

## "Realise your potential and be forthcoming in pursuing leadership positions in an organisation" says Chairman, IndianOil at WIPS Silver Jubilee Celebrations

The 25<sup>th</sup> National Convention of Forum of Women in Public Sector is being organised by WIPS Northern Region at Vigyan Bhawan, New Delhi. Mr. Anant Geete, Hon'ble Minister of Heavy Industries and Public Enterprises was the chief guest for the occasion. Mr. Geete inaugurated the convention by lighting the traditional lamp in the presence of Mr. Kapil Dev Tripathi, Secretary, Ministry of Heavy Industries and Public Enterprise, Mr. U. D. Choubey, Director General, SCOPE, Ms. Selvi Ravindran, President, WIPS Apex, Ms. Nishi Khurana, President, WIPS Northern Region and Ms. Kirti Tiwari, Secretary WIPS, APEX.



Union Minister for Heavy Industries and Public Enterprises, Mr. Anant Geete lighting the lamp at the 25<sup>th</sup> National convention of Forum of Women in Public Sector

The theme for this year's convention is '25 years of WIPS - the Way Forward'. Deliberating on the theme of the convention, Ms. Nishi Khurana, President, WIPS, Northern Region said that WIPS forum was formed in the year 1990 with a very few members.

Since then it has grown to form an apex body and has been playing a vital role in empowering the women working in Public Enterprises in India. It is an excellent platform and support system for networking among women across the PSUs in the country. It enables also women to prioritise their multiple roles and enhance their professionalism at work. WIPS is committed to encouraging and supporting women at workplaces to address their concerns.



Ms. Jatinder Peters, Secretary Petrotech, Mr. B. Ashok, Chairman, IndianOil, Ms. Nishi Vasudeva, Chairman, HPCL addressing the WIPS Forum.

Addressing the gathering, Mr. Anant Geete congratulated WIPS on completing 25 glorious years. He said that each woman present in the forum showcases that women today is more empowered as compared to the early 90s and this is not due to any form of reservation but due to the merit and capabilities of women.

Talking about the participation of women in PSE today, he said, "Of the entire population, we see around 10% women participation in Public Sector. However, my aim is to increase this percentage to 15% at least during my tenure and I would ensure all required support and assistance from the government for this." He advised Mr. U. D. Choubey, DG, SCOPE to conduct a seminar to come up with viable solutions to increase the participation of women in Public Sectors.

Mr. Choubey gave his affirmation to organize the seminar within three months to address the same. Addressing the convention on 'Best Practice guidelines for creating the culture of gender equality', Mr. B. Ashok, Chairman, IndianOil, said that the evolution of the position of women in management in India, influenced by social and cultural transformations, is also the inspiring narrative of women themselves seeking meaning, expansion and significance beyond the restriction 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.

Mr. Ashok said, "It takes great skill and unparalleled drive to juggle conflicting priorities and emerge successful at workplaces. 'Empowered women' is not merely about success of women measured by designation or of perceived achievement; it is about the ability of those women to transform their ecosystem and then have stories to inspire both men and women. It is for those women who are determined to realise their dreams, who believe in themselves and their goals, who are open to challenges and who take ownership of their career and plan it in a focused manner."

Chairman, IndianOil also stated some of the expectations that he has from the women employees of Public Sector Undertakings. He said that from the HR point of view, it is important that one fits the right person on the right job.

Secondly, in the initial years of posting of women should be in the field as it is extremely important to understand the hard core business activities of the corporation which would enable them to reach the leadership positions in an organisation. Third, he urged the women employees to be more competitive, accept challenges, realise their potential and be forthcoming in pursuing leadership positions.

WIPS, over the years, owing to the untiring efforts of all of its members has attained the status of an enterprise that provides an empowered voice to its women representatives. Recognising the potential and the hard work put in by women employees in a corporation, WIPS awarded the best enterprise and the best women employee award. IndianOil was awarded the special jury award for excellent presentation and laurels achieved by the women employees of IndianOil. On behalf of IndianOil, the award was received by Mr. Lee Bee Sen, ED (HR & CSR) and Mr. N. K. Parmar, GM (HR), CO. In the Non-officer category, Ms. Nitu Singh, Senior Analyst, Analytical Department at R&D Centre was awarded the first prize. Ms. Singh possesses more than 10 years of research experience particularly in the field of Organic Synthetic and Analytical Chemistry. She has 5 patents and many research papers to her credit.

***By Neha Deepak Choudhary, CCO, CO***