SCOPE
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Forum of
Women In Public Sector (WIPS)

Proceedings of the

23rd

National Convention

(12-13th February, 2013-New Delhi)

23rd NATIONAL CONVENTION
FORUM OF WOMEN IN PUBLIC SECTOR

Breaking the Mould: Women- Organization Reciprocity

12th - 13th February, 2013 | FICCI Auditorium, Tansen Marg, New Delhi

View of the Venue (FICCI Auditorium)

Foreword

Greetings!!!. It is with deep satisfaction that I write this Foreword to the Proceedings of the XXIII National Convention of the Forum of Women in Public Sector (WIPS) held on 12th & 13th February, 2013 at FICCI Auditorium, New Delhi which was a grand success. The theme of the Convention was "Breaking the Mould- Women-Organization Reciprocity". Smt Panabaaka Lakshmi, Hon'ble Minister of State for Petroleum and Natural Gas, Govt. of India , set the tone for the Convention by inaugurating the Convention. We had a jam packed auditorium with more than 700 women delegates from all across the country. WIPS has grown steadily over the years and the theme was well received and dwelt on the need for women and organizations to work as partners in mutual value creation. The intersection where sensitive and forward looking Public Sector organizations meet the proactive, autonomous and confident women shall be the new launching pad to take women's development to greater maturity and enrichment.

The high quality of the presentations and the discussion by the eminent speakers represented their thinking and rich experience in their particular fields. The deliberations and their perspective on the theme and the various subthemes of the Convention are recorded in these proceedings. It will not be wrong to say that it is the contributions of the esteemed speakers that has made the Convention an outstanding experience.

The members of WIPS (more than 700) present during the Convention passed a resolution demanding mandatory provision of 33% reservation of posts for women at all levels in each enterprise, improvement in safety measures, utilisation of vast talent pool of experience, expertise & well educated retiring /retired women for augmentation of policies and initiatives of govt. for growth and promotion of women. Details of the resolution are given in the proceedings. I am sure that this resolution is a firm declaration of faith and vision on the part of the Forum which would produce results soon.

The new logo of WIPS was also officially released at this Convention. We congratulate all the award winners, the organizations as well as the individual women employees whose remarkable achievements, serve as inspirations to other women. We are indebted to the management of the Public Sector Enterprises who sent their women workforce in large numbers and also for their contribution and support in the form of sponsorships and advertisements. We would also like to express our gratitude to the other sponsorsers, the entire team of the Northern Region whose efforts and hard work reflect their commitment and dedication to make this 23rd National Convention an ever cherished event.

So let us be the torchbearers of change and encourage and support all women to unleash their potential .

Selvi Ravindren
President/WIPS/Apex (2013-14)

Rachel Mathew
President/WIPS/APEX (2012-13)

XXIII NATIONAL CONVENTION
(12th- 13th February, 2013)

Theme: "Breaking the Mould: Women- Organization Reciprocity."

Venue: FICCI Auditorium, Federation House , Tansen Marg, New Delhi 110001

PROGRAMME SCHEDULE

12th February 2013

0900-1000 Hrs. Registration

1000-1100 Hrs. **Inaugural session**

Invocation, Lighting Of Lamp

Welcome Address
Mrs Rachel Mathew, President, WIPS Apex (2012-13)

Introduction of the Theme
Ms. Nishi M Khurana, President, WIPS Northern Region

Key note Address
Dr. Reena Ramachandran, Founder President, WIPS APEX

Release of Souvenir
By Chief Guest, Hon'ble Smt. Panabaka Laxmi Hon'ble Minister of state for Petroleum & Natural Gas

Release of WIPS LOGO
By **Dr. Reena Ramachandran**

Distribution of Awards
By the Chief Guest

Address by Chief Guest
Smt Panabaka Lakshmi, Hon'ble Minister of State for Petroleum & Natural Gas

Vote of Thanks
Ms Kirti Tiwari, General Secretary WIPS APEX

1100-1130 Hrs. **Tea Break**

Session- 1

1145-1315 Hrs. **Organizational Initiatives for Creating Equal Opportunities for Women**
Shri K Jamestein, Dir (HR), ONGC
Shri S L Raina, Dir (HR), GAIL
Shri A C Chaturvedi, ED (HRD), NTPC

&

Leveraging Organizational Opportunities for Professional Growth

Ms Nishi Vasudev, Dir (Mktg), HPCL

1315-2000 Hrs. **LUNCH**

SESSION-2

TIME

1400 -1530 Hrs. **Organizational Remedies for Barriers to Inclusion.**
Dr. Sunita Chugh, Consultant

&

Growing Despite Organizational Constraints – Insights from Role Models
Ms. Priti Kaur, CGM (CC),MMTC

Ms. Kalpana Sethi, ED(Planning), Airport Authority of India

SESSION-3

1545- 1715 Hrs. **Managing Stress from Multiple Roles and Womanhood.**
Dr P D Nayar, Programme Director, WHO
Ms Rashmi Datta, Consultant

&

Taking Charge of One's Health and Well-being
Dr Shakti Bhan Khanna, Sr Consultant, Apollo Hospital

February 13, 2013

SESSION-1

1000–1130 Hrs. **Strategic Perspective behind Affirmative Programmes**
Prof. Tanuja Sharma, Management Development Institute , Gurgaon
Ms Ester Martinez, People Matters

&

Effective Use of Affirmative Programmes in the Professionalization of Women
Ms Ruma Barua, Manager(Construction), IOC, Pipelines
(Winner:First Prize for Best Women Employees 2013 Officers Category)

1130-1145 Hrs. **Tea Break**

SESSION-2

1145-1315 Hrs. **Gender Diversity as a Business Priority**
Ms Stuti Kacker, Secretary , Minstry of Social Justice
Shri N Bharali, Dir (HR), OIL India

&

Transcending Stereotypes to Occupy Strategic Space in Organizations
Ms Veena Swaroop, Dir.(HR), EIL

1315-1340 Hrs. **Valedictory Session**
Dr. M B Athreya, Former Professor, IIM, Kolkata. Management Adviser,Athreya Management System

1345 Hrs. **We Remember You- Felicitating ex CGB/REB Members**

1400 Hrs. **Lunch**

Proceedings of the XXIII National Convention of Forum of Women in Public Sector (WIPS) February, 12-13,2013 FICCI Auditorium, New Delhi

The XXIII National Convention of Forum of Women in Public Sector held at New Delhi on Feb'12 – 13, 2013 at FICCI Auditorium saw tremendous turnout of over 700 delegates from all over India. The Theme for this year's convention was "Breaking the Mould: Women-Organisation Reciprocity"

The key objectives of the Convention were:

1. To critically examine the policy initiatives public sector organizations have taken thus far to create equal opportunities for women and remove hurdles in their growth and development.

2. To undertake a reasoned analysis of the gender equality and mainstreaming programmes and assess their relevance and strategic impact.

3. To explore key learning from path breaking initiatives women have taken for empowerment despite organizational and institutional constraints.

4. To investigate how women can positively leverage affirmative programmes and engage in a constructive, value adding and reciprocal relationship with the organization.

The Convention addressed five sub themes and each sub theme had more than two speakers who brought out two different perspectives representing organizational and women led initiatives towards gender equality.

DAY 1 : Inaugural Session:- 12th February, 2013

Ms Rachel Mathew, President, WIPS Apex and DGM IndianOil welcomed the Chief Guest, Guest of Honour, CMDs, Directors, Guest Speakers, Senior Personnel from various organisations, media persons and delegates. She highlighted the achievements of the Forum of WIPS, urged to all women that they should always strive towards making this Network stronger and stronger as ever since its inception, WIPS has strived to bring about radical change in the lives of women, not only at work places, but in society at large. The 23rd National Meet of WIPS was indeed an opportune time to deliberate on the theme " Breaking the Mould : Women-Organization Reciprocity.

Nishi M. Khurana Explaining the theme of the convention

Ms. Rachel delivering Welcome Address

Introduction of Theme

Ms Nishi M Khurana, President Northern Region, WIPS, and DGM, IndianOil, outlined the theme of the conference. She said that the women in order to legitimize their roles in the organisations have to mobilize and enhance their personal capabilities, professional commitment and contribution and progressively shift away from excessive reliance on organizational remedies for inequality. She

complemented that women have proved successfully shouldering responsibilities in all facets of Indian Industry and contributing in enriching the quality of lives leading to growth and development of society and above all our Nation. She said that the theme chosen for the convention " Breaking the Mould : Women- Organization Reciprocity" will explore the policy initiatives that PSUs have taken to create equal opportunity for women and remove hurdles in their growth and development and how some women have leveraged these small opportunities and have made personal investments in enriching their status in and contribution to the workplace. She further said that the women and organizations have to work as partners in mutual value creation which will ensure that as partners both play their expected roles with conviction and responsibility.

Welcoming the Chief Guest (Hon'ble Minister of State for Petrol Units Natural Gas Ms. P. Laxmi)

Honouring Chief Guest

Lighting of Lamp

View of August Gathering

Release of Souvenir and WIPS Logo

The Convention was inaugurated by Hon'ble Minister of State for Petroleum & Natural Gas Smt Panabaaka Laxmi, the Hon'ble Chief Guest released the Special Souvenir on this occasion. A new logo of WIPS was also released by Guest of Honor Dr. Reena Ramachandran on this occasion.

Souvenir Release

WIPS Logo Release

Key note Address

In her key note address, Dr. Reena Ramchandran highlighted why there is gender imbalance in PSUs by explaining the two fundamental reasons about why less number of women is actually available for selection in Public Sector Undertakings jobs and other related with why women lack right exposure for shouldering higher responsibilities. Even though the women are willing to take up higher responsibilities they become less ideal candidate for promotions and which adversely affect her career progression. Women need to strategize their upward movement and it is very important that they make changes and take charge of these changes.

While In India though we have equal opportunity policies, the problem is that mere policies will not make a difference, it is the people who execute the policy will make all the difference. The Forum should plan to undertake this year is to prepare list of competent women who can take charge as independent directors. Dr. Reena Ramachandran stressed that affirmative action is the only way to increase numbers in the board level positions. She also urged SCOPE to map women's competency, skills across all public sector companies.

Dr. Reena Ramachandran delivering Keynote Address

Address by Chief Guest

In her inaugural address Hon'ble Minister of State for Petroleum and Natural Gas Smt Panabaka Lakshmi, while lauding the Public Sector Undertakings for women friendly policies said that UPA Govt. has taken several initiatives for Women Empowerment in the form of various policies & enactments. Smt Lakshmi pointed out that "some of the land mark enactments made recently are Protection of Women from Domestic Violence Act, Amendment to Hindu Succession Act to make Hindu Women's inheritance rights in property equal to that of men; etc. She said that it is during the tenure of UPA Govt. that the country has the First Women President of India "Smt. Pratibha Devisingh Patil Ji and the First Women Speaker of Lok Sabha Smt. Meira Kumar" still continuing. She congratulated the Public sector organizations who have taken initiatives in engineering institutional changes in policies and structures to provide opportunities for growth and career development of women. The positive contribution of these initiatives are being seen, as more and more professionally qualified women are entering the corporate world and are occupying the positions in the Board of Directors also. She appreciated WIPS for taking up the noble cause of women's progress and initiating an enthusiasm in achieving a National Mission of Women's upliftment and rightly chosen the theme of this Convention" Breaking the mould: Women-Organization Reciprocity" reflecting the contributions of women to industry and the society.

Ms Lakshmi

Presentation of Best Enterprise Awards and Best Woman Employee Awards

The Chief Guest then gave away the Best Enterprises Awards and Best Women Employee Awards.

Recipients of Best Enterprise Awards were

	Maharatna Category	Miniratna Category
Ist Prize	ONGC	CPCL
2nd Prize	IOCL	Eastern Coalfields
3rd Prize	NLC	Bharat Coking Coal Ltd.
Consolation Prize	BHEL	SECL

The recipients of Best Women Employee were:

	Officer Category	Non Officer Category
Ist Prize	Ms Ruma Barua, IOC	Dr Meeta Sharma,IOC
2nd Prize	Ms Tripti Shaw, BCCL	Ms Dipti Vaidya, ONGC
3rd Prize	Ms A.Nalini, NHPC	Ms Chandra Prabha,BEL
Consolation Prize	Ms Vizaya Sree,ONGC	Ms Arti Pathak, RCF

Best Enterprise Award-(Maharatna Category)

Ist Best Enterprise Award-ONGC

IInd Best Enterprise Award- IOC

IIIrd Best Enterprise Award Neyreli Lignite Corp.

Consolation Best Enterprise Award-BHEL

Best Enterprise Award-(Mini Ratna Category)

1st Best Enterprise Award-Chennai Petroleum Corp. Ltd.

IInd Best Enterprise Award Eastern Coal Field

IIIrd Best Enterprise Award Bharat Coking Coal Ltd.

Consolation Prize Southern Eastern Coal Field

Best Woman Employee (Executive Category)

Ist Prize Ms.Ruma Barua, Manager (Const.) IOCL

IInd Prize - Mr. Tripti Shaw-BCCL

IIInd Prize - Ms. A.Nalini - NHPC

Consolation Prize- Ms. Viziya Sree-ONGC

Best Woman Employee (Non-Executive Category)

Ist Prize - Dr.Meeta Sharma-IOC

IInd Prize - Ms. Dipti Vaidya-ONGC

IIIrd Prize- Ms.Chandra Prabha-BEL

Consolation Prize Ms.Arti Pathuk - RCF

Awards For Regions

Northern Region

Western Region

Eastern Chapter

Vote of thanks by Ms Kirti Tiwari, General Secretary WIPS APEX

Ms Kirti proposing vote of thanks

While thanking the Chief Guest, Hon'ble Minister for State for Petroleum and Natural Gas, Smt. P. Lakshmi, Guest Of Honour, Dr Reena Ramachandran, the distinguished guests, press media and delegates, Ms Kirti Tiwari said that this meet undoubtedly brought together not only delegates from various PSUs but also the dignitaries of various PSUs / Corporate sector & Academics to share their views and the presence of eminent personalities were example of women empowerment. She expressed her gratitude to all those organizations who have provided support by way of sponsorship & advertisements and nominating maximum numbers of delegates. She thanked the untiring team efforts of WIPS Northern Region especially Ms Nishi Khurana, the President, Ms Suman Lata Sharma, Vice President, Ms Anju Gupta, Secretary, Ms Rekha Ghuman, Treasurer for taking lead in organizing the convention. She ended by quoting "No one gets sudden rise even the SUN, No one gets sudden fall even the MOON, So stabilise your life with the positive approach and let the effort continue"

Session – I

Organizational Initiatives for Creating Equal Opportunities for Women

&

Leveraging Organizational Opportunities for Professional Growth

Moderated by- Northern Region

Ms Suman Lata Sharma - Vice President NR

Ms Anju Gupta Secretary NR

Shri K Jamestein, Director (HR), ONGC spoke about the gender gap in the country, and highlighted that India ranks very unfavourably when compared with other nations of the world on gender related disparities. He also shared statistics regarding percentage of women in unorganised sector, Central Government Services, private sector, public sector, senior Corporate positions. He brought out the importance of gender diversity in organizations by explaining the survey findings that companies with higher representation of women on their top management teams experience, on average, better financial performance than companies with lower women's representation.

Shri K Jamestein, Dir (HR) ONGC

While sharing the various initiatives pioneered by ONGC to bring gender equality in the oil major, Mr Jamestin emphasized that there is no glass ceiling for women at any level be it at the senior most position in ONGC and because of which there are good number of women in senior positions in ONGC. Creation of a safe and enabling environment for women employees is a top-level priority for ONGC. He also gave a detailed account of women friendly initiatives taken by ONGC not only for its women employees but also for the overall socio – economic development of women. He took pride while mentioning that ONGC is the only company which has introduced maternity leave for single mothers in case of adoption. He concluded by suggesting several measures which organisations may adopt for promoting gender diversity.

Shri S.L. Raina, Director (HR) GAIL, expressed that Diversity of experience, both personal and professional, brings dynamic and creative energy to the work environment. Striving to achieve diversity and inclusiveness throughout the workplace is fundamental to fulfilling the mission of any organization. The Inclusion Initiative can help organizations serve better therefore first step is make the governing boards commit to this vital decision and subsequently it percolates down to the staff and the communities they serve. He said that with this belief GAIL has formulated various rules and policies towards women development and gender equality and he stressed that there are equal opportunities for promotion for women in GAIL.

Shri S.L. Raina, Dir (HR), GAIL

He emphasized that to bring about gender equality, it is imperative to bring developmental changes in the society therefore, GAIL has undertaken number of CSR initiatives in this direction and some of the noteworthy initiatives are various scholarship programmes for children, skill generation workshops and trainings programmes to equip rural women for decent jobs etc.

Ms. Nishi Vasudeva, Director, Marketing (HPCL) gave detailed account on various opportunities available for women in public sector. She said there are some issues that are gender specific and therefore an assessment of the strengths and weaknesses of a given area or sector from a gender perspective will refer to the use of human resources and the possible enhancement of female human resources. She enumerated the strengths and weakness of the existing environment with respect to women which are given below

Ms Nishi Vasudev, Dir (Marketing), HPCL

Strengths

- presence of young women in educational streams that match the labor market demand
- Creation of job opportunities in strategic and innovative sectors (advanced services);
- Strong motivation of women to enter the labor market and also to maintain their position in the labor market
- High propensity of women for self-employment and business creation

Weaknesses

- Constraints blocking women's access to the labor market (i.e. lack of caring services for children and the elderly and lack of caring services in general;
- inadequate guidance, training and information services addressing the needs of women, and in particular of middle-aged women; etc.
- Constraints to women's self-employment (difficult access to credit; lack of support to female business creation etc.
- Inadequate labor market orientation / good school performance of women;

- Strong participation of women in associations and cultural life.
- Adaptability of women's typical set of skills (relational, communications, organizational, etc.);
- Women's sensitivity to quality in service delivery and production processes;

Drawing from her own experience she emphasized that in order to reach higher and higher in the hierarchy each women must take initiatives on her own like :

- Taking challenges – striving hard for tough tasks;
- Networking, get comfortable in professional gatherings;
- Keeping the viewpoints with ease and calm yet firmly at meetings without hesitation;
- Take task sthat are difficult and more visible;
- Make yourselves happy first while making others happy at professional & individual fronts.

Shri A.C. Chaturvedi, ED(HRD), NTPC

Shri A C Chaturvedi, ED (HRD), NTPC defined diversity in all its dimensions like race, ethnicity, gender, sexual orientation, religion, generation and physical ability and he highlighted that "Inclusion" leverages the power of differences to achieve the goals therefore diverse teams are innovative as each member has a different point of view which spurs innovation, drive growth and sustain competitive advantage in the marketplace. In NTPC the new hires are increasingly diverse with more number of women and minorities than ever before. Because women and men face different challenges especially true for women who are building a career while raising a family, NTPC encourages flexibility of career paths, with the ability to step on and off the fast track. He shared that multiple opportunities are offered to connect with diverse

role models. The NTPC is committed to retaining and developing our women for leadership roles and also hiring more number of women. He emphasized that the organization should develop Cultural dexterity an ability to understand, manage, coach, work and communicate effectively with people from different backgrounds and across multiple dimensions of diversity which is very important in the changing world. He concluded by appealing to all women to be what they are and to be themselves.

Session - II

a) ORGANISATIONAL REMEDIES FOR BARRIERS TO INCLUSION
&
b) GROWING DESPITE ORGANISATIONAL CONSTRAINTS

Session Moderated by - Southern Region

Ms. Rajeshwari - President/WIPS/SR & Ms.Vanaja - VicePresident/WIPS/SR

Dr Sunita Chugh, Consultant having two decades of consulting, teaching and training experience in both corporate as well as business schools focused on women power. Barriers to access and success can be viewed in physical as well as structural sense. But more than that, it is the curriculum, the pedagogy, the examination and the school's approach, which create barriers. Unless these unseen barriers are taken care of, access to all children and an assurance of success to all would remain a far cry. The inclusive education movement, combined with technological development and a new approach to open schooling has come at this crucial juncture. Countries and school systems choosing a holistic approach to access and success are more likely to succeed in reaching education for a She said, If the ratio of women employees is less, the main focus must be on increasing their power. Women must have an important role in various decision making processes at the top level management. It is the fusion of both of these characters that give an individual the approach with which he /she is perceived in an organization.

Dr. Sunita Chugh

Ms. Priti Kaur, CGM (CC), MMTC

With opening remarks that "Men would say all profit. Women ask at what cost? But somebody needs to take a hard look at the numbers," Ms. Preeti Kaur, brought out the difference between men and women in the organization. She said that Corporate boardrooms have been bastions of male dominance. The glass ceiling in companies dominated by men can only be broken by demanding reservations in top board positions. This onerous task should be taken by Forum and it should demand at least one post each of Executive Director and Independent Director to be reserved for women. She further said that the

Ms. Priti Kaur, CGM, MMTC

government does not deny equal opportunity to men and women and therefore this policy should be exploited. With the support of SCOPE there is urgent need to formulate strategy / mechanism to promote women in directorial posts, reform in the selection process of board level positions. In addition with the guidance of DG SCOPE the Forum plans to request all PSUs to frame women empowerment policy.

She highlighted that without a critical mass, it is difficult to bring the change in the career progression as many women languish in mid-level career with little opportunities for growth on the other side they have to manage their own stereotypical mindsets if they wish to grow in the organization like preference to soft postings, avoiding long hours at work etc. etc. She urged the members of WIPS to take challenges, go the extra mile, stretch yourselves and be confident.

The success mantra according to her is make your self visible by doing extra good work and make a difference in the organization or department in which you work. Never ever hesitate to fight for your right and always take the wrong things hands on.

Kalpana Sethi, ED (Planning), Airport Authority of India and a recipient of Ministry of Civil Aviation Women's Achievers Award for making significant contribution to the aviation industry in the centenary year of Indian Aviation shared her experience with the audience.

She advised women to take up the hard tasks, complete them but after that you can communicate to the management about the problems you have faced during the course of action.

She said never let some family problem restrict you to go to job, find means and adequate resources to solve problems. She narrated her own experiences about the gender issues she had faced and how she had overcome and created her own space in the organization.

Ms. Kalpana Sethi, ED (Planning) AAI

Ms. Asha Murthy - Treasure,WIPS/SR Presenting Memento

Session- III

Managing Stress from Multiple Roles and Womanhood

&

Taking Charge of One's Health and Well-being

Session Moderated by Eastern Region

Dr. Smita Mukherjee
President-WIPS/ER

Ms. Mita Chaudhary, Secretary WIPS/WR

Dr. Shakti Bhan Khanna

Dr. P.D. Nayar

Dr. Patanjali Dev Nayar, based on the readers' letters to his newspaper column and long standing experience in counselling, shared with the audience that many women have various myths about their bodies and physical looks that usually impact their confidence and aura negatively. He explained in detail the origins of issues related to body image and outlined the differences in body morphisms. During his interactions with the audience, it became clear that there is no "universal standard" for beauty and it is contextual and dependent on numerous variables. The interrelationship between body and mind were brought out and harmful effects of "Poor Body image" on physical and mental health, work output, and social and personal life were discussed. The main issues included, body weight, body form, dissatisfaction with shape and size of specific organs, complexion, body hair and pimples etc. He shared with the audience some tips to develop healthy body image and drew examples from literature, media, arts and religion. The role of correcting prevailing myths, "Life- Skills", Yoga and Meditation to tackle poor body image amongst women and girls and to "accept oneself" was discussed.

Mrs. Rashmi Dutta

Ms. Rashmi Datta, Consultant highlighted that feedback of any type whether negative or positive a valuable information about your personality which will help you improve your professional and personal lives. She stressed that one should not be offensive and aggressive about negative feedback rather analyse the reasons and work towards areas that have been highlighted by way of feedback. She emphasized that it is very important that women appreciate themselves to get appreciation from others. Adore yourself, love the being you are. as it is The crucial need is to get power and inclusion in decision making processes and the power is NETWORKING. NETWORKING and knowing people is very important for both professional and individual success. It is said that 'out of sight is out of mind' so keep in touch with more and more people. Get yourself appeared in various social gatherings interact with people over there.

DAY 2 : 13th FEBRUARY 2013

Session : I

STRATEGIC PERSPECTIVE BEHIND AFFIRMATIVE PROGRAMMES

&

EFFECTIVE USE OF AFFIRMATIVE PROGRAMMERS IN THE PROFESSIONALIZATION OF WOMAN

Session Moderated by Western Region

Ms. Mallika Shetty, President WIPS/WR

Ms. Usha Arora, Secretary WIPS/WR

Ms. Varsha Raunt Treasure - WIPS/WR

Dr. Tanuja Sharma

Dr. Tanuja Sharma, MDI, Gurgaon said that affirmative Action programs contain a diagnostic component which includes a number of quantitative analyses designed to evaluate the composition of the workforce of women and compare it to the composition of the relevant total labor pools. Affirmative action programs also include action-oriented programs. It also ensures equal employment opportunity by institutionalizing the employers' commitment to equality in every aspect of the employment process The evolution of the position of women in management in India, influenced no doubt by social and cultural transformations, is also a riveting and inspiring narrative of women themselves seeking meaning, expansion and significance beyond restrictions of traditional roles and identity. The quest for freedom and choice has been substantially achieved through an arduous and challenging journey that has progressively opened for women career paths leading to role expansion and opportunities for exercise of responsibility, leadership and influence.

This journey has taken women through several phases, with each progression characterized by a positive movement towards autonomous choices, enhanced personal and professional identity and comfort in managing multiple roles. Much of this development was spurred by women's movements that fuelled a number of initiatives at the level of government, business and civil society organizations to overcome troubling and persistent gender inequalities.

Ester Martinz, Co-founder, People Matter's Co-founder and Managing Editor of People Matters outlined about "What makes a power woman? " She also explained on how the structure and ecosystem of organizational life makes it near-impossible for a woman to have both a fulfilling personal life and a high-powered career. In many ways, the challenges that women face in terms of access to opportunities that traditionally have been dominated by men, performing within the parameters traditionally defined by male-structures and maintaining the proverbial work-life balance. It takes great skill and unparalleled drive to juggle conflicting priorities and emerge successful in patriarchal workplaces. She said that "Power Women" is not merely about success measured by designation or of perceived achievement; it is about the ability of these women to transform their ecosystem and then have their stories inspire more women (and men). It is about women who are determined to realise their dreams, who believe in themselves and their goals and who take ownership of their career and plan it in a focused manner. "Power Women" is a journey to transform the workplace; a belief that gender inclusion is not about working with women or men alone but about working with the culture of the organization.

Ms. Ester Martinz

Ms. Ruma Barua , IOCL (Winner: First Prize for Best Women Employees for the year 2013 -Officers Category), As Construction Manager, PRRPL, Ranchi, Pipeline Division, IOCL, Ms Ruma shared her life experience of stint with IndianOil. She was extensively involved in construction activities in Khunti TOP and PRRPL. She has been working in the most naxal infected by Naxalism . She undertook her jobs which involved travelling in most interior parts of Jharkhand braving all odds.

Ms. Ruma Barua

During her stay at Chennai, in Southern pipe lines, Chennai division, she was involved in award of contract like Evacuation/flushing of product and Nitrogen Purging of ATF pipeline from Devangonthi Terminal to BIAL Devanhalli & fCPCL Refinery to AFS Meenambakkam which were the initial AFT pipeline projects of IOCL She Outlined her career path and various challenges and tasks that she faced.

Session-II

GENDER- DIVERSITY AS A BUSINESS PRIORITY

&

TRANSCENDING STEREOTYPES TO OCCUPY STRATEGIC SPACE IN ORGANISATIONS

Session Moderated by APEX, WIPS

Ms. Bina Prasad Vice President
WIPS /Apex

Ms. Krishna Sainani - Treasurer
WIPS/Apex 2012-13

Ms. Sarita Verma - Treasures
WIPS/Apex (2013-14)

Ms. Stuti Kacker, Secretary Ministry of Social Justice

Ms. Stuti Kacker, Secretary, Ministry of Social Justice emphasized on "why women in leadership is a priority? Gender disparity in workplaces, such as the disparity between men and women in leadership roles, perpetuates existing stereotypes about the role of women, both at work and in wider society, and exacerbates gender pay inequity. She further said, research has shown that having significant numbers of women in leadership positions encourages and sustains other women. This means that unless systemic change in gender diversity in leadership is achieved, there is limited chance of the disparity improving on its own. In addition to the evident need for substantive gender equality, there are a number of advantages in promoting women in leadership: She highlighted that women are in fact more likely than their male counterparts to have relevant post-graduate qualifications. This is despite their tendency to undervalue their own skills and to be less forthcoming in pursuing leadership positions. Economically, it is a worthwhile investment. She said narrowing the gap between male and female employment rates would have huge implications for the global economy. Further, the current gender bias means that women are employed in roles where their productivity is not maximised. If the gender productivity gap was minimised, for example, by increasing the number of women in leadership positions, the level of economic activity in India could be boosted.

Shri N.Bharali, Director (OIL)

Shri N. Bharali, Dir.(HR). Oil India

Shri Bharali having over two and half decades of experience in Petroleum exploration and production industry and a PG from IIM, Ahmedabad said The "double burden" syndrome – the combination of work and domestic responsibilities – weighs heavily on women. They remain at the centre of family life, with all the attendant constraints (maternity, child-rearing, organising family life, care of the elderly, etc). The impact of the constraints may vary from one country to another, depending on the support offered (infrastructures such as daycare centres, tax policies that encourage women's participation in the labour force, etc.), In addition to these barriers, there are also psychological obstacles: women's difficulty in identifying With success, and their lesser ambition, which combined with a greater focus on their families, seem to lead many women to opt out of a business career. In a male-dominated environment, in which women find it difficult

to achieve positions that fit with their constraints, He has explained how Oil India Ltd., have endeavoured to understand to what extent women's readiness to opt out from success may account for their relative absence in managerial functions.

Ms Veena Swaroop, Director (HR), EIL and an MBA from Lucknow advocated that

Ms. Veena Swaroop, Dir (EIR) EIL

Women often take the lead and initiate change in their own local communities; yet they continue to remain under-represented in many areas of leadership and decision-making. The lack of women in leadership positions means that organisations are missing out on an important and measurable competitive advantage. Recent research studies show a strong positive correlation between a critical mass of women leaders and outstanding business performance. The price of ignoring gender diversity is high, and it is measured in lost potential, lost opportunities and lost credibility. The workplace is a breeding ground for stereotype threat. Fundamentally, stereotype threat is a response to evaluations, an omnipresent facet of organizational life. Whether receiving an annual performance evaluation by a boss or periodic informal feedback from a mentor, organizations are evaluation-intensive environments. As such, individuals from negatively stereotyped groups are often exposed to situations in which negative expectations may undermine performance. In order to promote women's equal participation in expression and decision-making, the following steps need to be taken:

- Companies should encourage and empower women to take senior positions, guarantee equal working conditions for men and women, create expert databases of women and achieve parity in expert panels.
- National gender equality policies should collect data on men and women in the organization.

She appealed to all women to break the glass ceiling and get out of the cocoon and to be stretched as much as they can to get recognition without losing their self respect.

Valedictory Session

Ms. Raehel Mathew, Welcoming Dr. M.B. Athreya

Dr. M B Athreya, a Doctorate in Business Administration from Harvard University talked on various issues related to woman empowerment. He acknowledged that female employees are by nature more saatvik. They accept any training with more jigyaasaa (desire to learn), but, alas, men need it more," opines Athreya. "The principles that help in different areas are meditation for management of stress, yoga for fitness, purushaarthaas for work-life balance, jeevashrama model for succession planning and the guna model for refinement." Factories that have provided training and sadhana in New Age ideas have found a rise in productivity due to greater care of equipment, processes and materials; lower wastages; better maintenance and equipment availability, etc. At the white-collar level, there is reduction in tamas.

At the managerial level, a pervasive rajas is transmuted into satva.

Dr. Athreya also defined the mantra of professionalism and women. He explained that there are three very important points for being professional they are :

i) Upto date knowledge how much up to date you are on the knowledge of your profession;

ii) Are you 100% as good as your counter part in other developed country; and

iii) Do you have the relevant set of skills, values, attitude etc. of your position and profession.

He also emphasis that the most important thing for women is to take charge of their own career. He concluded by wishing all women great success.

During the Valedictory function, Smt Selvi Ravindran, President / APEX (2013-14) read out the resolution which

was unanimously passed by the Central Governing Body of the Forum of Women in Public Sector, representing PSUs across the nation, as well as individual life members of the four chapters of Forum that

1) The Forum wants a mandatory Provision of 33% reservation for women in Public Sector jobs at all levels as well as equal numbers of women in Board Level positions in each enterprise
2) Want improvement in the safety measures being adopted by providing a safe environment for working women in Public Sectors
3) The Forum wants the vast talent pool of educated retiring /retired women with experience and expertise, to be channelized to work together with the Govt at the National as well as State levels, to augment further the policies and initiatives of Govt. of India towards "Women Empowerment and Corporate Social Responsibility"
4) To provide a level playing field for the growth and promotions for women at all levels

The new office bearers of APEX for 2013-14 were announced and introduced to the members

President	Ms Selvi Ravindran, Senior DGM, BHEL-PSSR, Chennai
Vice President	Ms Bina Prasad, Chief Manager/HR, ONGC, New Delhi
General Secretary	Ms Kirti Tiwari, Sr.Mgr/Civil, SECL, Bilaspur
Treasurer	Ms Sarita Varma Sr .Manager/ NHPC, Faridabad

The take away of two day programme of two day events were shared by Ms. Nishi M Khurana, President WIPS (Northern Chapter) and the meeting was concluded by vote of thanks by Ms. Anju Gupta, Secretary, WIPS (Northern Chapter). Dr. Reena Ramchandran applauded Ms. Rachel Mathew, Ms. Nishi M Khurana and her team for excellent arrangements and enriching experience making the 23rd National Meet a grand success.

Conclusion

These illustrious panelists have paved a road for us, encouraging hard work and articulating possible solutions and strategies for establishing women's rights as human rights. As has been made amply clear, there is much work to be done before achieving the goal of raising women's voices and eliminating the traditional exclusion of women in both domestic and international, formal and informal, decision-making processes. The task often seems impossible and frustrating when women contemplate the current structural and policy limitations. The panelists exemplified the advantages of cooperation in the struggle to define and safeguard women's human rights and also provided an excellent source of inspiration. With this common purpose and a collaborative effort, women can build alliances to extrapolate on their hard work and suggest concerted strategies to make continued progress.

Today, 23 years since inception, we find ourselves at a critical juncture: Whether or not gender equality is factored into these plans will determine to a large extent the fate of millions of women, and society at large, for years to come. We must all do more, much more. We would like to take this opportunity to thank DG-SCOPE for supporting the largest women's mass of the Forum of Women in Public Sector throughout these years since inception. The overall gender disparities in education have reduced; women have secured more rights with respect to employment and social security, and women's health has improved significantly. We would like to partner/interact and net working including development programmes with one or more established organizations like:-

- National Commission for Women
- Other development bodies like all India Management Association (AIMA), Delhi Management Association (dma), Chambers of Commerce, all India Women's Conference (AIWC), Press, PR society, etc.
- United Nations Development Organisation (UNDP)
- Ministry of Labour
- Ministry of Women and Child Development

It is said that women hold up half the sky. It is our shared responsibility to ensure that they are on equal footing with men, who hold up the other half. A lopsided sky is in no one's interest. Gender equity is essential for a beautiful sky and a harmonious, prosperous society.

Thank you for your deep commitment to this Forum of Women In Public Sector. Hopefully, as we move towards the next century, human rights will truly be women's rights.

Valedictory Session

Ms. Selvi Ravindram, President WIPS- Apex
Sharing the Resolution

Ms. Suman Lata Sharma, VP-NR urging delegates to
Strengthen WIPS

Ms. Nishi Khurana sharing the Take Aways
of the deliberations

Ms. Anju Gupta, Secretary WIPS/NR

Dr. Athreya Delivering the Valedictory lecture

WE REMEMBER YOU - FELICITATING THE FORMER CGB/REB MEMBERS

Ms. M. Kazmi - Remembering the pioneers

Ms. Deepak Gulati - Receiving Moments

Mrs. Prem Minoch, Receiving a memento

Mrs. Aika Mittal & Dr. Suyan, receiving Momento on behalf of Ms. J.Peters

Mrs. Jailaxmi, ITPO receiving the Monento on behalf of Ms. Naseem

Mrs. Sakshi, BEL receiving the Momento on behalf of Ms. Renu Pahija

Ms. Shilpa Mayenkar and Mrs. Krishna of BHEL receiving Momentos on behalf of Ms. Sally Masters & Ms. Suguna Swaminathan

Winners of Lucky Draw

Moments Of Convention

CENTRAL GOVERNING BODY (2012-14)
WIPS APEX

Ms. S. Selvi Ravindran
President,(2013-14)
Sr.DGM/Projects BHEL(PSSR)
474 Anna Salai, Nandanam,
Chennai – 600035 , E.mail: selvi@bhelpssr.co.in

Ms. Rachel Mathew
President (2012-13)DGM (IA)-WR
Indian Oil Corporation Ltd.G9 Ali Yavar Jung Marg
Bandra (E), Mumbai-400051
e-mail: rmathew@indianoil.in

Ms.Sarita Verma
Treasurer (2013-14) Senior Manager,
NHPC Ltd. NHPC Office Complex, Sector-33
Faridabad-121003,Haryana
E-mail: saritav2@yahoo.com
saritaverma@nhpc.nic.in

Ms. Bina Prasad
Vice President
Chief Manager(HR)-Head Admn. Support Unit
ONGC Energy Centre Core-2, 2nd Floor, SCOPE
Minar Laxmi Nagar, New Delhi -110 092
E-mail: bina_prasad@yahoo.

Ms. Kirti Tiwari
General Secretary Sr.Manager (Civil)
South Eastern Coal Fields
Seepat Road, Bilaspur- 495006(CG)
E-mail: kirtitiwarisecl@rediffmail.com

Ms. Krishna Sainanee
Treasurer (2012-13)
Dy. Officer, BHEL, World Trade Centre,15th Floor
Centre-1, Cuffe Parade,Mumbai-400005
E-mail: k_sainanee@yahoo.com

NORTHERN REGION

Ms. Nishi Khurana
President- DGM (A&W),
Indian Oil Corporation Ltd.Core 2, Scope Complex
7, Lodhi Institutional AreaNew Delhi 110003
E-mail: khurananm@iocl.co.in;
nishi_khurana@hotmail.com

Ms. Suman Lata Sharma
Vice President- Northern Region
Sr. Manager (P)/Regional Sales Manager
Coal India Ltd.,
1st Floor Raghu Sapphire Centre Opposite ESI
Hospital,93, Ajmer Road, Jaipur-302006

Ms. Anju Gupta
Secretary,GM,MMTC
Core 1, Scope Complex
7, Lodhi Institutional Area
New Delhi 110003
Mobile:9810114660
e-mail: anjug@mmtclimited.com;
anjummtc@yahoo.com

Ms. Rekha Ghuman
Treasurer
Sr. Manager(HR)-NPCC
Plot No.67-68, Sector-25
Faridabad -121003
Mobile:9868125289 / 9899783312
e-mail: rekhag01@gmail.com

EASTERN REGION

Dr. Samita Mukherjee
President
Sr. Manager
GRSE Ltd.
Kolkata (W.B.)
Mobile:9830271454
e-mail: samita.dr@gmail.com

Ms. Rekha Singh
Vice President
Central Coalfields Ltd.
Darbhanga House
Ranchi (Jharkhand)
e-mail:rekhasinghranchi@yahoo.com

Ms. Mita Chowdhury
Secretary
Bharat Coking Coal Ltd.
Koyala Bhawan, Koyal Nagar
Dhanbad(Jharkhand)
Mobile: 9470595836
email:mita.coalindia@gmail.com;
mitachoudhury1@gmail.com

Ms. Alpana Guha
Treasurer
Central Warehouse Corp.
Kolkata – 700 001
e-mail: guhaalpana@gmail.com

WESTERN REGION

Ms. Mallika S. Shetty
President
General Manager (Services)
Purchase & Services Division
Shipping Corpn. of India
Shipping House, 245 Madame Cama Road
Mumbai-400 021
e-mail: mallika.shetty@sci.co.in

Ms. Bani M. Doctor
Vice President
DGM, MDL
Mumbai
e-mail: bani.doctor@rediffmail.com

Ms. Usha Arora
Secretary
Chief Manager (HR)
ONGC
Mumbai
e-mail: ushaa_arora@rediffmail.com

Ms. Varsha Raut
Treasurer
Dy. Manager
Indian Oil Corporation Ltd.
Hazira (Gujarat)
e-mail: rvarsha@indianoil.co.in

SOUTHERN REGION

Ms. Rajeswari Arunachalam
President
Senior Finance Officer
Chennai Petroleum Corporation Ltd
Manali, Chennai - 600 068
e-mail: raji@cpcl.co.in; rajicpcl2000@yahoo.co.in

Ms. R. Vanaja
Vice President
Neyveli Lignite Corporation Ltd,
Corporate Office,Block 1,
Cuddalore Dist, Neyveli-607801
e-mail: rvanaja70@yahoo.co.in

Ms. C. R. Seema
Secretary
Cochin Shipyard Ltd,
Administrative Building, Perumanoor,
Cochin 682015
e-mail:seema.cr@cochinshipyard.com;
northgate@cochinshipyard.com;

Ms. Asha Ramamurthy
Treasurer
Bharat Heavy Electricals Ltd (ROD)
474, Anna Salai, Nandanam, Chennai -600035
e-mail: asha@rodchn.bhel.co.in

CORPORATE LIFE MEMBERS OF FORUM OF WOMEN IN PUBLIC SECTOR

Sr. NO.	NORTHERN REGION PSUs
1	Airport Authority of India Limited
2	Bharat Heavy electricals Limited
3	Central Warehousing Corporation
4	Engineers India Limited
5	Food Corporation of India
6	GAIL (India) Limited
7	Housing & Urban Development Corporation Limited
8	Indian Airlines Limited (NACIL)
9	Indian Oil Corporation Limited
10	India Trade Promotion Organisation
11	IRCON International Limited
12	MMTC Limited
13	NHPC Limited
14	National Thermal Power Corporation Limited
15	Oil & Natural Gas Corporation Limited
16	Power Finance Corporation Limited
17	Power Grid Corporation of India Limited
18	Rural Electrification Corporation Limited
19	Steel Authority of India Limited
20	National Projects Construction Corporation Limited
21	The State Trading Corporation of India Limited
22	Engineering Projects (India) Limited
	INSURANCE COMPANIES
23	The Oriental Insurance Company Limited
	EASTERN REGION
	PSUs
24	Balmer Lawrie & Co. Limited
25	Bharat Coking Coal Limited
26	Bridge & Roof Co. (India) Limited
27	Bongaigaon Refinery & Petrochemicals Limited
28	Central Coalfields Limited
29	Coal India Limited
30	Damodar Valley Corporation
31	Eastern Coalfields Limited
32	Garden Reach Ship Builders and Engineers Limited
33	Hindustan Paper Corporation Limited
34	IBP Co. Limited
35	Mahanadi Coalfields Limited
36	MSTC Limited
37	National Aluminium Company Limited
38	North Eastern Electric Power Corporation Limited (NEEPCO)
39	Numaligarh Refinery Limited
40	Oil India Limited
41	Central Mine Planning & Design Institute Limited
	INSURANCE COMPANIES
42	National Insurance Company Limited

Sr. NO.	SOUTHERN REGION PSUs
43	Bharat Electronics Limited
44	Chennai Petroleum Corporation Limited
45	Dredging Corporation of India Limited
46	Kochi Refineries Limited
47	Kudremukh Iron Ore Corporation Limited
48	Madras Fertilizers Limited
49	Neyveli Lignite Corporation Limited
50	Rashtriya Ispat Nigam Limited
51	Hindustan Aeronautics Limited
52	Mangalore Refinery and Petrochemcials Limited
53	Cochin Shipyard Limited
54	Bharat Dynamics Limited
	BANKS
55	Indian Bank
56	Indian Overseas Bank
57	State Bank of Travancore
	WESTERN REGION
	PSUs
58	National Aviation Company of India Limited (Air India Limited)
59	Bharat Petroleum Corporation Limited
60	Export Credit Guarantee Corporation of India Limited
61	Goa Shipyard Limited
62	Hindustan Petroleum Corporation Limited
63	Hindustan Organic Chemicals Limited
64	Indian Rare Earths Limited
65	Lubrizol India Limited
66	Mazagaon Docks Limited
67	National Film Development Corporation Limited
68	Nuclear Power Corporation of India Limited
69	Rashtriya Chemcials And Fertilizers Limited
70	Shipping Corporation of India Limited
71	South Eastern Coalfields Limited
72	Western Coalfields Limited
	BANKS
73	Bank of Baroda
74	Central Bank Of India
75	State Bank of India
	INSURANCE COMPANIES
76	Life Insurance Corporation of India
77	The New India Assurance Co. Limited

Forum of
Women In Public Sector (WIPS)
Indian Oil Corporation Ltd., Core-2, SCOPE Complex,
7,Lodhi Institutional Area, New Delhi-11000