

**25th Regional Meet of Forum of Women in Public Sector, WR held on
8th November, 2014 at RCF Gnagadhar Deshmukh Hall, Mumbai.**

Forum of Women in Public Sector, Western Region organized its 25th Regional Meet on 8th November 2014 at RCF Gangadhar Deshmukh Hall, Mumbai. Around 350 delegates, invitees and guests from various PSUs attended the Regional Meet.

The meet was inaugurated by Dr. Indu Sahani, Principal, HR College and former Sheriff of Mumbai who inspired the delegates and audience with her encouraging thoughts. She congratulated all the members of WIPS WR on the occasion of silver jubilee celebrations. She shared her experiences in her personal and professional life. She also motivated ladies to be focused on their goal and keep growing and narrated her experience as a Sheriff of Mumbai and stressed on the need for social entrepreneurship. She expressed her concern about Domestic Violence, Sexual Harassment etc. She gave detailed information about the 'Helpline – 1298' run by her and enlightened the gathering by her insightful thoughts.

Our Guest of Honor for the day Shri R G Rajan, CMD, RCF gave his valuable inputs. He encouraged young working women to take up hard and challenging career when they are young. He also emphasized on the need of continuous self improvement and marketing oneself.

Ms. Malika Shetty, President, WIPS, WR welcomed each and every one gathered on the 25th Edition of Forum of Women in Public Sector's much awaited and coveted programme 'The Regional Meet'. She highlighted that as we begin our journey today, our prime objective is to reflect upon and carve a Way Ahead for the Forum as we identify ourselves with the larger objective of Nation Building saying "When women come together, there always are miracles and wonders". She also mentioned WIPS, in its entirety has attained a major milestone this very year and that is achievement of 25 years of existence. And hence this year means a lot to all of us. It is that time of the year that we need to thankfully remember the efforts of our Founding Members who have helped the Forum have a strong foundation and footing of its own. We also revere the efforts of each and every member of the Leadership who created a Plan of Action to streamline all our projects and initiatives. And most importantly, all our Valuable Life-members who with their never dying spirit have methodically kept the Forum alive.

Ms. Kirti Tiwari, General Secretary, Apex addressed the gathering about activities of WIPS APEX. She also addressed the issues related to women like women empowerment, how to bridge the gap between generation X & Y, Changing needs of Indian women and briefed about the forthcoming Silver Jubilee Celebration in 2015.

While introducing the theme of the meet i.e. "Carving the way forward". Ms. Kamana Sarkar, Vice-president, WIPS, WR mentioned about the paramount issues of women today like health, Breaking the Glass Ceiling, how to bridge the gap between Tradition and Technology and also the importance of sound mind and soul to improve the society.

It has taken effort, enterprise, globalisation, changing economy and changing mindsets over a period of several decades for women to reach where they are today. 'Today' is the point where modernity is blending with tradition, where one sticks to the old, but also introduces the new. The young and the old are breaking ground by trying to understand each other.

‘Today’ is on the brink of the change. It’s time to break the glass ceilings, it’s time to quash the gender stereotypes.

This foundation and solidarity amongst the women of India needs to be built. Now is not the time to look back, it’s the time to carve out the way forward!

Ms. Varsha Raut, Secretary, WIPS, WR presented in length various activities performed by Western Region during the year individually by Organisation and also by Region wherein she highlighted the various common activities of the organisations and also efforts put by WIPS team of the Organisation for social causes in their unique way.

The inaugural session concluded by vote of thanks by Treasurer, Ms. Krishna Sainanee.

Best Activity Report of WIPS WR was awarded to following :

1st - ONGC.

2nd - Shipping Corporation of India.

3rd - SECL.

Consolation - BHEL

To mark the silver jubilee celebrations of WIPS slogan and essay writing competition were conducted on the topics ‘25 years of WIPS and way forward’ and ‘Carving the way forward’ and the winners were:

Essay Competition

1st Ms. Viveka, WCL, Nagpur

2nd Ms. Bhavani Raikar, IOCL

3rd Ms. S.L. Saraswati, IOCL

Slogan Competition

1st Ms. Nupur Sahastrabudhe, WCL

2nd Mr. Vipin Wagh, Shipping Corp.

3rd Ms. Asmin Khan, Mazgaon Dock Ltd.

Panel Discussion on the topic ‘Role of Women in Leading the Organization’.

A panel discussion on the topic “Role of Women in leading the organization” was organized with the objective to bring forth the challenges and issues concerning the rise of women leaders in the organization and to help them carve the way forward.

The panellist for this discussion were Shri N Sathia wageeshwaran, ED (HR), IOCL and Shri Abir Banerjee, ED (Trombay), RCF Ltd, gentlemen with great elegance and poise, who brought with them a rich and varied experience on this subject. The panel discussion was moderated by Ms Mamta Dingrocha, AGM (Commercial) BHEL Bhopal and Ms Swati Dikshit, Manager (HR) NTPC Ltd, Mumbai.

The panellist expressed their independent views on the subject to the gathering. They started with appreciating the beauty and skills with which a woman plays the role of a mother, a sister, a daughter, a wife and a careerist to near perfection. And that her high emotional quotient and her ability to multitask gives her an added advantage at work. Often the characteristics of a leader are defined with a male perspective in which a woman is expected

to fit in. The panellists were of the opinion that women should shoulder the leadership responsibilities with her natural abilities and talents as a woman and not try to fit in the male perspective. Life, family and work priorities often clash fiercely particularly in the initial years of her career. The discussion recommended that women should identify their priorities in life and also that organization should extend necessary support to the woman employees in the form of crèches, flexi working, child care leave etc. And particularly, gender sensitization programs could help generate a supportive work environment at work. Marginalizing of women workforce is a thing of the past and now women have entered challenging work profiles hitherto thought of as male dominated sphere. Also the Glass ceiling is an imaginary concept and that a woman with talent and will to succeed is unstoppable. However, networking is an important skill to rise high up the career ladder and particularly recommended for women employees who want to occupy the corner office. Also the audience actively participated in the discussion by raising relevant questions to the panellists which enlivened the discussion.

Shri Sathiavageswaran, ED (HR), IOCL expressed the power of women. He also stated that women should be respected because the women are the pillar of the society. If women go forward the society will also go forward. He also said that women are good at multi tasking , they have tremendous potential. However, he expressed the concerned about the Security and safety of women in society. He also said that the competence of women should be valued, ‘attitude stands correct more and more when he stands in such a forum’. He also mentioned perception of the society should be changed; competence of the women should be recognized by changing our mindset. Its our social responsibility to give comfort to women. There is no Glass Ceiling exist in today’s world. Women have proved themselves in various sectors. No leader will fail to recognize the talent of a women.

Shri Abir Banerjee, ED(Tr.), RCF explained measures for the development of women in the Corporate world. There should be work life balance. He also advised self authenticity is very important. Women need not change themselves. Society should accept the women the way they are. Women should have desire to perform better. The competency of women should be recognized by the organizations. The Glass Ceiling is disappearing in the Corporate world. Women need to know their strength.

He mentioned that China has made significant progress because the major portion of the workforce is managed by women.

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Ms Mamta Dhingrocha , BHEL questioned the panelist- How to deal with Indian Male dominant society ?

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Ms Mamta Dhingrocha , BHEL questioned the panelist – How to break the Glass Ceiling in the career of women in Public Sector?

ED (HR), IOCL answered that there is no Glass Ceiling exist in todays world. Women have proved themselves in various sectors. No leader will fail to recognize the talent of a women.

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1st Session:

Ms. Mrudula Sawant, BMC counselor spoke on gender sensitization. She beautifully explained changing role of a women in today's era. She also explained the need to redefine the concept of culture, nurturing and caring. She said to stop being judgmental. She also advised to stop imitating man and have faith in your strength and potential. Earlier sexual harassment was used as a weapon to obstruct career and progress of a woman. However, the beauty of a woman is that we do manage to reach to the top in a unique way with a positive outlook. According to her gender role can be changed, women can be proactive and redefine challenges when women are put in a difficult situation; they perform well. She mentioned the importance of sisterhood. She covered all aspects of a woman's life and how she struggles to try to optimally provide satisfaction to people around her and that often results in self dissatisfaction. which she highlighted by giving the example of Dr. Anandibai Joshi who faced many hurdles yet overcame them after which she travelled to London in order to obtain her degree in medicine and returned back as a successful doctor.

2nd Session:

Session on 'Women at top can't have it all' conducted by Dr. Nirmala Rao & Mrs. Bharati Golatkar. Both the speaker gave insightful thoughts regarding the topic. They quote the example of Indra Nooyi, CEO, Pepsico Ltd.

They discussed about challenges of working women and how to solve it with different mindset. Further they also mentioned women can have it all with the support system of family members.

In her lecture, she had stressed on prioritizing our work/task/problems. A working women should set her priority and should work/act accordingly, for example taking up bigger issue/problem first then on and so forth. She explained this practically by giving example of sugar cubes, sugar crystals and water.

3rd Session:

Her Topic was on “ Relationship” Mrs. Deepa Shrivastava, Corporate Trainer & Counselor from Bhopal (M), She has done her education in MA Psychology, & PG Diploma in Guidance & Counseling.

During her lecture, she sang a meaningful song, said a beautiful poem and story. She emphasized on relationship, if there is better relationship between the partner their spiritual, physical & health level will be the best & also the surroundings.

If we be happy we can keep the environment also happy, and also asked all of them to keep their life balanced whether they are at home or office.

4th Session:

Dr. Harish Shetty renowned psychiatrist explained the importance of a happy soul for having healthy mind and body. He spoke about emotions and their significance in life. He explained 6 type of emotions i.e. Anger, Love, Sadness, Fear, Shame and jealousy all the emotions in pure form are good for health. He also advised the gathering to start chasing small joys. He also emphasized the importance of soft touch and soft talks for having healthy life.

The Meet concluded with Cultural activities performed by employees of different Organisation and with Vote of Thanks by Ms. Vasanti Vaidya, EC Member.

विप्स की 25 वीं क्षेत्रीय मीट का आभार प्रदर्शन

विप्स के वेस्टर्न चैप्टर की क्षेत्रीय मीट 8 नवंबर 2014 को आर सी एफ के गंगाधर देशमुख हॉल माहुल में आयोजित की गई। कार्यक्रम के अंत में आभार प्रदर्शन किया गया।

प्रिय साथियों,

विप्स की 25 वीं क्षेत्रीय मीट के समापन के अवसर पर मैं आपके सम्मुख आभार प्रदर्शन कर रही हूँ। सब से पहले मैं आरसी एफ को इस मीट के लिए इस हॉल और विभिन्न सुविधाएं उपलब्ध करने के लिए तहे दिल बधाइयाँ देती हूँ और आग्रह करती हूँ कि जोरदार तालियों से आरसी एफ का अभिनंदन करें। इस कार्यक्रम का उदघाटन एच आर कॉलेज की प्राचार्या सुश्री इन्दु साहनी ने करके कार्यक्रम की गरिया बढ़ाई। उन्होंने अपने वक्तव्य में रेखांकित किया कि नजर बदलो तो नजारे बदलेंगे, सोच बदलो तो किनारे बदलेंगे। हम उनके प्रति हार्दिक आभार व्यक्त करते हैं।

वेस्टर्न चैप्टर के पदाधिकारी और इसी सदस्या जिन्होंने वेस्टर्न चैप्टर की प्रेसिडेंट मल्लिका शेटी जी के नेतृत्व में इस मीट को सफल रूप से आयोजित किया। इस मीट के मार्गदर्शन एपेक्स की पदाधिकारी सेलवी रविचंद्रन, कीर्ति तिवारी, बानी डॉक्टर, कृष्णा सैनानी के आभारी हैं। इस कार्यक्रम में विप्स के फ़ौंडर मेम्बर ज्योत्सना भट, आशा मिशिगन, डॉ. भारती गोलटकर के गरिमामय उपस्थिति के लिए हम धन्यवाद देते हैं। कार्यक्रम के फेकल्टी, मोडरेटर, सांस्कृतिक कार्यक्रम के कलाकार, प्रत्यक्ष अप्रत्यक्ष रूप से सहयोगियों के हम आभारी हैं।

सभी संगठनों के कार्यपालकों के हम आभारी जिनकी अनुमति ,सहयोग से हम यहाँ है।
साथियों ,आज हमारे पास विकल्प था,वर्किंग डे न होते हुए भी यहाँ शेयरिंग करना या और कुछ
करना।आपने अपना Me Time we Time बनाया ।इसका दारा जितना व्यापक खुद,घर ,समाज
,संगठन ,देश और जगत इसकी कोई सीमा नहीं।इसलिए मैं विदा न लेते हुए इस शुभयत्र के लिए
शुभकामनाएँ देती हूँ।
शुभास्ते पंथानः ।

वासंती वैद्य