

# WIPS Activity Report of PSUs

## 9. 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 & Escape, Choke Defense, Bear Hug Release, Improvisational Weapons and personal Safety.



**10. Health talk to schoolgirls** on menstruation, personal hygiene by RCF hospital gynecologist and distribution of sanitary napkins by RCF at 12 schools in Chembur in February, 2015. WIPS Cell Member, Dr. Vineeta Rao was also present.



## 11. World Health Day 'celebrations at RCF:

The theme of the week was 'Food Safety—from farm to plate'. Health quiz, Healthy recipe contest, lecture on diet, Poster competitions, Body fat measurements, Walkathon, were some of the programmes conducted. Women and men participated in all the programmes in large numbers



## 12. Quarterly meetings are held by RCF WIPS Cell:

Quarterly meetings are held by RCF WIPS Cell and activities are planned accordingly. Different initiatives are discussed for development of women employees.



**13. A Participatory Gender Audit** is conducted in RCF to study the present practices followed within the organization to achieve gender equality. RCF will be the First Public Sector who is conducting a Gender Audit. Ms. Nanda Kulkarni, Chief Manager(HR) and Ms. Rupali Wadhvani, Manager(HRD) were nominated and have successfully completed a course on ILO Participatory Gender Audit Facilitator's Certification on Partial Scholarship, organized by the International

Training Center of the ILO Turin, Italy and are now conducting the audit at RCF.

## Other Activities

- Stress Test/Cancer Check-up/ Health Management programmes are organized for ladies in surrounding area.
- Agriculture Training programmes arranged for women at Nagpur Farmers Training Institute.
- Special Health Camp for women in the adopted villages at Shrirampur & Nandurbar.

## ACTIVITY REPORT OF OTHER REGIONS:

### WIPS- EASTERN REGION:

1. **Regional Meet** was held at Jawahar Nagar Auditorium, Central Coalfield Limited, Ranchi on 28<sup>th</sup> November, 2015. The theme of the meet was "Together For a Safe Childhood".

Ms. Mridula Sinha, IAS Officer of Ranchi was the Guest of Honour on this occasion. She shared her experience regarding safe childhood for both boys and girls with us as Guest speaker. Ms Pramila Singh, wife of Mr. Gopal Singh, Chairman - cum - Managing Director, Central Coalfield Limited has graced the occasion as Chief Guest on this occasion. Mr. R S Mahapatra, Dir(P) and his wife were also present in occasion. Dir(Tech.) of Heavy Engineering who is also acting as Dir(P) also accepted our invitation and graced the occasion along with his wife.



CCL bagged 1<sup>st</sup> Prize in Best Enterprise Award under Miniratna Category



IOCL bagged 2<sup>nd</sup> Prize in Best Enterprise Award under Maharatna and Navaratna Category



OIL bagged 1<sup>st</sup> Prize in Best Enterprise Award under Maharatna and Navaratna Category

2. As part of WIPS activities, IOCL, T&D Group conducted the "Joy of Giving" week in ERO Bhavan from 6<sup>th</sup> November, 2015 to 13<sup>th</sup> November, 2015. The collected old clothes and books along with sweets and biscuits were sent to children in "Nirmala Shishu Bhavan" of Missionaries of Charity and to "Child care home" of Women Interlink Foundation.



3. **Flood Relief:** WIPS, OIL Cell donated food items, candles, clothings to Geraki Gaon, Panitola.



4. WIPS, OIL Cell celebrated Children's Day in Shenalaya (school for spastic children). They donated Rs 5000/- for development of school. They also distributed sweets, drawing book and colour boxes.



## WIPS- SOUTHERN REGION:

1. **The 25<sup>th</sup> regional meet of WIPS-** Southern region was organised in BHEL, Electronics Division, Bangalore on Friday 4<sup>th</sup> September, 2015. The program started with the invocation to the goddess by Ms. Gayathri. All the guests inaugurated the meet by lighting the lamp and paying tribute to Shri A.P.J. Abdul Kalam. Ms. Rajeswari Arunachalam, President, WIPS, SR welcomed the gathering. Ms. Kavita Sharma, Vice President, WIPS, SR presented the theme “25 years of WIPS. The Way Forward & Sharing the Journey” of the Meet. A video presentation of “25 years of WIPS journey” was presented. Ms. C.R. Seema, Secretary, WIPS, SR submitted the activity report during the year 2014. The pledge was administered by Ms Bani Doctor, Vice President, APEX, WIPS. Ms. Selvi Ravindran, President, APEX, WIPS presented the presidential speech. Shri. K.Kalaiselvan, General Manager, MM, Comml., Mktg. & ES, BHEL, EDN was the chief guest and addressed the gathering. Shri. K.Parthiban, AGM, HRM, BHEL, EDN presented the Key note address. Ms Asha Ramamurthy, Treasurer, WIPS, SR presented the vote of thanks. Ms. Suma BT, WIPS, EC Member and coordinator was the master of the ceremony. WIPS members from Southern regional PSUs and WIPS, APEX office bearers attended the meet. Some WIPS, WR members also attended the meet.



2. **As a CSR initiative,** provided food supplements and clothes to the Children of Rehabilitation centre which cares for HIV affected children in Prathipadu, Visakhapatnam on 30<sup>th</sup> October, 2015. The REB members of SR and the President, Apex, WIPS were attended the CSR initiative of the region. The seniors officers of RINL graced the occasion by their esteem presence.

## WIPS- NORTHERN REGION:

1. **Regional Meet - November 5, 2015 - SERVO Auditorium, IOC R&D Centre, Faridabad - ‘25 Years of WIPS & its Future...’**



WIPS, NR members came together to rejoice and celebrate this milestone of completing 25 years of WIPS and did some serious stock taking and soul searching in order to address the emerging issues and concerns of “Women at Work’ in the digital world.

Ms. Nishi M Khurana, the President of Northern Region, WIPS, welcomed the august gathering and briefed on the activities of the forum in the area of women development. She discussed about the salient characteristics – inclusiveness and diversity of the forum and how it helped the women in PSUs address the diverse issues in building a career. Ms Anju Gupta, the Secretary of Northern Region, WIPS while introducing the theme said that journey of last 25 years has been nothing less than a miracle after of pride.



In her key note address, Ms Reena Ramachandran, founder President, WIPS briefed on the genesis of WIPS and how it evolved from October 1989 meet into the present shape and status. Mr. Verghese Cherian, Dir(HR), IOCL delivered the inaugural address. Quoting data from the Harvard Business School studies, Mr. Cherian highlighted the concerns about decreasing presence of women across the globe in the top rung of the corporate ladder.



## 2. REB Meeting held on 28.12.2015:

The ninth meeting of EC Members of WIPS, Northern Region for 2014-2016 was held on 28<sup>th</sup> December, 2015 at ONGC, New Delhi. Meeting was also marked with farewell to an EC member Ms. Manju Sood, GGM, ONGC.



## Are We Ready to Touch the Pickle?

Several years have passed since this incident took place in my life. My office colleague and friend – Smita and I have both gone past our menopause stages in life. But the day that this incident took place; I noticed that Smita was missing from her desk for a long time. I decided to visit the wash-room to check on her and found to my greatest shock, a trail of blood right from the door leading into the toilets. I found Smita bleeding heavily and herself in a state of shock and weakness. Her clothes too had stained heavily.

I somehow helped her calm down and asked if she had any sanitary napkins with her. She replied in the negative as her regular date had gone past as usual and therefore she wasn't carrying any napkins. I somehow managed to procure a few napkins from the office and called a taxi to rush her to a doctor.

Today after so many years I recalled this incident when I came across an article in the newspaper about the St. Xavier's College installing



**Ms. Sarla Jadhav,  
MTNL, Mumbai**

sanitary napkin vending machines in their toilets. Ms Shreya Mathur – a student from the 3<sup>rd</sup> year of B.A. has taken up this initiative. Shreya had resolved to help female students who often face difficult situations when they get their menstrual period untimely while at the college. She decided to work on a solution which would help students get easy access to sanitary napkins inside the college campus. She researched several vending machine options along with reasonable pricing options for students. After coming to a favourable conclusion, she wrote a letter to the administration with a detailed solution to overcome the problem. The college administration provided her with all the support required to fulfill her ambitious plan, thus enabling all its female students easy access to sanitary napkins on the college campus.



Despite living in the 21<sup>st</sup> century, our patriarchal society refuses to discuss or detail action points to help women in these delicate moments of their lives. Women too avoid discussion upon this topic regardless of the pain it might be causing them. Even today women quietly face the stigma of untouchability in their own households for 4-5 days every month. They're asked to avoid cooking and are distanced from any religious rituals in those days. Even with growing nuclear families in the city, only a fraction of women are moving away from the old customs. Thanks to Shreya Mathur's courage, a discussion has begun over this essential though delicate topic. It is necessary to discuss and understand the mental and emotional turbulence that women go through during this period of time.

The very basic and utmost important issue is for families to be aware, understand and support their mothers, sisters and other female counterparts.

P&G's 'Touch the Pickle' campaign was yet another instance that led to open discussions around this taboo topic. The campaign was conceived from the idea that a majority of Indian women feel restricted from achieving their dreams because of irrational taboos around menstruation. Irrational taboos, like not washing their hair, not touching the pickle, sleeping in areas away from the house, have no relevance to menstruation today and are age-old myths imposed by families that considered periods as impure.



*Snippet: Nikita Azad launched 'Happy to Bleed' Campaign on Social Media after Sabarimala Temple proposed a scan for menstruation. Using the hashtag #HappyToBleed, the women are making a stand against 'rules' introduced by the chief of a famous Sabarimala temple, which currently bans all women of reproductive age from 10 to 50.*

Taboos like not wearing whites, not leaving the house and not exercising, started at a time when good sanitary protection did not exist and women had to use cloth, rags or even sand or ash during periods. Today, when there is superior technology in terms of sanitary pads, women shouldn't worry about following such unreasonable practices.

Every woman who bears equal responsibilities as a man, faces an added responsibility every month of going through her period with a straight face. It is thus of extreme importance to support her by discarding the social stigma revolving around this very natural process. Many educational institutes and NGOs and colleges like VJTI, Kirti College, MIT etc. are now pro-actively copying the model set up by St. Xavier's College. Shreya's positive fresh perspectives towards menstrual periods have begun a discussion across many institutions. It is time overdue that we shed the old customs and social stigma associated with this natural process so that women will continue giving birth to a healthier next generation. And all 'Shrey' (credit) goes to Shreya Mathur for having pro-actively created awareness about this topic.

Thank you Shreya! May your thoughtfulness overcome the old and bring in a new generation of empowered women.

## Leaping Through 26 years of National Meet

Details of National MEET (1 <sup>st</sup> to 25 <sup>th</sup> )					
NM	DATE	PLACE	VENUE	THEME	CHIEF GUEST
1	17 & 18.1.1991	Delhi	SCOPE Complex	-----	Inaugural : Mr. Bhagey Gobardhan, Union Minister of State for HRD GOH: Dr Najma Heptulla, Deputy Chairperson Rajya Sabha
2	12 & 13.2.1992	Delhi	FICCI Auditorium	-----	Mr. P. K Thungan, MOS, Heavy Industries
3	12 & 13.2.1993	Bangalore	Hotel Ashok	-----	Mr. Virarppa Moily, Chief Minister, Karnataka.
4	12 & 13.2.1994	Bombay	Hotel President	-----	Inaugural : Ms. Margaret Alva, MOS for Personnel, Public Grievances Pension & Parliamentary affairs Velidictory : Dr. Najma Heptulla, Deputy Chairperson Rajya Sabha
5	12 & 13.2.1995	Calcutta	Rabindra Sadan	Stereotyping in jobs & Equal opportunities	Mr. Jyoti Basu, CM,WB
6	12 & 13.2.1996	Delhi	FICCI Auditorium	Women As Change Agent	Mr. Gopalkrishna, Chairman, SCOPE
7	12 & 13.2.1997	Chennai	IIT, Guindy	Women Empowerment	Mr. Murasoli Maran, Minister for Industry & Public Enterprises.
8	12 & 13.2.1998	Mumbai	University of Mumbai	Value addition through Participation	Ms. Mohini Giri, Chairperson, NCW
9	12 & 13.2.1999	Calcutta	Hotel Park	Strategies for Transformation : A journey Forward	Mr. Uddesh Kohli, Chairman, SCOPE & CMD Power Finance Corporation Ltd.
10	12 & 13.2.2000	Delhi	Hotel Surya	Towards Gender Sensitive Corporate Governance	Ms. Ela R. Bhatt, founder SEWA
11	12 & 13.2.2001	Mumbai	Hotel Juhu Centaur	Progress of Women : Empowerment Economics & Ethics	Cancelled due to Gujarat Earthquake
12	12 & 13.2.2002	Chennai	IIT, Guindy	Progress of Women : Empowerment Economics & Ethics	Ltn Governor Dr (Ms) Rajini Rai, Governor, Pondichery
13	12 & 13.2.2003	Mumbai	Hotel Taj Land's End, Bandra	Women & Development : A Synergy	Ms. Chandra Iyengar, Principal Secretary, Higher & Technical Education, Govt. of Maharashtra
14	12 & 13.2.2004	Delhi	Airforce Auditorium, Subrato Park, Dhaulakuan	Competence & Values : A Key to Success	Ms. Sheila Dixit, CM, Delhi
15	11 & 12.2.2005	Kolkata	ECZC Centre	Empowerment : Roadmap for Sustainable Development & Global Competitiveness	Mr. Surjit Burman, Chief Justice of Orissa
16	10 & 11.2.2006	Delhi	SCOPE	WIPS Day Celebration	Ms. Kiran Bedi, IPS
17	12 & 13.2.2007	Kochi	A.J.Hall	Mainstreaming Women- Unleashing potential	Ms. Kanti Singh, MOS, Coal
18	12 & 13.2.2008	Mumbai	ISKON, Huhu	The New Millennium Women – Dreams unlimited	Ms. Shubha Raul, Mayor, Mumbai
19	12 & 13.2.2009	Delhi	Airforce Auditorium, Subrato Park, Dhaulakuan	Evolving the Blueprint for change	Mr. Kamalnath, Minister for Environment
20	12 & 13.2.2010	Kolkata	ECZC Centre	Women-The Unique Value	Mr. U.D.Choubey, DG, SCOPE
21	12 & 13.2.2011	Chennai	Hotel Ashiyana	Millennium Development Goal	Mr. Rajendran, Former Governor of Orissa
22	12 & 13.2.2012	Ahmedabad	IIM, Vastrapur	Women-Key Drivers of Growth	Inaugural : Mr. Narendra Modi, CM, Gujarat Velidictory : Ms Ella Ben Bhatt, Former Chairperson, SEWA
23	12 & 13.2.2013	Delhi	FICCI Auditorium	Breaking the Mould :Women- Organizational Reciprocity	Ms. P. Laxmi, MOS, Petroleum & Natural Gas
24	11 & 12.2.2014	Kolkata	Swabhumi, The Heritage Plaza	“WWW... We, Women lead the World”	Mr. Somnath Chatterjee, former Speaker LS
25	12 & 13.2.2015	Delhi	Vigyan Bhawan	“25 years of WIPS...The Way Forward”	Mr. Anant G Geete, Minister of Heavy Industries & Public Enterprises

## Dr. B.R.Ambedkar: A Champion of Women's Rights

*"I measure the progress of a community by the degree of progress which women have achieved."*

The Hindu Marriage Act, 1955; The Hindu Succession Act, 1956; The Hindu Minority and Guardianship Act, 1956 and The Hindu Adoptions and Maintenance Act, 1956 are amongst the most important laws that safeguard the legal rights of Hindu women in India. The mother of all these laws was the Hindu Code Bill. And the champion of the Bill was Dr. B. R. Ambedkar. Today, very few Indians and even fewer women are aware that Dr. Ambedkar was a relentless champion of women's rights.

Dr. Ambedkar's commitment to women's welfare was founded long before the Hindu Code Bill. In pre-independent India, he strongly advocated family planning measures for women in Bombay Legislative Assembly. He believed in 'equal pay for equal work' and strongly condemned domestic violence and the lack of education for girls. In 1942, as Labour Minister of Executive Council of Governor General, he introduced the Maternity Benefit Bill and argued fervently in support of it when he said that ***'It is in the interests of the nation that the mother ought to get a certain amount of rest during the pre-natal period and also subsequently...the burden of this ought to be largely borne by the Government...'***

Post-independence, despite the constitutional safeguards for women. Dr. Ambedkar aimed to plug the various loopholes in the diverse Hindu laws through the Hindu Code Bill. While defending the Bill in the Assembly, Dr. Ambedkar urged that ***'... all I am asking this House is: If you want to maintain the Hindu system, Hindu culture and Hindu society, do not hesitate to repair where repair is necessary.'***

For its time, the Hindu Code Bill was a revolutionary piece of social legislation. It was a compendium of legislations that was designed to achieve two main objects. First, it aimed to bring consistency and uniformity in the various personal laws of Hindus. Second, it guaranteed Hindu women inviolable legal rights. It made polygamy illegal and contained provisions dealing with registration of marriages, divorce procedures, inter-caste marriages, restitution of conjugal rights, alimony etc. It gave 'maintenance rights' to a wife separated from husband. It gave legal validity to adoption and provided a thrust to the adoption of girls, which till then had been little practiced. The most controversial part of the Bill dealt with 'succession'. For the first time in the history of India, a daughter and/or widow was given the same rank as the son in matters of inheritance. In addition, the daughter was given an equal share in her father's property.

In parliament, the Bill stimulated some of the most dynamic Assembly debates ever. The House stood divided between the polar opposites of the status-quoists vs. the change seekers. Some such as Dr. S. P. Mukherjee declared that ***'the Hindu Code Bill would shatter the magnificent structure of the Hindu culture'*** while other gentler ones such as Acharya Kriplani confessed (humorously, I guess) that he supported the bill merely because of pressure from his wife. However,

DR. B.R.Ambedkar



Ms. Pradnya Parihar,  
Dy. Legal Adviser, ONGC



there were also staunch supporters in the likes of Nehru. Justice Gajendragadkar an eminent Sanskrit scholar, Jurist & Judge of the Bombay High Court had expressed that ***'If Dr. Ambedkar gives us Hindu Code Bill, his achievement would go down in history as a very eloquent piece of poetic justice indeed.'***

While handling the arduous task of being the Chairperson of the Drafting Committee of the Constitution, Dr. Ambedkar did not lose vision (nor steam) in pushing the Hindu Code Bill. Despite such commitment and resolve, the Bill continued at a snails pace for four long years and got much diluted resulting in Dr. Ambedkar's resignation in September 1951.

Very few people are aware that Dr. Ambedkar was equally concerned about the condition of Muslim women in India. In his book 'Pakistan or Partition of India' he strongly condemned the then prevalent practices of polygamy, child marriage and divorce among Muslims. He also highlighted that the segregation of Muslims women and the purdah system has a significant negative impact on their physical and psychological health. Had he lived more, it can be reasonably believed that he would have fought for legislations that would benefit every Indian woman.

Today, while Dr. Ambedkar' name resonates throughout India, his true legacy remains unacknowledged. More importantly, his thoughts remain unheeded. This year, as political parties of all hues vie to claim him and chalk out year-long celebrations in commemoration of his 125<sup>th</sup> anniversary next year, let us hope that not just the man but also his vision of an equal and just India is realized in the days that lie before us all.

## **WIPS-Western Region Cell & Corporate Life Member** **in the following Corporate/Regional Offices of PSUS (WR)**

1. Airports Authority of India, Mumbai
2. Air India, Mumbai
3. Bank of Baroda
4. Bharat Electronics Ltd., Mumbai
5. Bharat Heavy Electricals Ltd., (Bhopal, Mumbai)
6. Bharat Petroleum Corporation Ltd., Mumbai
7. Central Bank of India
8. Central Warehousing Corpn. Ltd.
9. Export Credit Guarantee Corpn of India Ltd., Mumbai
10. Goa Shipyard Ltd., Goa
11. Hindustan Insecticides Ltd., Rasayani
12. Hindustan Organic Chemicals Ltd., (Mumbai, Rasayani)
13. Hindustan Petroleum Corporation Ltd., (Bhopal, Goa, Mumbai)
14. Indian Overseas Bank, Mumbai
15. Indian Oil Corporation Ltd., (Goa, Gujarat, Madhya Pradesh, Maharashtra, Mumbai)
16. Indian Rare Earths Ltd., Mumbai
17. Life Insurance Corpn. of India, Mumbai

18. Mazgaon Dock Ltd., Mumbai
19. Mahanagar Telephone Nigam Ltd., Mumbai
20. Minerals and Metals Trading Corporation, Mumbai
21. National Fertilisers Ltd., Mumbai
22. National Film Development Corpn. Ltd., Mumbai
23. New India Assurance Co. Ltd., (Mumbai, Pune)
24. National Insurance Corpn. Ltd.
25. Nuclear Power Corpn. Ltd., (Mumbai, Tarapur)
26. National Thermal Power Corporation, ((Korba, Mumbai, Seepat)
27. Oil & Natural Gas Corporation Ltd., (Ahmadabad, Baroda, Mehsana, Mumbai)
28. Power Finance Corpn.
29. Rashtriya Chemicals & Fertilizers Ltd., Mumbai
30. REML, Mumbai
31. Shipping Corporation of India Ltd., Mumbai
32. South Eastern Coalfields Ltd., Bilaspur & 13 areas
33. State Bank of India
34. Western Coalfields Ltd., Nagpur

## WIPS Membership of Western Region (as on 31.12.2015)

S.N.	NAME OF THE COMPANY	Total
1	AAIL MUMBAI	1
2	AIR INDIA MUMBAI	12
3	BEL MUMBAI	19
4	BHEL (Bhopal, Nagpur, Mumbai)	146
5	Western Coalfields Ltd.	5
6	ECGC MUMBAI	78
7	Goa Shipyard Ltd.	9
8	HIL RASAYANI	25
9	HOCL (Mumbai, Rasayani)	82
10	HPCL (Bhopal, Goa, Mumbai)	33
11	IBP (IOC) MUMBAI	6
12	IOB MUMBAI	15
13	IOCL (Hazira, Mumbai, Ujjain, Bhopal, Pune, Vasco, Ahmedabad, Jabalpur)	430
14	MDL MUMBAI	70
15	MTNL MUMBAI	39
16	National Insurance Corpn	1
17	New India Assurance	97
18	NPCIL (Belapur, Mumbai, Tarapur, Surat, Gujarat)	256
19	NTPC (Mumbai, Korba)	16
20	ONGC (Mumbai, Ahmedabad, Mehsana, Vadodara)	547
21	RCFL MUMBAI	288
22	REML MUMBAI	1
23	SCI MUMBAI	104
24	SECL (Bilaspur, Hasdeo, Chirimiri, Bhatgaon, Baikunthpur, Gerva, Dipka, Kusmunda, J&K, Korba, Johila, Raigarh, Sohagpur, Bishrampur, Kol)	2248
25	WCL BALLARPUR	141
<b>GRAND TOTAL</b>		<b>4669</b>
(1 TO 25) As on 31.12.2015		



### **NPCIL WIPS:**

NPCIL Management has taken initiative to make all their lady employees as WIPS Life Members. In 2015 total 522 lady employees have become WIPS Life Members out of that 260 employees are from Western Region. NPCIL WIPS Cell members met President, WIPS, WR and handedover the forms for enrollment.

## WIPS-WRACTION PLAN (2016-17):

- 1) To conduct programs towards Swatch Bharat Abhiyaan.
  - 2) In line with Hon'ble Prime Minister's agenda to organize training session for skill development for women in PSUs.
  - 3) To conduct CSR activities for the education and skill development for children and more particularly, for girl-child.
  - 4) Creating awareness through various programs about role of women employees in corporate leadership
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## **Parenting: Walking the Tight Rope**

There are some moments in life when you are speechless, "when you cradle your first born in your arms for the first time", 'when you see them perform for the first time on stage' it brings tears to your eyes, and 'when you bear on your shoulders the burden of their corpse before you die'. Parenting is balancing your emotions, intellect and behavior and making way for many new things and decisions in life. For some it's the learning that at times to gain something you have to lose something, making way for nappy changing, feeding, playtime over night outs and dinner with friends over the weekend. It's a life changing moment when you hold your little one in your hands as a newborn but its even tougher to be able to find out the new lifestyle that awaits you when you reach home with the infant.



Parenting cannot be taught and neither are there any online classes or crash courses on how to deal with the lingua and regimen of raising a child. Its one of the first lessons of being a teacher, a mentor and a friend where you cannot afford to make any mistakes like the ones you might have made over the years of your life as a friend, subordinate and employee of people around you. It may be the most rewarding job of all jobs but there are no courses for teaching a child his first words, his values or not having values at all, her toughness in dealing with life or just taking things in a stride or being practical and not voicing her opinion at all. You have to live it to be able to love it.

Sometimes, life teaches you to be a proxy parent, explaining good habits to your household help taking care of your child or advising the grandmother on what the doctor has advised your child over the domestic age-old remedies being administered in your absence. There are many judges of your role as a mother or father but no teachers as they who were your parents have moved on to become grandparents in a time with different needs and requirements. But as there emerges an India, where the metrosexual Indian is juggling between the needs of self and others, the word parenting turns around and explores new meanings. Parenting starts getting more and more hands on, with the lack of support, new avenues emerge and products such as day care, night care and many such shops sprung into action to save the parents who are hard pressed for time and money juggling between the roles of being ideal parents of yesteryears and the corporate executive with a 24X7 schedule that sees no end. In a society, that has accepted liberalization economically and is yet battling internally with the social effects of the same, the closure has become tough for both parents and children. A relationship, which was once based on sheer affection, now takes other shades as the needs of both parents and children

change. As the daughter becomes the son, the grandmother becomes the caregiver too. The burden of responsibility on both sides equally shared and enjoyed. Parenting is a two fold process now, with a child getting some more attention or at times getting left at the crèche with none at all, the economics of a liberalizing nation governing the same. The essentials of parenting for the 21<sup>st</sup> century parents it turns out:

**Gentle Discipline:** Parenting has now transformed to be one where discipline is no more corporal punishment, it's a gentle push, a nod and even hour-long chat sessions over a pizza or a burger with the hope that what a stick could teach can be taught with speech. It is as much a negotiation one would do with his client, customers at office convincing them with your infinite convincing capabilities. Most often, you would encounter unfamiliar terrain on a confrontation at home with a retort rather than a silent submission. The day-to-day trials and tribulations kept aside it is the paradigm shift of parenting becoming more co-existent rather than co-option of the yesteryears. But which was a better way is an endless debate.

**Work Life Balance:** the increasing number of mothers joining the work force and even those who are single handedly managing the home, the need for that unconditional love albeit in small shots like tequila has become unforgettable. There is less time covering a spectrum of activities from cooking, guest relations, partner management, to housework and lesser quality time with children. It is important not to be too hard on yourself and enjoy every moment of the "me-child" time, which might have diminished. Each moment of that hour is precious to exhibit the unconditional, non-judgmental love often good to exhibit with a hug or a kiss everyday at bedtime and at playtime.

**Hard Work:** commitment along with love. Often, it is seen amongst children that they are in the virtual world and see a-disconnect with the real world as they enter their teens. As the oft-quoted saying explains that children don't learn from what you tell them more than what they see. To be able to be role model exhibiting love for elders, children and community around, working hard for each member in the family including yourself. Walk the talk, being a hands on parent would be the key to your success where the child is grasping various other values and scruples from their surrounding which may not be beneficial for them but at that moment essential to combat peer pressure for your child. Some of your favorite hangouts change from a discotheque to an old age home, a new school friend's home; making friends with his classmates parents, visit to a theme park for children rather than a relaxed multiplex experience.

**Patience is a virtue:** Parenting may not end with the growing up of your children; it is also the acceptance of release once the goal has been achieved. A sense of closure is never as easy as it should be; as with responsibility comes an unknown sense of expectation and thanksgiving. Which process you wish to choose is your for the takes, but none has an easy definition the traditional or the new hands on pragmatic one and neither can leave you off your responsibility as a parent-that of being a friend, mentor and guide.

At the end of it all, there are no rules to bend, the rules are your own and by you. A creature has come to life from you and shall be as you mold and shape them, for better or for worse, it's for you to decide and chart your course after all.

**Kriti Dutta,  
Dy. Manager (HR-PR),  
NTPC Ltd.**

## Best Enterprise Awardees till date

EVENT	1 <sup>ST</sup> Prize	2 <sup>nd</sup> Prize	3 <sup>rd</sup> Prize	Other
The 25 <sup>th</sup> National Meet (2015) at Delhi Navratna & Maharatna, Miniratna	BHEL ECL	ONGC SECL	RINL BCCL	Consolation—NLC Jury Award—IOCL Consolation—CCL
The 24 <sup>th</sup> National Meet (2014) at Delhi Navratna & Maharatna, Miniratna	ONGC ECL	BHEL SECL	NLCL & SCI CIL & RINL	OIL -
The 23 <sup>rd</sup> National Meet (2013) at Delhi Navratna & Maharatna, Miniratna	ONGC CPCL	IOC ECL	NLCL BCCL	BHEL (Consolation) SECL (Consolation)
The 22 <sup>nd</sup> National Meet (2012) at Ahmedabad Navratna & Maharatna Miniratna	ONGC CPCL	IOC SECL	NLCL BCCL	OIL (Consolation) ECL (Consolation)
The 21 <sup>st</sup> National Meet (2011) at Chennai Navratna & Maharatna, Miniratna	IOC CPCL	SCI NLCL	RINL SECL	BHEL (Consolation) ECL (Consolation)
The 20 <sup>th</sup> National Meet (2010) at Kolkata	BCCL	RINL	ECL	MMTC (Consolation)
The 19 <sup>th</sup> National Meet (2009) at Delhi	SECL	BHEL	MMTC	MRPL (Consolation)
The 18 <sup>th</sup> National Meet (2008) at Mumbai	NLCL	SECL & NHPC	-	NPCC (Special Encouragement)
The 17 <sup>th</sup> National Meet (2007) at Kochi	IOC	-	SECL	-
The 16 <sup>th</sup> National Meet (2006) at Delhi	(Only WIPS Day celebrated at National level)			
The 15 <sup>th</sup> National Meet (2005) at Kolkata	BEL	IOC	RINL	NHPC (Consolation)
The 14 <sup>th</sup> National Meet (2004)	(National Meet not held due to Gujarat earthquake)			
The 13 <sup>th</sup> National Meet (2003) at Delhi	NLCL	BEL	NALCO	SECL (Commendation Award)
The 12 <sup>th</sup> National Meet (2002) at Mumbai	SECL	Vizag Steel Plant	NALCO	-
The 11 <sup>th</sup> National Meet (2001) at Chennai	NLCL & IOC	BHEL	CPCL	-
The 10 <sup>th</sup> National Meet (2000) at Delhi	IOC	NHPC	EIL	-
The 9 <sup>th</sup> National Meet (1999) at Kolkata	EIL	BPCL	WCL	-
The 8 <sup>th</sup> National Meet (1998) at Mumbai	WCL	BEL	IOC	SECL
The 7 <sup>th</sup> National Meet (1997) at Chennai	SECL	IOC	Oriental Insurance	(Continuous High Level of Achievement)
The 6 <sup>th</sup> National Meet (1996) at Delhi	SECL	NECL	BEL	-
The 5 <sup>th</sup> National Meet (1995) at Kolkata	HPCL	CIL	HAL	-
The 4 <sup>th</sup> National Meet (1994) at Mumbai	BEL	SECL	Indian Airlines	-
The 3 <sup>rd</sup> National Meet (1993) at Bangalore	BHEL	HPCL	Oriental Insurance	-

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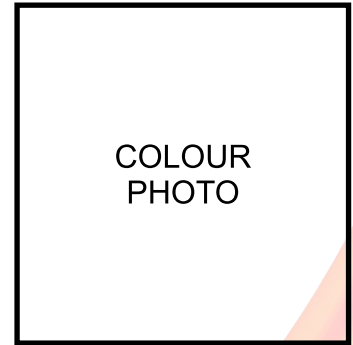
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**MEMBERSHIP FORM**  
Forum of Women in Public Sector  
(Under the Aegis of **SCOPE** )



To,  
The Secretary,  
Forum of WIPS,  
Western Region

I accept the objectives of the Forum of Women in Public Sector and I wish to enroll myself as a Life-Member of the Forum of WIPS.

Name: \_\_\_\_\_

Designation: \_\_\_\_\_

Organisation: \_\_\_\_\_

Address: Office: \_\_\_\_\_

Residence: \_\_\_\_\_

E-mail: \_\_\_\_\_

Telephone No.: \_\_\_\_\_ Fax: \_\_\_\_\_

Special interest in any Social Activities: \_\_\_\_\_

I would like to be in Executive Committee: Yes                      No                      Not Now

I enclose herewith Cash/ DD/ Cheque drawn in favour of 'Forum of WIPS, WR for Rs. Two Hundred Fifty only towards the Life Membership Subscription. (Only Rs 5/- for Class IV workers) Or Deposited / Electronically transferred the money Rs 250/- (Rupees Two hundred & fifty only) on dtd. \_\_\_\_\_ in Union Bank of India, Nariman Point Branch, Mumbai 400 021, SB Account No 319002010530598, Branch code 37890, IFS code: UBIN0537896.

Signature of the Applicant

## OFFICE BEARERS OF WIPS-WR



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President, Western Region  
General Manager (Services)  
Shipping Corporation of India Ltd.



**Ms. Kamna Sarkar**  
Vice President, Western Region  
Dy. General Manager (Legal)  
ONGC



**Ms. Varsha S. Raut**  
Secretary , Western Region  
Manager (T)  
Indian Oil Corporation Ltd.



**Ms. Krishna Sainanee**  
Treasurer, Western Region  
Exe. Marketing (SSBG)  
Bharat Heavy Electricals Ltd



**Ms. Vasantha Srinivasa**  
DGM- Regional Manager-Western  
Export Credit Guarantee Corporation



**Ms. Sarala Jadhav**  
Jt. Treasurer, Western Region, P.R.A  
Mahanagar Telephone Nigam Ltd.