

PROCEEDINGS OF THE XXVII NATIONAL MEET



Forum of Women in Public Sector
(Under the aegis of SCOPE)



FEBRUARY 11-12, 2017
Hotel Centre Point, Nagpur



Forum of Women in Public Sector

(under the aegis of SCOPE)



Welcomes

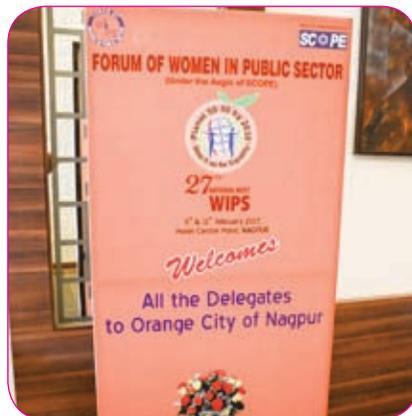


27th NATIONAL MEET WIPS

11th & 12th February 2017,
Hotel Centre Point, NAGPUR



Hon'able Smt.
Justice Vasanti A Naik
Bombay High Court - Nagpur Bench.
Chief Guest
27th National Meet of WIPS





Foreword

We are happy to present the proceedings of the XXVII National Meet, which was held on 11th & 12th February 2017 at Hotel Centre Point, Nagpur. The theme of the Meet was **“Planet 50-50 by 2030 : Step It Up for Equality”**. Around 700 delegates from all the Central Public Sector Enterprises, Banks and Insurance sector attended the Meet. We place on record our sincere appreciation for the support given by the managements of all the public enterprises towards organising the Meet.

There are only 1.15 lac Women employees in CPSUs in our country against the total manpower of 12.32 lacs i.e. 9.36% of total manpower as per the latest public enterprise survey.

By gender sensitivity, we mean the level of awareness, appreciation of the need to maintain at reasonable levels the gender differentiation between the male and female. It is true to some extent that what a man can do, the woman can equally do, but it is not expedient that women should insist on doing everything the man does, she has her own entity as a human being first. To remain gender sensitive, we have to keep the gender peculiarities in focus to a reasonable limit.

The wide- ranging session during the meet deliberated on this theme from different perspectives are recorded in the proceedings.

I place on record my sincere thanks to AFC, CGB/REB Members, all the WIPS office bearers and members for their dedicated efforts in taking this Forum ahead towards achieving the objectives.

Kirti Tiwari
President WIPS, APEX

XXVII National Meet of Forum of Women In Public Sector

Theme : "Planet 50-50 by 2030 : Step It Up for Equality"

Programme Schedule

11 th February, 2017 (Saturday)	
08.30 - 10.00 hrs	Registration
10.00 -11.30 hrs	Inaugural Session
	Invocation
	Lighting of Lamp
	WIPS Pledge by Vice President, APEX [Ms. Kamna Sarkar, DGM (L), ONGC, Mumbai]
	Felicitating Guests
	Welcome Address by President, APEX [Ms. Kirti Tiwari, SM(Civil), SECL, Bilaspur]
	Presentation of the Theme by President, WR [Ms. Varsha Raut M(O), IOCL, Mumbai]
	Address by Guest of Honor Dr. Aarti Singh, SP, CID, Nagpur
	Key note Address by Dr. U. D. Choubey, DG, SCOPE
	Releasing of WIPS Souvenir
	Handing over of Awards by Chief Guest
	Inaugural Address by Chief Guest - Hon'ble Smt Justice Vasanti A Naik, Bombay Highcourt-Nagpur Bench
	Vote of Thanks by General Secretary, APEX [Ms. Anju Gupta, GM (Minerals), MMTC]
11:30 - 12.30 Hrs	Session I Panel Discussion – PSU's Role in Setting Up Equality : Mr. Verghese Cherian, Dir(HR), IOCL Dr. Sanjay Kumar, Dir(P), WCL Capt. B. B. Sinha, Dir(P), SCIL Moderator: Ms. Manjusha Bhatnagar, Dir(P), Balmer Lawrie & Co. Ltd.
12.30 - 13.15 hrs	Session II Equality in all layers of the society by Dr. Vikas Amte, Secretary, Maharaoji Seva Samiti, Warora
13.15 - 14.15 hrs	Lunch Break

14.15 - 15.00 hrs	Session –III Recognition of women Achievers Dr. Chandrani Prasad Verma, Sr. Scientist, CSIR-CIMFR Ms. Harshini Kanhekar, Dy Mgr (Fire Services), ONGC Capt. Radhika Menon, SCI
15.00 - 16.00 hrs	Session –IV Motivation – Extra Sensory Perception by Shri Deepak Rao, India's numero uno Conference Energiser
16.00 - 17.00 hrs	Session – V Equal Security for Planet 50-50 by Ms. Deepali Masirkar, DCP, Zone-I, Nagpur
12th February, 2017 (Sunday)	
09.30 - 10.30 hrs	Session –VI Government polices, Carrier growth & Infrastructure in PSUs for Planet 50-50 by Dr. Reena Ramachandran, Former CMD, HOCL & Founder President, WIPS, APEX & Ms. Manjusha Bhatnagar, Dir(P), Balmer Lawrie & Co. Ltd.
10.30 - 11.30 hrs	Session –VII Ways to Lead Equality in the Society & the Organisation by : Shri Sudhakar Kasture, Director, Exim Institute, Mumbai
11.30 - 12.30 hrs.	Session –VIII Yoga for Planet 50-50 by Dr. Nutun Pakhare, PRO & Mediacl Consultant, Kaivalyadhama, Mumbai
12.30 - 13.00 hrs	Valedictory Session
	Summing up of the two days meet Ms. Bani M. Doctor, DGM (TRC), MDSL, WR
	Vote of Thanks Ms. Krishna Sainani, Executive, BHEL & VP, WIPS, WR
12.30 - 13.30 hrs	Cultural Programme
13.30 hrs	Lunch

Proceedings of the XXVII National Meet of the Forum of Women in Public Sector (WIPS)

February 11-12, 2017

Hotel Centre Point, Nagpur

Theme - "Planet 50-50 by 2030 : Step It Up for Equality"

Key objectives of the Meet

It is worthwhile to explore successes and failures in diversity and inclusion from a dual perspective, representing, on the one hand, women's own identity and the ability to leverage it at workplace, and progressive changes in organizational responses, on the other. The convention sought reappraisal of the overall development of women at the intersection of reciprocal roles and responsibilities of the two key stakeholders namely, the women themselves, and the employee organizations/ institutions (CPSUs).

The diversity of women's needs and interests vary from basic survival to aspirations of power and prestige. These diversities hinder the collective participation of women in public life. In spite of the few progress made towards the emancipation of women, power remains a male prerogative, with men retaining economic, political and religious control. Women's space is restricted to the spheres of reproduction and household tasks. The public space is still Ltd. to men and a few elite women.

Outcome of the convention gives an understanding:

1. Through Women's lenses & critical role in leading change.
2. The issues raised and suggestions came out to adopt leadership change and harnessing the potential by giving opportunity/ assisting women employees to reach the board level.
3. Micro Survey of status of women employee in PSUs is required.
4. Critical mass of women employee should increase.
5. DPE & SCOPE to organize case study presentation by PSUs with exceptional contribution to women's development.
6. Public recognition of Enterprises for contribution to improving gender sensitivity.
7. Gender audit & Gender Budgeting is required in all CPSUs.

INAUGURAL SESSION: 11th February 17: Lighting the Lamp & Invocation



FELICITATING GUESTS



WELCOME ADDRESS



Smt Kirti Tiwari, Sr. M(Civil), SECL & President, WIPS, APEX welcomed the Chief Guest, Guest of Honor, DG, SCOPE, Directors, Guest Speakers, HR Heads from various PSUs, Press Media & delegates. In her welcome address she said that we feel ourselves elevated by the presence of such an eminent personality Honorable Chief Guest who herself is an example of women empowerment. She felt privileged to welcome all on this occasion, which undoubtedly has brought together not only a cross section of various organisations to participate but also the dignitaries of PSUs & Corporate sector to share their views. She appreciated the efforts put in by women in PSUs and in society towards development of organisation & nation as well. This is visible & is being accepted in all fronts. She said one must love, respect and value their job to achieve excellence. She expressed the need of Gender audit and Micro survey of current status of women employees in CPSUs. She said the only way to reach high level in hierarchy is

the joint efforts from all the three sides i.e. Government, organisation and women themselves. She said one should always try to become a person of success, but rather try hard to become a person of value. She concluded with the words "Beena prayas ke sirf neeche gir sakte hi upar nahi uth sakte, yehi gurutwakarshan ka niyam hi aur jeevan ka bhi"

INTRODUCTION OF THEME



Smt Varsha Raut, Manager (O), IOCL & President, WIPS, Western Region presented the framework of the theme and spoke that as we pick up the golden thread from the last successful summit of WIPS, we are getting focussed beyond the women empowerment to a larger canvas of Gender Equality. We are easily attracted towards the simple but strong declaration by Drew Ciplin Faust, President of Harvard, "So gender equality is not merely a woman's issue, it is an issue of human and it affects all of us. Gender equality is a subject that needs Indian communities to accelerate pro active effort due to the centuries old practise of keeping women away from religious institutions, politics, certain careers and education mainly in the foolishly outdated orthodox rules and geographical areas.

The United Nations has defined gender equality and is of the view that everyone should get equal treatment; not be discriminated against on gender. One objective is its Universal declaration of Human Rights is to create equality in law, in democratic activities, securing equal pay for equal work. It is the need of the hour to educate and sensitize both men and women about their changing roles to step it up for equality.

KEY NOTE ADDRESS



Dr. U D Choubey, DG, SCOPE in his key note address mentioned that women power is strong and they are having more responsibility than men. They are managing both home and office front equally. Further, he reiterated that women are multi taskers and they sacrifice beyond their limit and balancing their work life. Representation of women in work force in PSUs is around 10%. In Public Sector this proportion has been increased but below the world average. While speaking on board level positions in Public Sector Enterprise's (PSEs.) he advised that women executive need to accept complex and challenging roles and continuously upgrade their skill and competencies so that there is no dearth of women candidates for board level positions. He assured the full assistance to WIPS from SCOPE.



Dr. Aarti Singh, SP, CID, Nagpur & Guest of Honor, in her address expressed her gratitude for inviting her by the Forum of WIPS. She informed the audience the hurdle she had to undergo being a women in taking up such a challenging job. Even though she was MBBS initially and her urge to be an IPS officer in the crime branch, she achieved this feat with her own efforts, dedication and the support of her family. She emphasised the need for enhancing the knowledge & skill as an individual and to accept challenging & non-conventional tasks at work.

RELEASE OF SOUVENIR

Hon'ble Smt. Justice Vasanti A. Naik, Bombay High Court-Nagpur Bench & the Chief Guest of National convention released the Souvenir on the occasion.



EVALUATION CRITERIA OF AWARD

The criteria for best enterprise and best women employee were submitted in the prescribed format and its evaluation criteria is described hereunder:

(A) BEST ENTERPRISE AWARD

Activity	Marks
❖ Cell for protection of women against SH	05
❖ Coordinator's net-working	10
❖ Membership drive / Initiatives	05
❖ Training & Development	10
❖ Women reps. on Recruitment Panels	05
❖ Women reps. on Promotion Panels	05
❖ Support Services & Counselling Centre	10
❖ Corporate Social responsibilities	10
❖ Corporate image on WIPS	10
❖ Laurels by Women employees /Family	10
❖ Support for WIPS	10
❖ Style of Presentation	10

(B) BEST WOMEN EMPLOYEE (EXECUTIVE & NON-EXECUTIVE)

Activity	Marks
❖ Professional Experience	30
❖ Initiatives undertaken	40
❖ Publication & awards	15
❖ Contribution to Public bodies, Society	15

A panel of three eminent people from various fields evaluated the entries:

- Dr Indira Misra, Retd. IAS & former Additional Chief Secretary to Govt. of C.G.
- Dr. M. K. Verma, Vice Chancellor; C S V T U, Bilai (C.G.).
- Ms. Darshnita Ahluwalia Vora, IRPS, SDPO, Railway Services, Raipur.
- a) Best Enterprise Award Maharatna : 1st - IOCL, 2nd - ONGC (b) Best Enterprize Award Navratna : 1st - RINL, 2nd - OIL, 3rd - SCI & NLC (c) Best Enterprise Award Miniratna & Others : 1st - ECL & BCCL, 2nd - SECL & CPCL, 3rd - RCF & NPCIL (d) Recognition for WIPS Activities : CSL, CMPDIL, HPCL, KIOCL, MMTC, WCL, MDL.
- (e) Best Women Executive : 1st - Ms. A. Santhakumari, Sr. DGM(WRI), BHEL- Trichy, 2nd - Ms. Suchandra Sinha, Sr. M (E&M) CMPDIL, Ranchi, 3rd - Ms. Umadevi Narayana Bhat, DGM, BEL, Bengaluru
- (f) Best Non Executive : 1st - Ms Magu Manchala Yaragorla, Artisan III, Fitter, BHEL, Trichy, 2nd - Ms. Billa S L N Malleswari, Sr. Engineering Assistant -A, BEL, Hyderabad, 3rd - Ms. Akula Usha Rani, Senior Technician, RINL, Vizag & Ms. Champa Bhattacharjee, O/S, SECL Bilaspur.
- (g) Regions : Supportive Region : Western Region, Best Region : Western Region, Largest Membership : Eastern Region, Best news letter : Eastern Region.

DISTRIBUTION OF AWARDS

On this occasion Chief Guest Hon'ble Smt Justice Vasanti A Naik, Bombay High Court-Nagpur Bench also presented the awards to the PSUs – Best Enterprise Award and Distinguished Performance awards to individual women achievers.

MAHARATNA CATEGORY



FIRST PLACE : Indian Oil Corporation Ltd (IOCL)



SECOND PLACE : Oil & Natural Gas Corp..Ltd (ONGC)

NAVRATNA CATEGORY



FIRST PLACE : Rashtriya Ispat Nigam Ltd (RINL)



SECOND PLACE : Oil India Ltd (OIL)



THIRD PLACE : Shipping Corporation of India Ltd (SCI)



THIRD PLACE : Neyveli Lignite Corporation Ltd (NLC)

MINIRATNA / OTHER CATEGORY



FIRST PLACE : Eastern Coalfields Ltd (ECL)



SECOND PLACE : Bharat Coking Coal Ltd (BCCL)



SECOND PLACE : South Eastern Coalfields Ltd (SECL)



SECOND PLACE : Chennai Petroleum Corp. Ltd (CPCL)



THIRD PLACE : Rashtriya Chemicals & Fertilizers (RCF)



THIRD PLACE : Nuclear Power Corp. Of India Ltd (NPCIL)

RECOGNITION OF WIPS ACTIVITIES AWARD



Cochin Shipyard Ltd. (CSL)



Central Mine Planning & Design Intt. Ltd (CMPDIL)



Hindustan Petroleum Corporation Ltd. (HPCL)



Kudremukh Iron Ore Company Ltd. (KIOCL)



Metal & Mineral Trading Corpn Ltd (MMTC)



Western Coalfields Ltd. (WCL)



Mazgaon Dock Shipbuilders Ltd (MDSL)

WOMEN EMPLOYEES AWARD (EXECUTIVES)



FISRT PLACE : Ms. A. Santhakumari, Sr. DGM(WRI), BHEL, Trichy



SECOND PLACE : Ms. Suchandra Sinha, Sr.M (E&M), CMPDIL, Ranchi



THIRD PLACE: Ms. Umadevi Narayana Bhat, DGM, BEL, Bengaluru

WOMEN EMPLOYEES AWARD (NON EXECUTIVES)



FIRST PLACE : Ms. Magu Manchala Yaragorla, Artisan III, Fitter, BHEL, Trichy



SECOND PLACE : Ms. Billa S L N Malleswari, Sr. Engineering Assistant-A, BEL, Hyderabad



THIRD PLACE : Ms. Akula Usha Rani, Senior Technician, RINL, Vizag & Ms. Champa Bhattacharjee, O/S, SECL Bilaspur



AWARDS FOR REGIONS



BEST REGION & SUPPORTING REGION : Western Region



LARGEST MEMBERSHIP DRIVE & BEST NEWSLETTER AWARD : Eastern Region

ADDRESS BY CHIEF GUEST



Chief Guest Honourable Smt. Justice Vasanti A. Naik, Bombay High Court, Nagpur Bench said Protection of women's rights is a constant struggle which can not be won unless every man and woman participates in it. Effective tools should be devised to tackle the problem of women and ensure that the laws preserving women's right should be implemented. She said that though women workers are working at par and many more than their male counterparts, it is visible but still needs to be recognised. She expressed her gratitude & respect for women and said now women are reaching higher position due to their sincerity, hardworking and dedication. She also mentioned that women are having bright future in legal profession too. She said gender bias is a historical phenomenon it has been observed

that the policy on Human Rights for Women are available still dowry death takes place in many places of the country. She explained about various laws, acts applicable to women and she requested all women should know about their rights. Before claiming, they should ensure that they have not failed in performing their duties.

VOTE OF THANKS



Smt Anju Gupta, GM (Minerals), MMTC & General Secretary, WIPS, APEX proposed a vote of thanks. On behalf of WIPS, entire fraternity of Women Officials in CPSE's conveyed deep regards and hearty thanks to Hon'ble Smt Justice Vasanti A Naik, High Court Judge of Mumbai, Nagpur Bench for gracing the inaugural ceremony, giving away the awards and sharing with us her vision in general and with regard to women in particular. Expressed gratitude towards Dr. U D Choubey, DG Scope for his immense support to this forum and gracing this National Meet and also thanked SCOPE officials for their presence. Conveyed sincere thanks to Dr. Arti Singh, IPS, SSP for her gracious presence and sharing her thoughts. She thanked the panelists. A very special and hearty thanks to our sponsors and all advertisers in souvenir who supported the meet. She thanked to all. Also kudos to team Western Region as well as all WIPS members and their organizations who have been supporting forum all along and we look forward to their continued support in future. Expressed sincere thanks to the Print and Electronic media for their presence and giving excellent coverage of this National Meet. Also thanked team of Hotel Centre Point, Nagpur for the beautiful venue & arrangements and other Administrative Authorities in Nagpur for their immense support and co-operation. At the end she expressed her gratitude to WCL, its CMD, Directors & others without whom this meet was not possible. Not only, they have deputed 200 delegates but also supported in each & every activity in organizing this meet.

SESSION – I



Panel Discussion: PSUs Role in setting up equality was followed by open forum

- (a) **Dr. Sanjay Kumar, Dir(P), WCL** : Emphasised on change of mind sets and change in certain Laws and Acts thereby allowing women to work on off-shore platforms, underground mining areas etc. He stated that WCL believes that women employees are equal & all women should believe it too. While some kind of advocacy, training may help & fast forwarding leadership through promotions may help, its women employees who also must accept challenging assignment & inculcate confidence in management to choose them.
- (b) **Capt. Sinha, Dir(P&A), SCI** : Pointed out that women may have chosen to stay away from the work place in earlier times. Competency of women

is not in doubt and SCI is one example to it wherein women at about 20% are much above the average of 9-10% or so. In every rank, there is a women in SCI. Chart out new areas of growth & opportunity to bridge the gaps. Grab the opportunity and take challenging assignments.

- (c) **Mr. Verghese Cherien, Dir(HR), IOCL** said one should have a burning ambition to break the glass ceiling. Look inwards to yourself, to achieve your goals.
- (d) **Ms. Manjusha Bhatnagar, Dir(HR), Balmer and Lawrie** moderated the session and her tip was to grab opportunity when it comes and sky is the limit.





Open Form : After the panel discussions, queries were raised by participants which were suitably clarified by the panelist. Matter regarding existing policies were elaborated and addressed by the panelists. Finally it was concluded with the opinion that gender diversity has emerged as an essential element for growth and competitiveness of the economies. Globally, the call for gender diversity in board rooms has been growing momentum. There is increasing sensitivity on the issue around the world and accordingly, various policy measures and legislations have been enacted. Some countries have introduced quotas to increase women's participation in decision making process while others have taken voluntary measures to integrate women's professional insight and expertise into board room discussions.

SESSION – II



Equality in all layers of the society by Dr. Vikas Amte, Secretary, Maharaoji Seva Samiti, Warora.

During his speech he stressed on economic viability and equal opportunities to all women. According to him women should realise her potential. She can cope up with normal stresses of life, can work productively and fruitfully and is able to make contribution to the society. He requested all present to be ready for the changes needed to evolve through time with forethought and planning.

SESSION – III

“Women Achievers Award” Felicitating Women who have shown exceptional determination and commitment to fulfill their dreams thereby charting out an inspirational journey & leading way for others to follow.

The forum conferred it's “Women Achievers Award” during the National Meet to Dr. Chandrani Prasad Verma, Sr. Scientist, Mining, CSIR-CIMFR; Ms. Harshini Kanhekar, Dy. Mgr (Fire Services), ONGC; Capt Radhika Menon, SCI.



Dr. Chandrani Prasad Verma who is India's First Female Mining Engineer; could get admission into B.Tech in Mining only after getting orders from court as Mining Act does not allow posting of women in underground mines. Despite topping college, she was not picked up during campus recruitment. She continued with her studies and landed job in CSIR after one of the interviewer recognized her passion for mining. Her advice "Be deaf to all negative comments. Never underestimate yourself & never doubt your caliber".

Ms. Harshini Kanhekar's passion to wear 'Vardi' made her try her luck initially to be air-force pilot. Since she could not clear entrance, she was forced to pursue MBA. Advertisement in Employment News located by her friend for course in National Fire Service College, Nagpur made her take admission as it would entitle her to wear vardi after completion of course. In the process, she became 'First' ever women to take admission & successfully complete it against odds & apprehensions of all & thereby opening doors for other women. After being recruited by ONGC, Mehsana; she has been gaining experience and exposure at all fronts with organizational support & encouragement. Her advice "All cannot be IAS/IPS, but each one of us is special. Have respect for yourself and never allow anyone to disrespect you".



Capt. Radhika Menon is First Women caption in Indian Merchant Navy received International Maritime Organization Award for exceptional Bravery at Sea for her role in dramatic rescue of 7 fisherman from a sinking fishing boat in Tumultuous seas in Bay of Bengal. Taking admission in 6 monthly Radio officer course as stop gap arrangement till admission time to regular B.Tech course, she continued finishing all levels of it due to her extreme dedication and love for same. After joining Shipping Corporation of India as Radio Officer and setting foot on a ship

for first time ever whereby she was in sea for 5-6 months with only men around her, there's been no looking back for her. She continued her learning and clearing relevant exams on ship handling, ship navigation, master; she became first women to captain a ship 6 years ago. Her advice "If we accept failure and failures don't demotivate you, then you can go on as long & as far as you want to go. If you have a dream to chase, please do so that you can open gate for others".



SESSION – IV

Motivation – Extra Sensory Perception by Shri Deepak Rao, India's numero uno Conference Energiser. Shri Deepak Rao captivated the audience by involving them into various activities to show the behaviour / reactive aspects of participants to showcase the Extra Sensory Perception skills. This sessions also demonstrated the mental abilities and mind powers to make impossible...possible and left delegates absolutely stunned and speechless.





Government polices, Carrier growth & Infrastructure in PSUs for Planet 50-50 by Dr. Reena Ramachandran, Former CMD, HOCL & Founder President, WIPS, APEX, Ms Manjusha Bhatnagar, Dir(P), Balmer Lawrie & Co. Ltd. and Ms Deepali Masirkar, DCP, Zone-I, Nagpur.

Dr. Reena Ramachandran expressed her serious concern about dismal progress made as far as Directorial positions being held by women from 1st WIPS Annual Convention in 1990 till 27th WIPS Annual Convention in 2017. She emphasized that WIPS / women employees should strive hard to improve this situation by conducting / participating training / motivational programmes, fight / compete in the race for directorial positions. There is a need to develop the strategies to enhance / increase the present inadequate representation of women in most PSUs and Banks at middle management and top management. Finally, she emphasized that it is upto individual about how to make best use of the opportunity whenever it is available and wished all the participants for the best and bright future.



Ms. Manjusha Bhatnagar, informed that the National Policy for Empowerment for Women was formulated in the year 2011 for creating awareness, gender rights and equality but it took long time in implementation. She emphasized that instead of using the law in its

right spirit; these rights are misrepresented / misused by certain women. As we are aware that violence at working place is increased and due to hostile work environment, mostly competent women are being brought down by their colleagues. Main issues faced by the women employees in workplace is lack of mentors, trainers, to lead them to bring them up in their ladder to occupy better position. It is not necessary women mentors shall always available, even male mentors can also support the profession of women employees for their career growth. Her advise - focus on the competency, continuous learning, skill development & take responsibility, making work place safe for women including contract labours.



Ms. Deepali Masirkar, DCP, Zone- 1, Nagpur stated that women still need to walk lots of miles and still have too much to do. The 'role' boundaries holds women back. She narrated her own journey and lessons learnt from it. Her advice – Be defiant, set own rules, put-in extra efforts & work hard, should not complain, remain a women, be empathetic to women around you & support them to make their life better. Let us support our own women & walk forward. Strong Women – may we know them, may we be them and may we raise them.



SESSION – VI



Ways to Lead Equality in the Society & the Organisation by Shri Sudhakar Kasture, Director, Exim Institute, Mumbai. Shri Sudhakar Kasture explained about the ways to lead Equality in the society and the Organization. He expressed about the challenges and culture of the organization leading to industrial revolution resulting into changing the role of women at work place and in society. He further explained that



today women are connected with technology and due to technology improvement, the burden of work on women employees have been reduced compared to ancient times. The constant conflict between office and home rules, culture, defined roles, etc. Even Women believe that there are certain things which only she should do and same goes for men. All barriers needs to be broken and nothing should be within gender boundaries.

SESSION – VII



Yoga for Planet 50-50 by Dr. Nutun Pakhare, PRO & Mediacl Consultant, Kaivalyadhama, Mumbai. Dr. Nutun Pakhare took delegates on a journey of meditation and relaxation while explaining about the importance of Yoga, highlighting its meaning / values for working women. She suggested to all the participants to practice Yoga every day to make life stress-free. She taught

many yoga techniques and exercise to all participants which can be done by our own to eschew tension. Her advise – take care of yourself & your health. If women want to reach planet 50-50 by 2030, start today, start now. Don't loose your 'Astivta'. Yoga is for 'Human Body, Human Mind & Human Soul'.



CULTURAL PROGRAMME





GLIMPSES OF NATIONAL MEET 2017









List of Corporate Life Members of WIPS (As on February-2018)

Annexure-I

NORTHERN REGION	
SN.	Name of PSUs
1	Airports Authority of India
2	Bharat Heavy Electricals Ltd.
3	Central Warehousing Corporation Ltd.
4	Educational Consultants India Ltd.
5	Engineers India Ltd.
6	Engineering Projects India Ltd.
7	Food Corporation of India
8	Gas Authority of India Ltd.
9	Housing & Urban Development Corporation Ltd.
10	Indian Airlines Ltd.
11	Indian Oil Corporation Ltd.
12	India Trade Promotion Organisation
13	IRCON International Ltd.
14	MMTC Ltd.
15	NHPC Ltd.
16	National Fertilizers Ltd.
17	National Projects Construction Corporation Ltd.
18	National Thermal Power Corporation Ltd.
19	Oil & Natural Gas Corporation Ltd.
20	Power Finance Corporation Ltd.
21	Power Grid Corporation of India Ltd.
22	Power System Operation Corporation Ltd.
23	Rural Electrification Corporation Ltd.
24	Steel Authority of India Ltd.
25	The State Trading Corporation of India Ltd.
	Insurance Companies - NR
26	Oriental Insurance Co. Ltd.
EASTERN REGION	
27	Balmer Lawrie & Co. Ltd.
28	Bharat Cooking Coal Ltd.
29	Bongaigaon Refinery & Petrochemicals Ltd.
30	Brahmaputra Cracker and Polymer Ltd.
31	Bridge & Roof Co.(India) Ltd.
32	Central Coalfields Ltd.
33	Central Mine Planning & Design Institute Ltd.
34	Coal India Ltd.
35	Damodar Valley Corporation Ltd.
36	Eastern Coalfields Ltd.
37	Garden Reach Ship Builders & Engineers Ltd
38	Heavy Engg Corporation Ltd.
39	Hindustan Copper Ltd.
40	Hindustan Paper Corporation Ltd.
41	Mahanadi Coalfields Ltd
42	Metal Scraps Trade Corporation Ltd.
43	Metallurgical & Engg Consultants Ltd.
44	National Aluminium Ltd.
45	North Eastern Electric Power Corporation Ltd.

SN.	Name of PSUs
46	Numaligarh Refinery Ltd.
47	Oil India Ltd.
	Insurance Companies - ER
48	National Insurance Co. Ltd.
SOUTHERN REGION	
49	Bharat Dynamics Ltd.
50	Bharat Electronics Ltd.
51	Bharat Earth Movers Ltd.
52	Chennai Petroleum Corporation Ltd.
53	Dredging Corporation of India Ltd.
54	Hindustan Aeronautics Ltd.
55	Kochi Refineries Ltd.
56	Kudermukh Iron Ore Co. Ltd.
57	Madras Fertilizers Ltd.
58	Mangalore Refinery & Petrochemicals Ltd
59	Neyveli Lignite Corporation Ltd.
60	ONGC Magnlore Petrochemicals Ltd.
61	Rashtriya Ispat Nigam Ltd.
62	The Cochin Shipyard Ltd.
	Banks - SR
63	Indian Bank
64	Indian Overseas Bank
65	State Bank of Travancore
WESTERN REGION	
66	Air India Ltd.
67	Bharat Petroleum Corporation Ltd.
68	Export Credit Guarantee Corporation of India Ltd.
69	Goa Shipyard Ltd.
70	Hindustan Petroleum Corporation Ltd.
71	Hindustan Organic Chemicals Ltd.
72	Indian Rare Earth Ltd.
73	Lubrizol India Ltd.
74	Mazagon Dock Shipbuilders Ltd.
75	National Film Development Corporation Ltd.
76	Nuclear Power Corporation of India Ltd.
77	Rashtriya Chemicals & Fertilizers Ltd.
78	Shipping Corporation of India Ltd.
79	South Eastern Coalfields Ltd.
80	Western Coalfields Ltd.
	Banks - WR
81	Bank of Baroda Ltd.
82	Central Bank of India
83	State Bank of India
	Insurance Companies - WR
84	Life Insurance Corporation of India
85	New India Assurance Co. Ltd.