

Feature on WIPS, WCL for next issue

Women In Public Sector (WIPS)- a status update (FY 2013-14)

Journey yet to carve.....Milestones achieved.....New Horizons to explore....



It is the established fact that the various development plans of the country are based on inclusive approach protecting the families' well-being & integrity along with women's social, political and economic empowerment and aimed at creating a balance among the multiple roles played by women to help with their effectiveness in the family and society.

Preparation of the Yearly Report on forum of WIPS is a momentous opportunity to look forward to the future milestones of Women Empowerment in the company and at the same time analyse the issues in retrospect.

At Western Coalfields Limited, Nagpur based Miniratna CPSU, having business interest in mining and marketing of coal, WIPS has taken roots with strong participation and support of its woman employees. The programmes of WIPS have been oriented towards development of knowledge, energising the positive traits and incentivised participation aimed towards self development of the members with social outlook.

During the training programmes under the forum of WIPS, interactive working sessions, camps, workshops and lectures were held and organized by expert resource persons. The working sessions covered lectures and workshops on the following topics:

Lecture on “Personal Effectiveness at Work Place” on 19th March 2014
by Dr Shazia Khan.

Through this training session, WIPS members learnt various tools which they can use to get their jobs done faster & better to achieve greater job satisfaction. It helped in acquiring skills for improving confidence, team building and communication. The programme has focused on the interpersonal skills that can make a huge impact in the way we interact and perform at work.

Workshop on “Ancient Wisdom and Health Management through Plants” on 6th June 2014 by Dr Alka Chatturvedi, HOD Botany Deptt. , Nagpur University

The true prophet is never accepted by his own people. By some strange quirk of human nature, we tend to think that something from a far away country can only be of greatest value. The blindness also affects us when it

comes to herbs and nutrition. But the training session revealed the truth that we are surrounded by an unbelievable bounty of nature. Aloevera, hisbiscus, Isabgol, bael, amla, neem, ferns, dandelions and many more herbs and plants are very useful in curing and healing many diseases & are very easily found in our backyards or gardens.

Lecture on “Harassment: Dealing effectively with harassment at workplace” on 27th Sep. 2014 by Mrs Suhasini Deshpande, Advocate (High Court, District Court, Maharashtra Administrative Tribunal, Family Court)

A knowledge increasing lecture session was conducted on Harassment at workplace by the practicing lawyer in High Court. She told about the cell constituted for dealing with sexual harassment at workplace on the guidelines of SC judgement in the case of Vishaka & others versus the State of Rajasthan. Accordingly it shall be the duty of the employer to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolution, settlement or prosecution of acts of sexual harassment by taking all steps required. The females should not remain quiet out of hesitation in bringing the issue known to the management so as to effective steps can be taken at the initial stages and preventing the situation from getting aggravated. The timely and right step at right time helps in dealing with the issue, as a result conducive atmosphere at workplace is generated where women can work safely with dignity.

Workshop on “Health Awareness Programme: HIV- AIDS” on 29th Nov. 2014 by Dr. Milind Bhirusandi, HIV Specialist, Nagpur

The programme dealt with the awareness regarding the causes and factors responsible for this dreadful disease. It is found that people get HIV positive without knowing it. In southern states of India the ratio of HIV patients is decreasing due to increase in the level of literacy. There is no treatment for this disease but it can be kept under control by maintaining the CD4 count level above 200. CD4 cells are a type of white blood cells that play a major role in protecting our body from infections.

Investment Awareness Programme on 27th Dec. 2014 by Sh Mandar Joshi, Think Consultants, Nagpur.

One day investor education workshop was organized to bring important financial education and investor awareness messages to the female employees of WCL, Nagpur. The interactive workshop motivated the audience to aggressively take advantage of the power of investing. The presentation covered the importance of realistic expectations and the benefits of long term investments for financial goals such as a child's higher education or a secure retirement.

Health Check up camp was organized on 9th Nov. 2014 at Wani Area under CSR initiatives by WIPS. 61 children from Anganwadi were screened and were given Vitamin A drops and calcium supplements. Awareness regarding cleanliness, washing of hands and right practices of hygiene was imparted. Healthy Baby shows and competition was conducted and prizes & gifts were given to all children. Breast feeding Week, International Women's Day , Bone Density Camps, HIV/ AIDS awareness programmes have been also organized at different areas of WCL.

Each of the programme is interactive and participatory in nature. These programmes act as instant catalysts in some instances leading to development of female employees mentally, physically & socially.

The members have also participated in national level seminars to showcase the achievements of WCL Chapter of WIPS. The members have been nominated in the 24th Meet of Forum of Women in Public Sector- Western Region at Panjim, Goa on 19th Oct 2013, National Meet of Forum of WIPS- www.....We Women Lead the World at Kolkata on 11-12 Feb. 2014.

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