

# WIPS Activity Report of PSUs

## WIPS-Bharat Heavy Electricals Ltd.

### 1. 11.01.15 to 17.01.15: Slogan Competition and Extempore Speech Competition on Road Safety



To make the BHEL employees and BHEL society aware of road safety, WIPS has organized slogan and extempore competition on "Road Safety" in Jan 2015 for making the younger generation and women employees.

### 2. 16.01.15: Health Awareness Lecture on Breast Cancer

by Dr. Namrata Dingrocha, Consultant surgery, Kasturba hospital was also organized which covered all the aspects of Breast Cancer including the precautions told for prevention of this disease .

### 3. 20.01.15: Haldi Kumkum at EMRP

As per Hindu traditions, Haldi kumkum function was held at EMRP in the month of January 2015 to celebrate the role of women in society and start afresh with each other at the beginning of the new year.

### 4. 12-13.02.2015: Participation in 25<sup>th</sup> National Meet of Forum of Women In Public Sector at Vigyan Bhavan, New Delhi

25<sup>th</sup> Silver Jubilee Year Annual Convention of the Forum of Women in Public Sector (WIPS) under the Aegis of SCOPE was held at Vigyan Bhawan, New Delhi on 12<sup>th</sup>-13<sup>th</sup> February, 2015 where BHEL has won the first prize in the Best Enterprise Maharatna/Navaratna category Award. Three of BHEL women employees namely; Ms. Shantha Kumari, Sr. DGM, WRI, BHEL, Trichy - 1<sup>st</sup> place (Executive Category) ; Ms. Megha Rastogi, Sr. Manager, ITS, BHEL, Bhopal, 4<sup>th</sup> place (Executive Category) and Ms. M. Girija, Artisan, Gr-IV, Machine Shop, BHEL, Trichy, 2<sup>nd</sup> place (Non- Executive Category) won Best Woman Employee Award for the year 2014. BHEL, Bhopal participated for first time in this competition.



### 5. 08.03.2015: CSR Activity at a village on occasion of Women's Day

On the occasion of International Women's day, (WIPS) BHEL, Bhopal conducted a CSR programme at Kahna Sanyan Village which is adopted by BHEL, Bhopal. The theme of the programme was "Health, Sanitation and Education for Women" and incorporated health checkups for women, distribution of medicine, dustbins, health drinks,



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notebooks and pens, knowledge-dissemination on swine flu, hand washing, sanitation and oral hygiene. A Road Show depicting the importance of the theme was carried out by the nursing students and staff. About 250 Women of different age groups, young girls and children participated in the programme.



## 6. 08.03.15 : Women's Day celebration at EMRP

Chief Guest of the function was Mr R.S Thakur, AGM, EMRP, Mumbai. The program included brief reporting of National Meet by Ms. Mandvi Gupta. Then presentation by Ms. Trupti (From Tej Gyan Foundation) about "creating happiness in life through the power of positive thoughts". A heart touching dance-drama on "Female foeticide" was performed by women employees of ROD, Mumbai, followed by group games.



## 7. 17.04.2015 - motherhood V/S Career Programme

This programme was organized on 17<sup>th</sup> April, 2015 in which 26 women employees participated. The faculty was Dr. Rita

Sengupta, Retd. Director from National Institute for Entrepreneurship and Small Business Development (NIESBUD), Noida. Focus of the workshop was to promote women leadership



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(entrepreneurship) and maintain balance between career and family life and included discussion on pertinent issues like understanding cultural influences on women, Decision Making ability of women, how motherhood impacts career of women, attitude of women to give up at times.

## 8. 21.05.2015 : Awareness and Management of Emotions

58 women including employees and contract workers participated in the above programme by Ms Deepa and Mr Shailendra Shrivastava from Manzilean institute, Bhopal which focused on awareness of one's emotions and its management and Capacity Building and better relationship through Emotion.



## 9. 08.06.2015 : Annual Day Celebration

Forum of Women in Public Sector (WIPS), BHEL, Bhopal has organized its Annual Day function at BHEL Cultural Hall with the theme "25 years of WIPS. The Way Forward" where the achievements and progress of WIPS in the organization was put forward and was much appreciated. The Guest Speaker Ms. Priyanka Mishra, spoke on the upbringing of children be it girl or boy in our families by teaching them sensitivity and strength. She also emphasized on Radical feminism and talked about empowerment of women being brought about by the MP Govt. She stressed that women should know her inner strength and act accordingly.



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## 10. 15.09.2015 : Tree Plantation at EMRP, Mumbai

As a part of “Engineers day” celebrations, tree plantation was done on 15<sup>th</sup> September, 2015 at EMRP to reduce carbon foot prints at office and make environment green and healthy.



## 11. 16.09.2015: Teej Celebration at EMRP, Mumbai



Teej celebration was held at EMRP to welcome the monsoon season.

## 12. 22.09.2015: Lecture on “Contribution of NGOs towards upliftment of woman & girl child in society”

On 22<sup>nd</sup> September, 2015 a lecture was organized in IFX hall on topic “Contribution of NGOs towards upliftment of woman & girl child in society”. Ms. Kiran Awasthi, Guest Speaker of the occasion, informed about the contribution of NGOs towards upliftment of woman and girl child in the society. She is keenly interested in social work and have been working with many organisations since many years.

## 13. Farewell of Dr. Sarla Menon our Unit Coordinator & CMS of Kasturba Hospital BHEL, Bhopal.

Forum of Women in Public Sector (WIPS), BHEL, Bhopal gave a warm farewell to the Unit



Coordinator of WIPS, Bhopal at IFX Conference Hall.



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## 14. 14.11.15: Children's Day Celebration at BHEL, Bhopal

WIPS organized Children's day program in crèche. GM-WE, CS and HR visited crèche area thoroughly. Interactive session held between WIPS executives and HR official for improvement/enhancement of facilities at crèche. Cake was cut by kids and all kids enjoyed fancy dress show. Sweets and gifts were distributed to the members.



## WIPS-Mazgaon Dock Ltd.

### 1. Haldi-kumkum:

Haldi Kumkum was celebrated in MDL on 21<sup>st</sup> January, 2015. The ladies greeted each other with haldi, kumkum, flowers and tilgud and spent an enjoyable morning together.



### 2. International Women's Day Celebration:

Woman is the builder and moulder of a nation's destiny. She is the supreme inspiration for man's onward march. Women have played an extraordinary role in shaping the destiny of our nation. I pay tribute to all women who have given this nation their invaluable gift of labour and love....." MDL WIPS cell celebrated 'International Women's day on 11<sup>th</sup> March, 2015. Event was organised by the women for the women and was attended by 200+ women employees across all ages and cadres who participated in various cultural activities like singing, folk dance, drama etc.



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All women were also presented with a memento.

In order to protect and encourage the increasing strength of its women employees, MDL has various cells for the welfare of women, such as WIPS cell, Women's cell & Redressal of Complaints of Sexual Harassment Cell. MDL organises various training programs, workshops, medical events and forums for the welfare of the women employees.

WIPS cell made an appeal to all women colleagues to whole-heartedly participate at the various events/trainings organised by the company, accept the challenging positions/assignments and put their best foot forward for achieving the company's goal 'To deliver quality ships in time within budgeted costs and be the world leader in warship building.'

## WIPS-Shipping Corporation of India Ltd.

### 1) Haldi Kumkum Celebrated on 23<sup>rd</sup> January, 2015:

Haldi Kumkum was fondly celebrated by women in SCI. Women employees alongwith senior lady family members exchanged haldi and kumkum during the programme



### 2. International Women's Day celebrated on 16<sup>th</sup> March, 2015 at SCIAuditorium:

On the occasion of international Women's day, the WIPS team of SCI had organized a seminar on "Health & Nutrition" by India's leading clinical nutritionist, Dr Nupur Krishnan along with skit and cultural activity SCI lady employees highlighting women's daily struggle to excel.



### 3. Newspaper and Magazine Collection Drive 7<sup>th</sup> April, 2015:

SCI WIPS in association with Bombay Leprosy Project (BLP) collected newspapers from SCI employees of various locations and arranged to send them to the NGO who would sell them for the upkeep of Leprosy patients.



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## 4) Navratri Celebration for all nine days from 13<sup>th</sup> to 21<sup>st</sup> October, 2015:

Navratri programme was organised from 13<sup>th</sup> October to 21<sup>st</sup> October, 2015 found overwhelming participation by SCI women in the festivities. All ladies working



in SCI from staff to Senior Board level came together in a great show on bonding.



## 5) 26<sup>th</sup> Regional Meet:

The Shipping Corporation of India Ltd., bags the 3<sup>rd</sup> Prize for the 'Best Enterprise Award' in the 26<sup>th</sup> Regional Meet organised by the Forum of Women in Public Sector (WIPS), Western Region.



## 6) Vigilance Skit by WIPS Committee Members on 30<sup>th</sup> October, 2015:

SCI WIPS Committee Members played a skit on Anti-Corruption during the Vigilance Awareness Week in SCI which was observed during 26<sup>th</sup> to 31<sup>st</sup> October, 2015 in SCI to create awareness regarding vigilance amongst the employees with the theme "Preventive Vigilance as a tool of Good Governance".



## 7) Special Recruitment Drive:

In SCI we initiated a special Recruitment Drive with a message: "Individually we are doing it beautifully, we are making those ripples. Our qualities can show the spark but when we all join together, we become waves, the bright shine. We are creating this revolution and writing our destiny. Lets make ourselves further stronger, as unity is our strength. Who else will value your achievements and understand our pain? So, ladies to make this wave stronger, Shine bright together, we urge you to be a part of WIPS. The sole platform where we ladies can bind and be together in our corporate journey for a lifetime". With this special recruitment drive we received 28 employees enrolled themselves within 10 days time span.







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## WIPS-Shipping Corporation of India Ltd

8) Farewell function for lady employees on their superannuation:



S.R. Shenoy – 29<sup>th</sup> Apr. 2015



Shobha Ram – 19<sup>th</sup> Jun. 2015



Mangala Deshpande 19<sup>th</sup> Nov. 2015

## WIPS-Indian Oil Corporation Ltd.

1. CSR Activities:



As a social responsibility WIPS, Western Region collected old clothes / used items to be given to the tribal/ under privileged/ poor/ Adivasi pada families on behalf of Manav Sanvedana Foundation on 23<sup>rd</sup> January, 2015.

WIPS, Western Region handed over old clothes on 18<sup>th</sup> February, 2015 to the representative of Jeevan Aanand Sanstha which is working for the helpless and roadside patients who are abandoned.

WIPS, Western Region in association with Nanavati Hospital, Mumbai organized a Health check up camp on 28<sup>th</sup> March, 2015 for M/s. Navjivan Vikas Sewa Sanstha at Post Raipatan & Sarvoutkarsha Samajit Sanstha, Ratnagiri.



Crayon, compass box, writing pads, biscuits and chocolates were distributed to the children. Decorative Thorans were presented to the women folk.

WIPS representatives of Indian Oil, Trombay Lubes Plant donated shelves to Vatsalya Trust for Orphans on 8<sup>th</sup> April, 2015.



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Representatives of WIPS, WR distributed bunker beds, mattress and blankets to the school children at Kolhapur on 16<sup>th</sup> July, 2015.



Maharashtra State Office conducted a free Eye checkup camp in Dharavi wherein free spectacles were distributed to the locals of Dharavi on 1<sup>st</sup> August, 2015.

Distributed clothes and household items to the Jeevan Anand Sanstha as part of the Daan Utsav on 2<sup>nd</sup> December, 2015.



"This winter spread some warmth", with this slogan the WIPs members of Madhya Pradesh State office wholeheartedly went into the drive of collecting old woolens and warm clothes. On 17<sup>th</sup> December, 2015 the collection was handed over to the NGO, Prerna, who would be distributing the warm clothes to the needy.

## 2. Haldi KumKum:

Haldi Kumkum was celebrated on 23<sup>rd</sup> January, 2015 at Western Region Office. All ladies greeted each other with flowers, haldi & kumkum and exchanged Tilgud.



## 3. 26<sup>th</sup> January, 2015 Celebrations:

WIPS WR participated in the Indian Oil Choir on 26<sup>th</sup> January, 2015 Celebrations held in the Western Regional Office.

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## 4. Health talk to Women employees in WRO on 28<sup>th</sup> January, 2015:

In order to spread health care awareness among the women employees, WR Medical organized a "Health talk on Silent Diseases" for Women employee in association with **RG Stone Urology & Laparoscopy Hospital** on 28<sup>th</sup> January, 2015.

## 5. Workshop on Healthy living for women employees:

A health talk on Nutritious Diet for Healthy Living and Physiotherapy for women at work place and home by Kokilaben Dhirubhai Ambani Hospital was conducted on 10<sup>th</sup> March, 2015.

## 6. Zumba:

Wockhardt hospital south Bombay alongwith WIPS, WR conducted ZUMBA Session for women employees of Western Region and MSO on 2<sup>nd</sup> April, 2015.



## 7. Marathon:

On 22<sup>nd</sup> February, 2015 women employees of Indian Oil participated in the IL&FS 3<sup>rd</sup> 'Run for Fun' Marathon.



## 8. Cricket Tournament:



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Indian Oil Club conducted the 'Servo Indian Oil Cricket Tournament-2015' on 1<sup>st</sup> March, 2015 at G N Khalsa Cricket Ground. All the women employees participated in the cricket tournament.

## 9. International Women's Day celebrated on 10<sup>th</sup> March, 2015:

International Womens Day was celebrated in Western Regional Office on 10<sup>th</sup> March, 2015. Ms. Gopa Sen wife of Mr. Ashok Sen, ED (RS), WR was the Chief Guest for the day. Ms. Mala Kachchap, Ms. Sati Rajendran and Ms. Varsha Raut alongwith other members attended the programme. Women employees superannuating were felicitated.



## 10. Work Life balance and Guilt Management:

Western Region WIPS Cells in co-ordination with the Western Region Training Department conducted a one day workshop on Work Life balance and Guilt Management on 15<sup>th</sup> and 16<sup>th</sup> June, 2015 for the women employees of Western Region. The Main objective of the programme was to empower the participants control their emotions and make their life balanced in the various spheres of their lives.



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## 11. One day workshop on "Gender Sensitization & Sexual Harassment":

Western Region WIPS Cells in co-ordination with the Western Region Training Department conducted a one day workshop on "Gender Sensitization & Sexual Harassment" for Officers and staff on 12<sup>th</sup> & 20<sup>th</sup> August, 2015.



12. Indian Oil Day was celebrated on 1<sup>st</sup> September, 2015 wherein the women employees participated in the Koli dance.



13. Navratri celebrations were held in the Western Regional Office in October 2015.



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**14. Swachh Bharat Abhiyan Walkathon** was held on 5<sup>th</sup> October, 2015 in BKC, where the women employees participated in the Walkathon. Swachh Bharat Abhiyan Elocution Competition was held on 6<sup>th</sup> November, 2015 in the Western Region Office.



## **WIPS-Rashtriya Chemicals & Fertilizers Ltd.**



**1. RCF releases the Policy on Zero Tolerance to Sexual Harassment at Workplace:** On 8<sup>th</sup> March, 2015, RCF unveiled the “Policy on Zero Tolerance to Sexual Harassment at Workplace” by CMD, Shri R G Rajan. The policy has been framed and displayed at important locations.



**2. Self Defense Workshops** for RCF Women Employees: Two batches of 55 participants attended a Self Defense Workshop ( Krav-Maga) on 15<sup>th</sup> & 25<sup>th</sup> April, 2015 which focused on Threat Neutralization, Striking Form, Scanning and Escape, Choke Defense, Bear Hug Release, Improvisational Weapons and personal Safety.



**3. WIPS cell website:** A WIPS Cell website is there on the RCF Intranet, which display information relevant to women employees, acts, policies and achievements. This website is being made more interactive with blogs.

**4. Maternity Leave extended & Paternity Leave is implemented:** The Maternity leave benefits have been extended from 84 days to 180 days and Paternity leave of 15 days is introduced.

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**5. Washroom facilities for RCF women employees:** WIPS cell members assessed requirement of washroom facilities, bio-toilets for women employees and contract labour. After giving report and recommendations of the same, five new washrooms, four renovation of existing washrooms, three bio toilets have been successfully installed. A Mahila Kalyan Kaksha also has been in the factory premises for RCF women employees.

**6. RCF sponsors memberships of WIPS for all women**

**employees:** RCF has sponsored membership of WIPS (Women in Public Sector) for all the women employees. A few women employees were also nominated for the Regional/ Annual Meets of WIPS.



**7. Gender Sensitization Workshop:** As part of the Gender Audit, it has been strongly felt that each and every employee of RCF has to undergo a Gender Sensitization Workshop. Hence a one day workshop was conducted on 29<sup>th</sup> July, 2015 and a similar workshops are being lined up for all the employees.



**8. Women's Day Celebration:** In order to commemorate International Women's Day Celebration at RCF a one day programme was organised on **9<sup>th</sup> March, 2015 on the theme "Aspiring to Reach High"** at Gangadhar Deshmukh auditorium with Chief Guest Mr. R.G. Rajan. Around 345 participants which included Women Employees and female family members of employees participated in this celebration.