ble Minister of Heavy Industries and Public Enterprises on 12th February, 2015 at Vigyan Bhavan, N. Delhi on the occasion of Silver Jubilee Celebration & National Convention of Forum of Women in Public Sector. Dr. Mun Mun Bhaumik, Coordinator, WIPS, ECL along

with seven other delegates from ECL participated in the convention





Eastern Region bagged Best Supporting Region 2014



OIL INDIA LIMITED receives JURI Choice Award on Maharatna and Naboratan category in Best Enterprise Award.



ECL receives 1st prize on Mini Ratna category in Best Enterprise Award.



Central Coalfields Limited receives the Consolation Prize in the category of Best Enterprise Award.

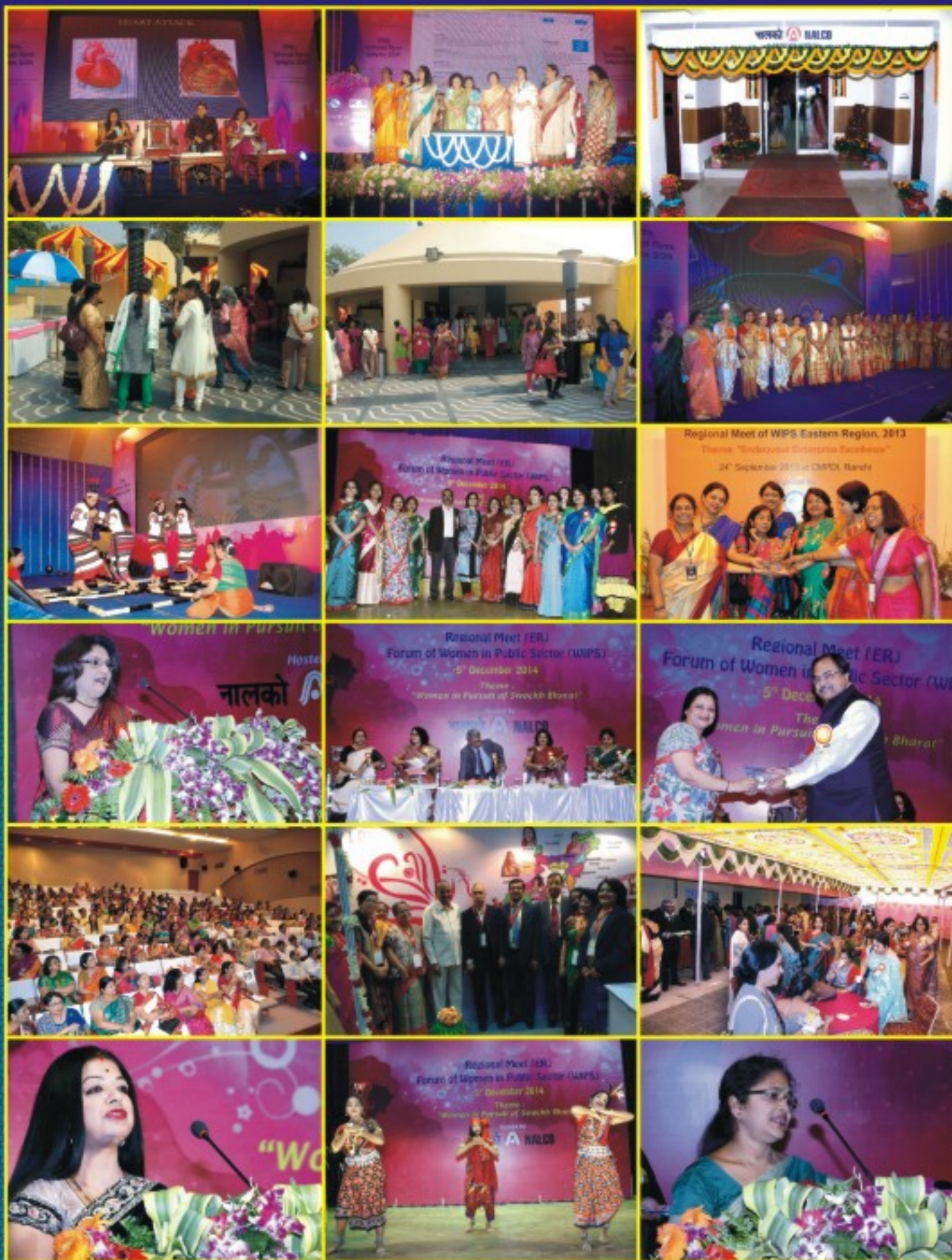
25 YEARS JOURNEY OF WIPS EASTERN REGION







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PROTECTION FOR NEXT GENERATION

We are now discussing about CHILD ABUSE and Actually our intention should be to protect them all types of abuse. Few days back when I was travelling from Bangalore to Duliajan I thought one incident was forced me to share my knowledge along with you and coincidentally theme of our Regional Meet is also "TOGETHER FOR A SAFE CHILDHOOD."

Child abuse is the physical, sexual or emotional maltreatment or neglect of a child or children. Child abuse can occur in a child's home, or in the organizations, schools or communities the child interacts with. There are four major categories of child abuse: NEGLECT, PHYSICAL ABUSE, PSYCHOLOGICAL or EMOTIONAL ABUSE. According to UNICEF violence against children can be "physical and mental abuse and injury, neglect or negligent treatment, exploitation and sexual abuse. Violence may take place in homes, schools, orphanages, residential care facilities, on the streets, in the workplace, in prisons and in places of detention." Such violence can affect the normal development of a child impairing their mental, physical and social being. In extreme cases abuse of a child can result in death

As per Statistics children between the ages of 5-12 are at the highest risks for abuse and exploitation. The same has been supported by WHO and UNICEF. In Western Countries preventing child abuse is considered a high priority, and detailed laws and policies exist to address this issue.

In India Child Abuse is often a hidden phenomenon because it happens in home, schools, and government homes by family members, teachers and caretakers. Do you all remember May2012 2nd episode of SATYAMEVJAYATE ? Yes that was the first time we all united and shouted "STOP CHILD ABUSE".

Following the broadcast of the second episode, the helpline for children received an increased number of calls from all over the country, reporting child abuse (sexual abuse of children and other forms of abuse). The protection of children from sexual offences act 2012 was published on 19th June 2012 (Annexure I) by Ministry Of Law and Justice. Ministry of Women and Children also issued notification on 14th November 2012 regarding the same issue (Annexure II). Before the 2012 Act only Goa Children's Act, 2003, was the only specific piece of child abuse legislation. Child sexual abuse was prosecuted under the following sections of Indian Penal Code:

Indian Penal Code:

- I.P.C. (1860) 375- Rape
- I.P.C. (1860) 354- Outraging the modesty of a woman
- I.P.C. (1860) 377- Unnatural offences
- I.P.C. (1860) 511- Attempt

We will have to create awareness about the subject amongst children and their parents.. Children often keep abuse a secret, but barriers can be broken down by talking openly about our bodies, sex, and boundaries.

The Symptoms pertaining to THE SEXUAL ABUSE OF YOUR CHILD:

● Physical signs of sexual abuse are not common, although redness, rashes/swelling in the genital area, urinary tract infections, , body bruises, cuts or abrasions that can't be explained, usual penile or vaginal discharge, constant urination or difficulty urinating or other such symptoms should be carefully investigated.

● **Emotional or behavioral signals** are more common. These can run from "too perfect" behavior, to withdrawal and depression, to unexplained anger and rebellion. The unusual behavior includes changes in personality, habits, likes and dislikes, from very quiet to very aggressive, or from very outgoing to very quiet , Sleeping disorders and withdrawn and particularly any change in attitude toward something the child used to enjoy, such as a sporting activity, dance class or scouting events.

● **Sudden or rapid onset of fears** including fears of being around a certain person, or fears about attending a regular activity they normally looked forward to. A strong preference not to be around, go with, or be left in the care of a particular person should create an index of concern that something has happened that is upsetting.

● **But also important to remember that children are often very protective of the abuser, so sometimes they will try to hide their reluctance, particularly if you question them about it.**

● Children's drawings can also show signs of abuse and related depression if the pictures show them as meaningless in the presence of large powerful people

● Rapid onset of eating disorders such as overeating or under eating. Teenage girls who are being abused frequently become anorexic, or they pile on the fat, hoping they will be less attractive to the abuser.

Prevention:

● Building Protective Bonds between parents specially Mother and child.

● Teach children about Good Touch, Bad Touch and Secret Touch. There are three "danger zones" (private parts) on everyone's body. These include the chest, area between the legs and the bottom. The children were advised to shout and run to a safe place, and immediately inform a person whom they trust (preferably parents) in case any unwanted person tries to touch them in these areas.

● Good' touches: a hug, or a pat on the back, or a kiss on the cheek.

● Bad' touches: when somebody hits you or pushes you. Kiss you on lips.

● Secret' touches: where somebody wants to touch you and they say you have to keep it a secret.

Make sure the child knows that if anybody wants to give them a "secret" touch, they should say "no" and tell Mommy or Daddy right away. Teach them which their private places are like a bathing suit covers their private places.

● Moreover, parents need to have this talk with their children on a very frequent basis.

● Listen to Your Children: In addition to talking to your kids, child advocacy experts advise parents to listen and become tuned in to what is "normal" behavior for their children. The point here: To immediately be able to recognize when something is out of sync often an early sign of abuse.

● At the same time, parents are advised not to jump to conclusions prematurely.

If You Suspect Your Child Is Abused: What to Do

● Experts say parents need to remain calm. It's important to stay calm and not transmit your own emotional upset to your child. Don't grill a child for every detail, or alarm the child by panicking.

● Instead, take immediate steps to protect your child from any imminent danger by removing all contact with the suspected abuser. And while your first instinct may be to confront the accused yourself, experts say that's not the right approach.

● If you discover your child is being abused, especially if they tell you about it, the first contact you want to make are with the police," This is even more important if your child is under the age of 5. "Children under the age of 5 are not considered credible in the justice system, so even if a child is 4 years old and clearly says someone touched me, even if they can describe it, they are not considered legally credible witnesses, so a court case cannot go forward.

- If you contact the police, however, a little bit of detective work on their part can often go a long way in discovering additional evidence that could make apprehending the abuser far more likely?
- The police will also advise you on how to proceed in terms of dealing with the abuser, particularly if they reside in your home, or are a close family member.
- Contacting a child-advocacy center can help; most major medical centers have one. Here you will find experts trained in not only counseling children who have been exposed to abuse, they can also be a treasure trove of information on what parents can expect from their children, as well as the justice system.
- A child-advocacy center is also a good place to turn if you suspect your child is being sexually abused but they have not yet corroborated your suspicions. When this is the case, trained counselors can talk to your child and help discover if, in fact, abuse is occurring.

Sanchita Banerjee

Dy General Manger LPG & Secretary of WIPS ER

हम जो हैं नहीं.



मैं ब्यस्त हूँ...
तुम ब्यस्त हो ...
आप ब्यस्त हैं...
हम सब ब्यस्त हैं...
क्यों कि हम चाहते हैं बनना जो हम हैं नहीं ।

माँ डाँटे...
पिता जी मारें ...
चाचा बोलें तुमसे होगा नहीं कुछ ...
मुझे भी लगा कि वे बोलते हैं सच ...
मुझे बनना है वह जो मैं हूँ नहीं ।

दिन भर चिड़िया को समय नहीं,
दम मारने को भी फुरसत नहीं,
फिर भी रात को नींद नहीं,
क्यों कि परेसान है वो...
उसे बनाना था एक गुफा जो अबतक बना नहीं ।

सागर डुबा हुआ है इस गम में,
कि वह हिमालय नहीं ।
परबत हुआ दुखी,
क्यों कि वह सागर नहीं ।
चाँद को है गम कि
उसका अपना उजाला नहीं ।
सूरज दुखी है,
क्यों कि वह चाँद सा सुन्दर नहीं ।



लेकिन यह क्या कम है ?
जो आज हम हैं . . .
मैं बहती नदिया हूँ, झील नहीं,
हाँ ! मैं कवि हूँ, वाकील नहीं ।

चिड़िया का प्यारा घोषला क्या सुन्दर नहीं ?
सागर में मोती भी तो हैं , मात्र गहराई ही तो नहीं ?
बत में मीठे झरने भी तो हैं, मात्र ऊँचाई ही तो नहीं ?

सूरज अगर सूरज ही हो तो क्या गम है ?
चाँद अगर चाँद ही हो तो क्या कम है ,
हमें बनना है वही जो हम हैं ।

सोमा सर्वाधिकारी

No. 6(1)/2014-DPE (GM)
Government of India
Ministry of Heavy Industries & Public Enterprises
Department of Public Enterprises

Public Enterprise Bhawan,
Block No.14, CGO Complex,
Lodhi Road, New Delhi-110003

Dated the 1st June, 2014

OFFICE MEMORANDUM

Subject: Uniformity in facilities available to woman employees of CPSEs like Maternity Leave and Child Care Leave.


The undersigned is directed to say that woman employees of CPSEs have facilities like Maternity Leave and Child Care Leave available to them. However, different CPSEs differ in so far as the maximum number of days for which these facilities are available and also in some extreme cases it is found that a particular section of woman employees is excluded from grant of a certain kind of leave (Central Coalfields Ltd.). In this connection, representations have been received from the Forum of Women in Public Sector (WIPS).

2. At present, woman employees of the Central Government have the following facilities:-

- (a) Maternity Leave up to a maximum period of 180 days (O.M. No. 13018/2/2008-Estt.(L) dated 11th September 2008 of DOPT).
- (b) Child Care Leave up to a maximum period of 2 years i.e. 730 days (O.M. No. 13018/2/2008-Estt.(L) dated 11th September 2008 and 29th September 2008 of DOPT).
- (c) Child Adoption Leave up to a maximum of 180 days (O.M. No. 13018/1/2009-Estt.(L) dated 22nd July 2009 of DOPT).
- (d) In addition, for the benefit of the family there is a provision of Paternity Leave up to a period of 15 days (O.M. No. 13018/2/98-Estt.(L) dated 16th July 1999 of DOPT).

and protection as granted vide Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal Act - 2013 dated 9th December, 2013).

3. The CPSEs formulate their own H.R. rules with the approval of their respective Boards in consultation, if required, with the concerned Ministries / Departments. In the interest of ensuring the welfare of women employees, these HR rules must, incorporate all statutory provisions. Regarding other welfare measures, all the administrative Ministries / Departments are requested to advise the CPSEs under their administrative control to bring some uniformity in their rules in line with similar facilities available to women employees of the Central Government with approval of the respective Boards. In any case there should be no variation in such measures between different grade of employees within a single CPSE.


(J. N. Prasad)
Director

To

Secretaries of all the Administrative Ministries/Departments.

REGIONAL EXECUTIVE BODY FOR THE YEAR 2014-16 : WIPS EASTERN REGION						
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5	Dr. Munmun Bhownik,	Jt. Secretary	ECL Sanctoria	DyCMO	9434011620 94348794024	munmunbhaumk@rediffmail.com; bhaumikmunmun3@ gmail.com
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Compiled & Edited by: Mrs. Sanchita Banerjee, Secretary, WIPS, ER