



FORUM OF WOMEN IN PUBLIC SECTOR
(Under the aegis of SCOPE)

36th National Meet of WIPs

Her ERA Now and Beyond

on 11th & 12th February 2026

CIDCO , Vashi, Navi Mumbai

Experience state-of-the-art services and convenience with AAI



Surat International Airport, Gujarat



Operates 135 airports across the country



New Terminal Building progressing at Jodhpur, Vijayawada, Goa, Belagavi, Rajahmundry, Hubballi, Kadapa, Varanasi, Agra, Darbhanga, Bagdogra & Bihta



Taking huge leap in CSR across Health, Skill Development and social upliftment



40 Flying Training Organisations (FTO) operational



67 AAI airports have installed Solar Plants with cumulative capacity of more than 59.2 MWp



93 AAI airports are running completely on Renewable Energy



Development of indigenous Air Traffic Management Automation System (ATMAS) to strengthen *AatmaNirbhar Bharat*



AVSAR outlets operational at 20 airports to strengthen SHGs



PLANNING



DEVELOPMENT



OPERATIONS



MANAGEMENT



NAVIGATION

Website: www.aai.aero

Table of Contents

Sl. No.	Contents	Pages
1	Our Sponsors	4
2	Foreward & Messages	6-10
3	Charter of the Forum	13-26
4	WIPS Overview	29
5	Leaping Through 36 Years of National Meets (WIPS)	30
6	Initiative by WIPS	35
7	Future Agenda of WIPS	36
8	Know Your CGB	41-50
9	Activities by Western Region	58-62
10	Activities by Northern Region	63-68
11	Activities by Southern Region	69-73
12	Activities by Eastern Region	74-76
13	Poem	82-83
14	Articles	84-87
15	List of REBs & CGB	92-93
16	List of Corporate Life Members of WIPS	94

DIAMOND SPONSORS



GOLD SPONSORS



BRONZE SPONSORS



CO - SPONSORS



COLLABORATORS



CO-COLLABORATORS



FOREWORD



Asha Ramamurthy

President, WIPS-APEX

Greetings from the Forum of WIPS.

They say that ‘the future belongs to those who believe in the beauty of their dreams.’ But as we stand here today, we aren’t just dreaming of a better world—we are building it. We are the architects of a new era where a woman’s potential is no longer measured by the barriers she breaks, but by the heights she reaches without them.”

. Today, we celebrate the indomitable spirit of women who have redefined leadership in every sector—from science and technology to politics and entrepreneurship.

We honor the ‘Now’ because it is a record of our resilience. We acknowledge the tireless efforts of those who balanced tradition with modern ambition, proving that we don’t have to choose between our roots and our wings. But we also acknowledge that this progress is not yet universal. For every glass ceiling shattered, there are still thousands of girls denied an education and women facing economic inequality.”

“The ‘Beyond’ is about moving from participation to leadership. It is a future where gender equality is not just a goal, but the accelerator for global progress.

What does ‘Beyond’ look like?

- It looks like a world where, as G.D. Anderson famously said, feminism isn’t about making women strong—women are already strong—it’s about changing the way the world perceives that strength.”
- “So, how do we get there? We do it together.
 1. Lift as you climb: Support the women around you. Remember that mentored girls are more likely to lead.
 2. Use your voice: As Malala Yousafzai taught us, we realize the importance of our voices only when they are silenced. Do not be silent.
 3. Challenge the status quo: Don’t wait for a seat at the table. If they don’t give you one, bring a folding chair.”

“Our choices today are the permanent marks on history’s pages. Let us choose a future where every woman and girl can dream, achieve, and lead with unshakeable confidence. The story of Women’s empowerment belongs to all of us. Let’s make the next chapter the most powerful one yet.

(ASHA RAMAMURTHY)

PRESIDENT, WIPS-APEX

MESSAGE



Atul Sobti
Director General



Foremost, I would like to congratulate Forum of Women in Public Sector (WIPS) for celebrating its yet another year of meaningful existence and organizing the National Meet on the theme of “Her Era: Now & Beyond”. I must say that theme is very apt as women across the country find a more defined role for themselves in the progress of India towards becoming a third largest economy.

Recognising the need for evolved role of women, the Government of India has undertaken many initiatives to not only enhance women's participation in the workforce and leadership but also create an enabling environment to assume higher responsibilities across sectors. Along with the Government, the Public Sector Enterprises (PSEs) have also been at the forefront in undertaking dedicated efforts towards increasing the representation of women in the workforce, creating inclusive policies, and fostering a conducive work environment for growth and leadership. However, dynamic global environment marked by technological advancements and changing work paradigms calls for an enabling ecosystem that supports professional growth, merit-based advancement, and equal opportunities for all.

In this journey, SCOPE stands committed to women empowerment through capacity building, advocacy, and institutional engagement, thereby enabling women to shoulder greater responsibilities as the future of enterprises and the economy takes shape in an evolved world. While SCOPE takes steady steps towards ensuring sustained relevance of women in the corporate sector, WIPS also needs to play a pivotal role as a catalyst by fostering networks, encouraging continuous upskilling and reskilling, and enabling greater participation in decision-making and strategic roles.

In this, events like the National Meet play an important role as it not only pays a tribute to the achievements of women but also prepare them for the future. It reaffirms that HER ERA is not only of today, but continues WELL BEYOND.

All the best for the Souvenir and a constructive National Meet.

Atul Sobti
Director General, SCOPE

New Delhi
28th January, 2026

STANDING CONFERENCE OF PUBLIC ENTERPRISES

(An apex body of Public Enterprises)

1st Floor, Core No. 8, SCOPE Complex 7, Lodhi Road, New Delhi-110 003, INDIA Ph.: +91-11-24362604, 24360689 Fax: 24361371
Email: scopedg@scopeonline.in, Website: www.scopeonline.in



Vijaya Rahatkar

Chairperson

Tel. : 011-26944808

भारत सरकार
राष्ट्रीय महिला आयोग
प्लॉट नं. 21, जसोला इंस्टीट्यूशनल एरिया
नई दिल्ली-110 025
GOVERNMENT OF INDIA
NATIONAL COMMISSION FOR WOMEN
PLOT NO. 21, JASOLA INSTITUTIONAL AREA
NEW DELHI-110 025
Website : www.ncw.gov.in
E-mail : chairperson-ncw@nic.in

05th February, 2026

Message

It gives me immense pleasure to extend my warm greetings to the Forum of Women in Public Sector (WIPS) on the occasion of its 36th National Meet. Over the decades, WIPS has emerged as a platform that has unified women professionals across Public Sector Undertakings, nurturing leadership, solidarity, and excellence in service to the nation.

The theme **“HER ERA: NOW & BEYOND”** is both timely and transformative. It reflects a decisive shift—from women striving for space to women shaping systems; from participation to leadership; from representation to impact. Today’s working women, particularly in the public sector, are not just contributors to institutional growth but are key drivers of innovation, governance, and nation-building.

The public sector has been a strong pillar in enabling women’s participation through stable opportunities, inclusive workplaces, and growing pathways to leadership. As this journey continues, there is a collective resolve to further strengthen safe work environments, expand equal opportunities, promote sensitivity towards work-life balance, and uphold zero tolerance towards discrimination or harassment. True empowerment goes beyond policies and frameworks—it is reflected in everyday practice, where every woman experiences dignity, her voice is heard, and her choices are respected.

At the National Commission for Women, we firmly believe that when women rise, institutions grow stronger and societies become more resilient. Forums like WIPS play an indispensable role in mentoring the next generation of women leaders and in reinforcing the idea that women’s leadership is not an exception, but the norm.

I congratulate WIPS for its sustained efforts and for organizing this significant national meet. I am confident that the deliberations, shared experiences, and collective vision emerging from this platform will inspire action—now and beyond.

I wish the 36th National Meet great success and extend my best wishes to all participants.


(Vijaya Rahatkar)

MESSAGE



मंत्री

महिला व बालविकास

महाराष्ट्र राज्य

मंत्रालय, मुंबई ४०० ०३२

www.maharashtra.gov.in

दिनांक : 10 FEB 2026

Message

I extend my warm greetings to the Forum of Women in Public Sector (WIPS) on the occasion of its 36th National Meet, being held on 11th & 12th February 2026 at Navi Mumbai, on the theme "HER ERA: NOW & BEYOND."

Since its formation under the aegis of SCOPE, WIPS has played a meaningful role in promoting leadership, capacity building, and professional excellence among women in the public sector.

The Government of Maharashtra is implementing several focused initiatives such as Lek Ladki Yojana for the holistic development of girl children, Mukhyamantri Majhi Ladki Bahin Yojana for women's financial security and dignity, and nutrition and health interventions under ICDS programme. Additionally, Mahila Arthik Vikas Mahamandal (MAVIM) is playing a vital role in empowering women through Self-Help Groups by promoting microfinance, skill development, and women-led entrepreneurship across the state.

The efforts of organizations such as WIPS strongly complement these initiatives by nurturing confident and capable women leaders. I am confident that the deliberations during this National Meet will further strengthen collective efforts towards gender equality and women's leadership.

I extend my best wishes for the successful conduct of the 36th National Meet of WIPS and congratulate the organizers for hosting this event in Maharashtra.

(Aditi Varda Sunil Tatkare)

MESSAGE



Priyanka Patil

President Western Region,
Forum of Women in Public Sector

“When women rise, communities thrive, and the future transforms.”

Every woman carries within her an extraordinary strength – the strength to nurture, to lead, to create, and to transform. Yet it is when we come together, support one another, and move forward with shared purpose that this strength becomes a powerful force for change.

The Forum of Women in Public Sector is not merely a platform; it is a vibrant community and a powerful network of inspiration, learning, and collaboration. It is a space where ideas flourish, voices are amplified, and each member is encouraged to realize her fullest potential. Together, we continue to build an environment where confidence grows, leadership emerges, and opportunities expand for all.

As we look ahead, I am proud to share that the Western Region will be hosting the National Meet 2026 with the theme “Her ERA – Now & Beyond.” This theme reflects our commitment to celebrating the achievements of the women who paved the way, while empowering today’s leaders and inspiring future generations to dream bigger and aim higher. It calls upon us to foster meaningful dialogue, champion equality, and translate intent into action.

I extend my heartfelt gratitude to the organizations whose unwavering support strengthens our mission and to every member whose dedication, service, and collaborative spirit continue to shape the Forum’s growth and success. Your contributions are the foundation of all that we achieve together.

Let us move forward with renewed purpose – uplifting one another, breaking barriers, and creating lasting impact. Together, we are not only shaping the present; we are defining the future.

Keep believing. Keep rising. Keep inspiring.

Warm regards,

Priyanka Patil

President Western Region,
Forum of Women in Public Sector

Empowering India with **CLEAN, SAFE AND SUSTAINABLE ENERGY**



MAPS - 162 / Madras Atomic Power Station
(Kalpakkam, Tamil Nadu)



NAPS - 162 / Narora Atomic Power Station
(Narora, Uttar Pradesh)



KAPS - 364 / Kakrapar Atomic Power Station
(Kakrapar, Gujarat)



KENPP - 182 / Kudankulam Nuclear Power Plant
(Trunavati, Tamil Nadu)



RAPS - 166 / Rajasthan Atomic Power Station
(Rawatkhata, Rajasthan)



TAPS - 162 / Tarapur Atomic Power Station
(Tarapur, Maharashtra)



TAPS - 364 / Tarapur Atomic Power Station
(Tarapur, Maharashtra)



KAPS - 162 / Kakrapar Atomic Power Station
(Kakrapar, Gujarat)

एनपीसीआईएल : भारत में परमाणु ऊर्जा के अग्रदूत **NPCIL : The Pioneers Of Nuclear Power In India**

Nuclear Power Plants Under Operation - 24* | Total Installed Capacity - 8,780 MW*
Nuclear Power Plants Under Implementation - 17 (13,100 MW) | Nuclear Power Plants Planned - 32 (31,628 MW)

* Excl. RAPS-166 MW

Aiming 50+ GW by 2047

द्वारा प्रकल्पित:
विक्रम साराभाई एवं मित्रम संस्था लिमिटेड
न्यूक्लियर पावर कॉर्पोरेशन ऑफ इंडिया लिमिटेड
(भारत सरकार का उद्यम)
विक्रम साराभाई भवन, अनुसंधान भवन,
मुंबई - 400094.
www.npcil.nic.in / www.npcilcareers.co.in
contactus@npcil.co.in / mediarelations@npcil.co.in



Published by:
Directorate of Corporate Planning and Corporate Communication
Nuclear Power Corporation of India Limited
(A Govt. of India Enterprise)
Vikram Sarabhai Bhavan, Anushakti Nagar,
Mumbai - 400 094.
www.npcil.nic.in / www.npcilcareers.co.in
contactus@npcil.co.in / mediarelations@npcil.co.in

Follow us at: [npcilofficial](https://www.facebook.com/npcilofficial) | [npcilofficial](https://www.instagram.com/npcilofficial) | [npcilofficial](https://twitter.com/npcilofficial) | [npcil-official](https://www.linkedin.com/company/npcil-official) | [@npcil-official](https://www.youtube.com/@npcil-official)

शक्ति सैन्यबल की FORCE BEHIND THE FORCES

INNOVATE COLLABORATE LEAD



1st The first Defence PSU to get
MAHARATNA status



Ranked 29th globally



Excellent MoU rating for 22 consecutive years



Global footprint, exporting to 30 countries with liaison offices in London and Moscow, and a marketing office in Malaysia



Manufactured over 4300 Aircraft & 5500 engines. Overhauled over 12400 Aircraft & 36650 engines



Hindustan Turbo Trainer -40



Advanced Light Helicopter



Light Utility Helicopter



Hindustan-228

CHARTER OF THE FORUM

NAME

The name of the Forum shall be "FORUM OF WOMEN IN PUBLIC SECTOR", to be known in short as "WIPS" or "the Forum"

VISION

To make the Forum of Women in Public Sector, the largest unified network of working women in India.

MISSION

- i) To be a dynamic & vibrant forum.
- ii) To enhance professionalism and competence of working women in CPSEs.
- iii) To ensure holistic development of women at large with equity.
- iv) To promote an enabling and conducive environment at workplace.
- v) To maximize Corporate Life Membership and Individual Membership.
- vi) To forge liaison with Government agencies / SCOPE for uniform women friendly policies across CPSEs.

PLEDGE

We, members of Forum of Women In Public Sector, solemnly affirm, that we shall make genuine efforts and take positive actions, to strengthen this Forum, and work with Team spirit, commitment, sensitivity, sincerity, honesty and integrity, for the common cause of women in general and growth of WIPS & its net-working, in particular. We also affirm to encourage and support our Team leaders, in fulfilling their assigned role and work together to strengthen each other and prevent any damage to the name of WIPS.

SITUATION

The office of the Forum will be situated at Core 8, SCOPE Complex, Lodi Road, New Delhi. (A room may be allocated for the office of WIPS in the SCOPE premises).

OBJECTIVES

- A) The Main Objectives of the Forum shall be to :-
 - i) Inspire and promote the integrated growth of women in public sector and to enhance their effectiveness in employment, in career management, and in overall development as a person.
 - ii) Play a catalytic role in improving the status of women in and around public sector undertakings and adopting uniform women friendly policies across CPSEs.

- iii) Formation of following in each Organization :
 - a) WIPS cells of women employees.
 - b) Advisory forums of women employees involving other employees.
 - iv) Identify specific needs of women employees and suggest suitable programmes to be organized at the Regional as well as National Levels.
 - v) Develop an Information Centre / network / digitalization for wide dissemination of information including a data base of Women in Public Sector.
 - vi) Inspire and facilitate gender sensitive governance and gender balance at decision making levels / forums / professional bodies to nurture and evolve socially responsive truly profitable organizations.
 - vii) The focus will be on developing an effective, sustainable, and a vibrant network for amity and growth, for knowledge building and management.
 - viii) To assist organisations for maximizing the potential of women employees towards effective decision making in their spheres with equity and equal opportunity for development and maximization of their potential.
- B) Incidental Objectives :-
- i) To carry on the functions to achieve the objectives of the Forum.
 - ii) To establish or arrange for an office or a working place and other infrastructure facilities for carrying out the activities of the Forum such as arranging funds for the initiatives and activities of the Forum, opening of bank account, maintaining records, networking and liaison with the PSUs, Government Departments, other organisations, etc. and to facilitate interactions within the Forum's network on a regular basis.
 - iii) To enter into any arrangement with other organizations, Government, Associations, professional bodies, etc. for having programmes and to enhance the image and objectives of the Forum.
 - iv) To engage required personnel and to remunerate them for carrying out the activities and to further the objectives of the Forum.
 - v) To perform all other acts and things incidental or ancillary to the attainment of the objectives of the Forum.

RESPONSIBILITY OF MEMBERS

MEMBERS WILL BE OF TWO KINDS AS DETAILED IN THE RULES OF BUSINESS:

- Individual Life Members
- Corporate Life Members

Life members have the right to be a part of the network for mutual development and also participate in decision making processes of the Forum

RULES OF BUSINESS

RULE 1: DEFINITIONS

i) **Apex Functional Committee (AFC)**

The President, Vice President, General Secretary and Treasurer of the Forum shall be collectively known as Apex Functional Committee (AFC) who will be overall functional charge holders of the activities of the Forum collectively.

ii) **Central Governing Body (CGB)**

Central Governing Body (CGB) means the Central Governing Body of the Forum to make policies for the Forum and to ensure proper management and control of the Forum with the composition as described in Rule 4 of these Rules and with decision taking authority on matters of vital importance to the Forum.

iii) **Charter**

The Charter means Charter of the Forum of WIPS and includes any amendment thereof made by the CGB by a special resolution.

iv) **Forum**

Forum means the Forum of Women in Public Sector -- an autonomous and vital wing of Standing Conference of Public Enterprises (SCOPE) -- and a nodal network of women employees in Public Sector Undertakings.

v) **Members**

Members means Life Members - both Individual and Corporate.

Individual Life Member : Any woman employee of a CPSE / CPSU who becomes a life member of the Forum by paying one time individual life time fee as prescribed in these Rules.

Corporate Life Member : Corporate Life Member means any CPSE / CPSU which has become life member of the Forum by paying one time life membership fee of the Forum.

vi) **Central Public sector company/undertaking (CPSE/CPSU)**

A company defined as Central Public Sector Enterprise / Undertaking by Government of India.

vii) **Regional Chapter (RC)**

Regional Chapter means nodal chapter in all the four regions namely Northern, Eastern, Western and Southern which has office in Delhi, Kolkata, Mumbai and Chennai respectively.

viii) **Regional Executive Body (REB)**

Regional Executive Body (REB) means an executive body in each region as explained in Rule 8.

ix) Regional Functional Committee (RFC)

The President, Vice President, Secretary and Treasurer of each regional chapter shall constitute the Regional Functional Committee (RFC) of that region.

x) Rules of Business

Rules of Business means these Rules of Business as amended from time to time by the CGB by a special resolution.

xi) SCOPE

SCOPE means Standing Conference of Public Enterprises, the parent body of the Forum.

xii) Special Resolution

Special resolution means a resolution passed by not less than 3/4th of the office bearer members present in the CGB meeting or REB meeting as the case may be.

xiii) WIPS

WIPS means the Forum of Women in Public Sector as popularly known.

RULE 2 : MEMBERSHIPS AND FEE

A. Corporate Membership

- (a) Any CPSE / CPSU may become a life member of the Forum by paying a one-time life membership fee of Rs. 25000/- (Twenty Five Thousand Only).
- (b) A corporate member shall nominate one of its women employees as Company coordinator to represent the Company and to network with the Forum.
- (c) If a company has regional offices / branches / units / area, it can have Unit representatives for the same. The unit representative will coordinate with Company coordinator for various WIPS activities.
- (d) The advantage that would accrue to the corporate life members is that their individual life members can hold offices at the Regional and Central levels to participate in decision making of WIPS on fulfillment of eligibility requirements under Rule 8.

B. Individual membership

- (a) All women employed in Public Sector enterprises, who accept the objectives and policy of the Forum shall be eligible to become members of the Forum. Those women who have already become life members of the Forum and superannuated or left the public sector either on their own or due to privatization etc. would continue to be life members without voting rights and cannot seek or hold an office except in an advisory capacity or in an Advisory Committee that may be constituted by the AFC / RFC or CGB / REB.
- (b) Individual life membership fee shall be a one-time payment of Rs. 250/- (Two Hundred and Fifty) only for all women employees of CPSEs / CPSUs.

C. Procedure

- (a) The fee under this rule may be reviewed once in five years and any change in the fee will be prospective and shall be decided by the Central Governing Body by a special resolution.
- (b) The register / database of life members -- both corporate and individual -- shall be maintained and shall be made available on the web site of the Forum which shall be updated as on the last day of each month by 7th day of the succeeding month by Vice President of each region through Vice President, APEX.

RULE 3 : ADMINISTRATIVE STRUCTURE

The Forum will operate in a four tier system namely :-

- 1) Central Governing Body (CGB);
- 2) Apex Functional Committee (AFC);
- 3) Regional Executive Body (REB); There shall be four regional chapters namely - North, East, West and South and each region shall have an executive body in Delhi, Kolkata, Mumbai and Chennai.
- 4) Regional Functional Committee (RFC)

RULE 4 : CENTRAL GOVERNING BODY (CGB)

1. The Forum shall be managed and controlled by a Central Governing Body (CGB) with the following composition :-
 - a) President APEX
 - b) Vice-President APEX
 - c) General Secretary APEX
 - d) Treasurer APEX
 - e) President of each of the four Regional Chapters
 - f) Vice-President of each of the four Regional Chapters
 - g) Secretary of each of the four Regional Chapters
 - h) Treasurer of each of the four Regional Chapters
 - i) Immediate past President APEX
 - j) Vice President of SCOPE as observer / invitee (Optional).
 - k) Two members to be chosen from amongst persons of repute actively interested in the growth and development of women in the Country and the world to be co-opted by the CGB (Optional).
 - l) One member of the state (Optional).
2. The maximum strength of the Central Governing Body shall be 25 members as outlined above.

RULE 5 : APEX FUNCTIONAL COMMITTEE (AFC)

Composition :-

The Apex Functional Committee (AFC) shall be comprised of the President, Vice President, General Secretary and the Treasurer as specified at Rule 4 (1) (a) to (d).

Eligibility and Open System of Election :-

- a) The AFC shall be elected at the National Meet by all the office bearers of the Central Governing Body (CGB) and Regional Executive Body (REB) present at the National office bearers Meeting from amongst the CGB and REB members who have worked as :-
 - (i) EC member for 7 years or REB member at least for 4 years and Company coordinator put together for a minimum of 7 (seven) years to be eligible for the post of President of the Forum who shall be the Chairman of the CGB.
 - (ii) EC member for 5 years or EC member at least for 2 years and Corporate coordinator put together for a minimum of 5 (five) years to be eligible for the post of Vice President.
 - (iii) EC member for 7 years or EC member at least for 4 years and Corporate coordinator put together for a minimum of 7 (seven) years to be eligible for the post of General secretary of the Forum.
 - (iv) EC member for 5 years or EC member at least for 2 years and Corporate coordinator put together for a minimum of 5 (five) years to be eligible for the post of Treasurer.
- b) The CGB and REB members shall submit their nomination forms duly filled in, in the format prescribed at Annexure-1 and 3 of the charter.
- c) Those who are not able to attend will not be eligible to vote or contest.
- d) The CGB shall appoint two of the senior past CGB office bearers of WIPS as Election officers and scrutinizers to announce the outcome of the election.
- e) In case of a tie for any post, the members present shall decide then and there by consensus or by show of hands.
- f) The result shall be declared at the meeting itself and binding on the Forum and cannot be called in question later either by the members present or absent.
- g) To hold an office in AFC, eligible candidate should also have 3 / 4th (to the extent of 75%) attendance in REB and CGB meetings of respective terms of eligibility.
- h) Each AFC member shall be from different organization.

RULE 6 : TENURE

Each member of the AFC / RFC shall hold such office for elected post for a maximum of two terms only. Each term shall be of two financial years. They can seek election again for any other elevated post.

RULE 7: STEPS FOR CHANGE OF TEAM

- a) At least three months before the conclusion of the tenure, the General Secretary, APEX shall in consultation with the President, APEX circulate a copy of the prescribed Nomination forms to the CGB and REB members to their usual addresses on record as per the list submitted by President of each region so as to reach them not later than 30th November of the relevant year previous to the election year.
- b) Failure of the team in office to take steps for election will not entitle any of them to continue to hold the office beyond their tenure and they shall be deemed to have vacated their office. In that case other CGB and REB members may fill in the

nomination forms as per Annexure - 1, 2 and 3 and proceed to have the election system as detailed in Rule 5.

- c) A list of the new team shall be put on the web site by Vice President, APEX after completion of the election procedure and as provided by respective Regional Presidents by 1st week of April of each term.

RULE 8: REGIONAL EXECUTIVE BODY

Each Region shall have a maximum of 20 office bearers with the following composition :-
President, Vice President, Secretary, Treasurer, (the four to be known as Regional Functional Committee), other Executive Members (EC) which would include Jt. Secretary, Jt. Treasurer, etc.

Eligibility and open system of election :-

1. To be an EC member one should be a) life member or a Company coordinator / Unit representative of Corporate life member and, b) should have been an active member of the Forum for a minimum of two years.
2. To hold office of Vice President, Secretary and Treasurer, one should have worked as an EC member for two years and should have attended at least 3/4th of the EC meetings (to the extent of 75%), in the preceding term of 2 years.
3. To be a President of the Region who shall be the Chairman of the concerned REB, one should have worked as an EC member at least for 5 years or EC member for at least for two years and Corporate co-ordinator / Unit representative put together of the Forum for a minimum period of five years in the region. The eligible candidate should have also attended 75% each of REB and CGB meetings of the proceeding term(s).
4. If a post is vacant or no one is available/willing to take up a post then these conditions can be relaxed by the REB at its meeting to the minimum extent necessary to get a candidate except that in the case of office of President no relaxation of the rules is permissible. Where a situation arises, where no appropriate candidate is available or willing who fulfils the eligibility criteria, then appropriate relaxation in the minimum no. of prescribed 5 years may be done by the CGB as a whole by a special resolution.

5. Regional Election Procedure :-

- a) APEX along with letter of intimation of National Meet and election notification with nomination forms (Annexure 2, 3) shall circulate to Regional President which has to be subsequently forwarded from there to REB and Corporate coordinators / Unit representatives of Corporate Life members. Corporate coordinators / Unit representatives will intimate this to individual life members.
- b) The proposer and seconder shall be WIPS Life members in service from two distinct organisations.
- c) As far as possible the EC members shall be drawn from different PSUs. There can be maximum of 2 EC members from same PSU (including RFC).
- d) Each Region's President shall inform the AFC fifteen days before the date of their election meeting by email or a letter by post.
- e) AFC members to be invited as an observer(s) by Regional President at such election or to be represented by an observer(s) nominated by AFC so that information exchange is ensured.

- f) The list of full team to be provided to President, APEX / Vice President, APEX by Presidents of respective regions and to be updated in website by as Vice President. after the election meeting of the region. List to be updated by Vice President, APEX.
- g) Each RFC member shall be from different organization.

RULE 9 : COMMON PROCESSES FOR THE CENTRAL GOVERNING BODY (CGB) AND REGIONAL EXECUTIVE BODY (REB)

1. The nominated members of CGB should, as a rule, be nominated with effect from National Meet coinciding with the election and tenure of Apex Functional Committee (AFC). Any mid-term nomination would have to be revalidated at next Central Governing Body (CGB) Meeting.
2. Thus the newly elected AFC and Regional Presidents as a whole would be declared and introduced at the National Meet to the members and delegates for a period of two years.
3. Each region can after the aforesaid central election of AFC and Regional Presidents at the National Meet carry out election of their respective regions for Vice President, Secretary and Treasurer and executive committee member latest by 31st March of that year by following the procedure laid down in Rule 8.
4. Handing over / taking over from old team to new team of WIPS with change in authorized signatories in bank and final accounts of the region to be completed by 15th of May of the election year.

5. Common Eligibility Condition:

The election seekers for both CGB and REB should have two years serving period, so that there is no gap in the post to avoid mid-term election. Eligibility criteria and supportive documents for validation of date of birth to be submitted during election along with nomination forms. Election officers and President APEX to receive documents of eligibility from interested candidates via e- mail at least 2 working days before the due date of election.

RULE 10 : MEETINGS OF CENTRAL GOVERNING BODY

1. The Central Governing Body shall meet at least four times in a year - once on 11th February with office bearers of all regions present before the National Meet on 12th and 13th February each year; meetings preferably in April-June, July-September and October-December.
2. Major decisions of the Forum should as far as possible be taken at the 11th February meeting before the National Meet. The October-December meeting would be necessary for finalising the matters relating to the forthcoming National Meet. Issues requiring attention between these two meetings may be discussed in addition to approval of Annual Accounts in April-June meeting.
3. The quorum for the meeting shall be not less than one-third of the total strength or seven members personally present, whichever is higher. If any CGB member (s) from any region outside the State where the meeting is held has difficulty to undertake travel to attend the meeting may send one of their REB members as a representative who can attend as an observer and for sharing of information / views. The presence

of a representative will not be counted for the purpose of calculating quorum.

4. Notice of the meeting shall be sent by the General Secretary of the Forum, preferably 15 days, at least 7 days, before the date of the meeting.
5. The Agenda papers shall preferably be sent at least 5 days before the meeting by General Secretary.
6. The minutes as far as possible may be recorded then and there in the Minutes Book kept for the purpose with its pages numbered serially without break. Each page of the minutes shall be signed by the General Secretary and the President of the Forum (Similar compliance to be done by Region President and Secretary at regional level).
7. In any case the minutes, if computer recorded, shall be maintained in serially numbered pages, and signed as detailed in sub-rule 6 above.
8. Meetings shall be chaired by the President, APEX.
9. In the absence of President, APEX, Vice President/General Secretary/Treasurer - APEX in that order shall preside over the meeting as Chairman of the meeting. At the National CGB Meeting, at least two AFC members and members from at least 2 Regions shall be present personally.
10. The presence of President, APEX and General Secretary, APEX is a requirement at the CGB meeting held during the National Meet. Only in case of unavoidable circumstances leave of absence may be granted to President, APEX /General Secretary, APEX.
11. No member attending a meeting shall leave the meeting midway except in an emergency. This to be minuted. Otherwise, it will be treated as indifference and breach of code of the Forum.
12. Decisions taken by the members present, which will be on simple majority approval or by special resolution where required, shall be final and binding on all the members of the CGB.
13. Succession planning may be initiated six months before the completion of tenure by the President of both CGB and REB.

RULE 11 : REGIONAL EXECUTIVE BODY MEETINGS

1. The REBs shall follow the norms laid down in Rule 10 in their respective regions as regards their regional body meetings.
2. Corporate coordinators / Unit representatives to be invited for the REB meetings.
3. The REB may fix a day in a month for a meeting with coordinators of the Region as was/is a good practice in same Regions.
4. The REB meetings shall be held once in two months.

RULE 12 : NETWORKING RESPONSIBILITY

1. Information on REB/Co-ordinators' meetings to be sent in advance to AFC by Regional President so that if possible one or more AFC members may join.
2. The role of such invitees at sub-rule (1) shall be primarily as observers or participators for sharing views in a spirit of knitting the teams and Forum further, and not as decision makers for the Region.
3. A quarterly intimation of the activities of the Region to be communicated by the Secretary of the region to AFC and RFC of each region.

4. The President / General Secretary of the Forum and the President / Secretary of each region are expected to communicate and do mutual sharing of information to one another for effective networking which is the key to functioning of the Forum.
5. The AFC and REB members placed in the same region should try to have mutual meetings once in six months for closer co-operation and camaraderie amongst members and for mutual stimulation towards teamwork.
6. Each region to update the list of coordinators and Life Members in the Region once a year by 31st October and put on the website.
7. The website of the Forum of WIPS shall be - www.wipsapex.co.in. This network shall be known as team knit for the WIPS team, which shall operate as the nodal network between CGB, AFC and RFC. This website will be operated by Vice President, APEX who shall be single contact point for the website.

RULE 13 : CODES/DECORUM OF THE FORUM

1. Central Governing Body (CGB) shall be the Supreme Authority for the Forum and not any individual office bearer at any level.
2. President, APEX of the Forum shall be the spokesperson and Chief of the Forum, subject to overall discipline of the Forum and its charter, Rules of Business, and the CGB decisions just like all other members.
3. The CGB shall be governed by the charter and the Rules of Business adopted by it. Any deviation from Rule is not permissible unless the Rule is first amended properly at a CGB meeting by a special resolution.
4. For activities of the Forum at the Regional level, President and REB of concerned region would be primarily responsible.
5. The AFC and RFC shall operate in mutual co-operation to strengthen the network and the activities of the Forum as a whole.
6. In pursuing the activities of the office one holds in the Forum, care should be taken so that the overall team spirit and objective of the Forum is not lost sight of at any level.
7. Constructive suggestion not criticism shall be the sacrosanct code to be put in practice as an antidote to dissolve negative thoughts or feelers, if any, that might arise at any stage at any level.
8. The utmost integrity and discipline in financial matters including auditing of WIPS accounts and in dealings with one another shall be maintained.
9. Holding an office shall be treated as a commitment and responsibility for the common good and advancement of the Forum.
10. In no circumstances one should try to seek any office by unfair means or hold on to any office on completion of tenure.
11. An outgoing President / Vice President / General Secretary / Treasurer of both CGB & REBs shall properly hand over the papers of the Forum in their custody to the next incumbent with a proper handing over and taking over note.
12. Any person before seeking election / taking up any office shall undertake in writing that she has read the charter and Rules and would abide by them in the nomination form / consent form to take an office as given in Annexure 1 and 2 of these Rules.

13. All the decisions at REB and CGB meetings shall normally be by simple majority unless otherwise specified in these Rules.
14. Any office bearer in RFC who is nonperformer (not attending 3/4th of REB and CGB meetings in a year) shall stepdown from office and will not seek re-election again for minimum of next 2 terms in CGB / REB.

RULE 14 : FINANCIAL MATTERS/GUIDELINES

1. The financial year of the Forum shall be from 1st day of April until the last day of March following year.
2. a) Corporate life membership fee enrolled during each financial year, shall be deposited in Apex account.
b) Individual life membership fees enrolled during each financial year shall be deposited in the region's account.
3. Funds can be raised by each Region only for following purposes:-
 - a) To meet the expenses of its Regional Meet which allows participation from women of various PSUs without any fee.
 - b) To issue its newsletter once a year.
 - c) To meet the cost of holding a development programme.
4. Miscellaneous expenses relating to carrying on routine work of correspondence, light refreshments during co-ordinators meeting, etc. should be met from existing funds.
5. A Souvenir shall be printed and raising of funds through Souvenir shall be done only once a year during the National Meet through the hosting region and AFC.
6. Logo shall be of SCOPE and WIPS both.
7. The budget for the whole Forum for each year including the Regions shall be discussed and laid down at the CGB meeting held just before the National Meet.
8. Economy, Transparency, and Accountability shall be the watchwords at the Central and Regional levels as every rupee is public money to be utilised with utmost discretion only for necessities and for development purposes.
9. The AFC and REBs are responsible and accountable to CGB by timely submission of accounts for the amounts spent by them.
10. Each Region must ensure it while raising funds as a Forum's good governance measure that a realistic assessment is made and only the required amount is raised, as repeated requests for funds in a year at random may not reflect the Forum in a good light.
11. Ceiling shall be evolved at the CGB meeting on amounts from a single company so that money power does not overshadow the real objective, team spirit, and soul of the Forum.
12. The funds raised by regions individually as part of their regional activities shall be deposited with a scheduled bank in the Region and operated by the President, Secretary and Treasurer of the respective regions.
13. Funds raised for National Meet shall be deposited in a separate account by the hosting region to be operated by President, Secretary and Treasurer of the hosting region preferably and where possible jointly with President / General Secretary / Treasurer of AFC for convenience.

14. The hosting region shall ensure that the National Meet accounts are closed latest by 31st March in joint collaboration with AFC members and 20% (twenty per cent) of the surplus funds generated shall be transferred to the bank account in a scheduled bank maintained / to be maintained by the AFC latest by 30th April after adjusting the advances, loans, if any.
15. All the regions shall close their accounts for each year as on 31st March and send their audited accounts signed by the President, Secretary and Treasurer of the RFC by 30th June to Treasurer, APEX.
16. The AFC Treasurer, APEX shall compile the accounts of each region and present a consolidated audited accounts within two months duly signed by President, APEX, General Secretary, APEX and Treasurer, APEX of the Forum to the CGB at its meeting by 31st August for approval and adoption along with an Annual Report of the Forum consolidating the activities of each region.
17. The adopted annual accounts and an annual report on the activities of the Forum shall be submitted by the AFC to SCOPE and Corporate Life Members and on the Forum's web site by 31st December for information.
18. To suit the changing times and needs, any modification in the financial guidelines, budget, etc. shall be done by a special resolution at a CGB meeting.
19. Books of Accounts :-
The AFC and RFC shall ensure that proper accounts and other relevant records are kept of all sums of money received and expended by and on behalf of the Forum and Region respectively with supporting vouchers and the books of accounts/ documents are maintained properly. Accounting : Annual account of regions and Forum to be completed in timely manner every year basis and issue related to GST, payment of income tax (where ever applicable) shall be responsibility of Regional Treasurer and Treasurer, APEX.
20. Non-performers : Notice of 15 days will be given. Nomination from APEX / CGB to be given and informed to the organisations.

RULE 15 : CONNECTIVITY WITH SCOPE

SCOPE's presence and participation in the Forum :-

1. Two representatives of SCOPE may be nominated to attend Central Governing Body meetings as observers.
2. They shall not be counted for the purpose of quorum.
3. The Forum shall be responsible to ensure submitting of audited annual accounts and annual report to SCOPE by 31st December every year and AFC shall be responsible to interact with DG / Chairman SCOPE at least twice a year to give clarifications or discuss issues that may arise.
4. SCOPE may include data on WIPS in its Kaleidoscope, Annual Report, and Policies and similarly WIPS may also highlight SCOPE's activities briefly in its bulletin.
5. SCOPE may ensure that gender balance in organisations is one of the issues pursued with Companies, Government, etc. and WIPS will also pursue them for balanced growth of PSUs. In this process, SCOPE may accommodate women Directors from PSUs on their various Committees.

RULE 16 : COORDINATORS – THEIR ROLE

The Public Sector Undertaking shall nominate one employee of their organisation who can act as the Coordinator. The Coordinators nominated by the Public Sector Undertaking will be responsible for :

- Keeping close contacts with local chapter President / Secretary / Executive Committee.
- Enrolling Members for the Forum from their respective organisations.
- Collecting and remitting the subscription to their respective Secretary / Treasurer regularly.
- Act as a catalyst between the organisation she represents and the Forum.
- Take up relevant issues pertaining to the women employees with the Forum.

For the PSUs which have several units in different States of the country, there will be only one Coordinator; however, a representative will be identified from one unit from each region and they will have interaction with the respective regional chapters President, Secretary, Executive Body and local Unit Nominee and also with the main coordinator of her Company. The main coordinator, in turn, will have close liaison with Regional representative and keep her advised of the developments.

RULE 17 : ROLE AND RESPONSIBILITIES OF OFFICE BEARERS

1. The President of the Forum, as the Chief of the Forum shall have the powers to:
 - a) take a lead in the activities of the Forum and to guide the regions.
 - b) Sanction expenditure on items approved in the Budget at a CGB meeting.
 - c) To project the Forum to the public keeping with its charter and Rules.
 - d) To correspond and authorise any AFC / Region President to correspond on behalf of the Forum with companies, other organisations, etc.
 - e) To exercise the powers as may be granted under the Rules of Business and by the decisions of CGB.
2. The General Secretary shall be the administrative In-charge for running the Forum in consultation with the President of the Forum and to discharge the functions under the Rules of Business.
3. The Treasurer of Forum shall:-
 - a) be responsible to see that all contributions / subscriptions are duly collected, and funds disbursed as per directions of the CGB.
 - b) Ensure proper and due precautions for the safe custody of cash, cheque books, books of accounts, vouchers of the Forum and deposit money received into the banking account of the Forum.
 - c) Prepare periodical returns of the financial activity of the Forum for perusal of the CGB.
 - d) Ensure the annual budget and final accounts of the Forum are finalised in time and banking arrangements are in order.
4. a) The President of each region shall be the In-charge at the Regional level with powers to organise the activities in their respective regions within the framework of Charter, Rules of Business and the decisions of CGB.

- b) The Region President can evolve norms for the region within the aforesaid overall framework and get it passed in their REB meetings.
 - c) The Region President may evolve a networking with other REB members, Coordinator, etc. and assign roles and areas of work to each of their team members.
5. The Vice President of each region should publish the newsletter for the activities conducted by the region during quarters namely, April-June by Northern Region, July-September by Eastern Region, October-December by Western Region and January-March by Southern Region. Vice President of each region will carry out data updation of Coordinator's / Unit Representatives, list of life members and activities for their respective region on the website through Vice President, APEX.
 6. The Secretary of each region shall be the administrative in-charge for the respective regional activities to be discharged in consultation with the Regional President.
 7. The treasurer of each region shall correspondingly discharge the responsibilities given above at sub-rule 3 (a) to (d) in respect of finances in the hands of the region and Treasurer APEX shall discharge responsibility in respect of finances of the entire Forum including timely submission of Income Tax returns as per laws of GOI applicable to the forum.
 8. Vice President Apex shall be in-charge of publishing of souvenir for the National Meet.

RULE 18 : DISPUTE REDRESSAL

1. Any grievance / complaint of any member shall be sent to the President / General Secretary of the Forum.
2. It shall be put up by the President / General Secretary as the case may be of the Forum to the Central Governing Body at its meeting held after receipt of such complaint.
3. The Central Governing Body shall as a whole take a stand on the issue raised which shall be minuted then and there and signed by all those present and cannot be called in question later.
4. As the Forum is a voluntary network for overall mutual development, the above simple procedure should suffice to meet differences amongst members.

RULE 19 : MISCELLANEOUS

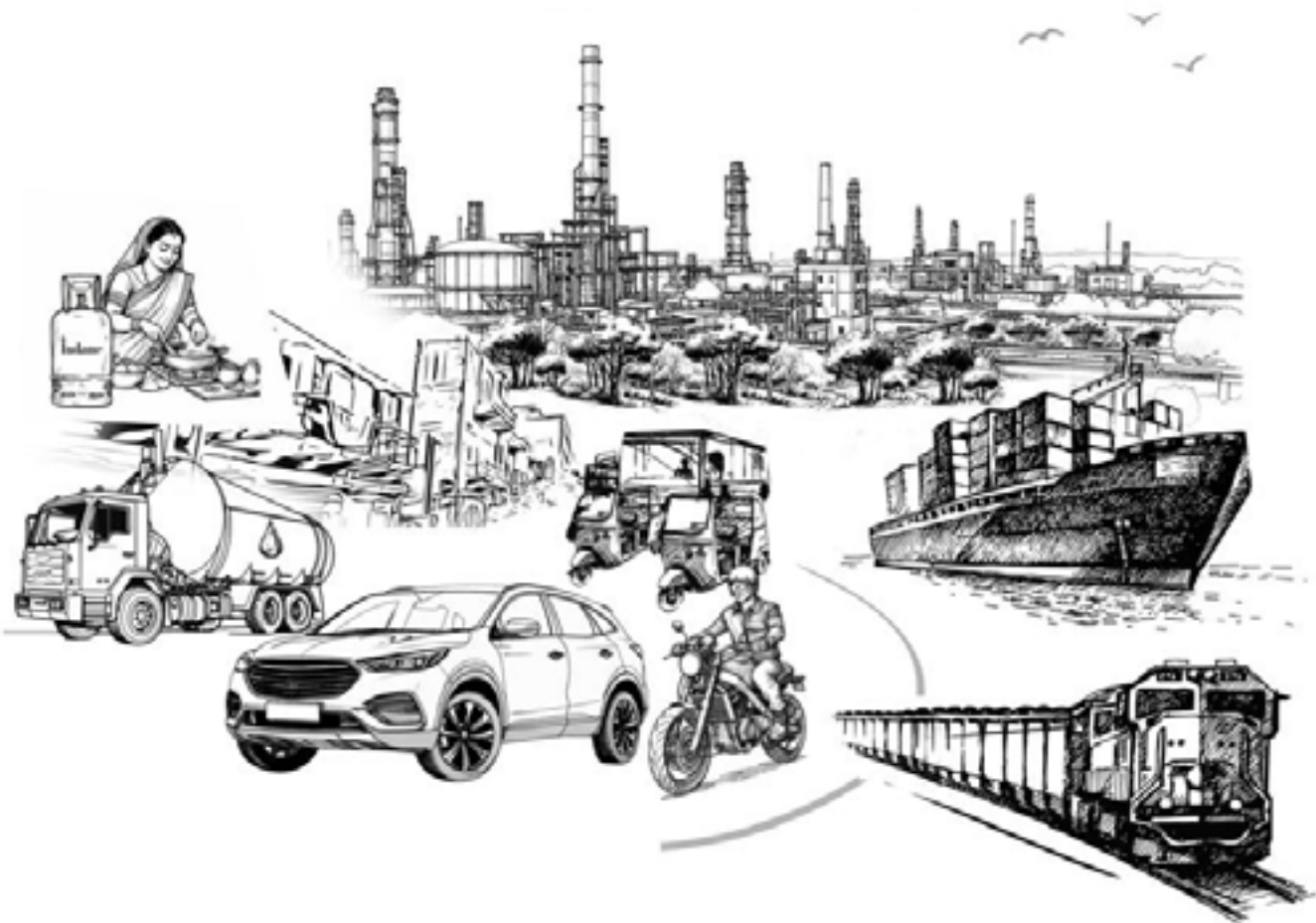
The CGB shall be the authority to settle / remove any ambiguity in the Charter / Rules or make / delete any rule by a resolution passed at its meeting or make policy guidelines which shall form part of these Rules. These Rules shall come into effect soon after they are approved by a special resolution at the CGB meeting.



IndianOil



SERVING EVERY MILE, **EVERY DAY** FOR A NATION **ALWAYS ON THE MOVE**



- IndianOil owns and operates 10 group Refineries with a refining capacity of 80.75 MMTPA
- Total pipeline length operated by IndianOil is over 20,000 Km
- Pipelines throughput of over 100 Million Metric Tonnes per annum
- Operates over 14,000 Electric Vehicle Charging Stations
- Product sales of over 100 Million Metric Tonnes per annum
- Fuelling journeys across the nation with over 40,000 Retail Outlets
- Over 15 Crore kitchens across India trust Indane LPG

हम मना रहे हैं सशक्त, हरित और प्रगतिशील भारत निर्माण के 40 वर्ष



SECL

South Eastern Coalfields Limited

प्रगति को गति



हरित ऊर्जा में वृद्धि



एक हरित भविष्य का निर्माण



युवाओं का सशक्तिकरण



साऊथ ईस्टर्न कोलफील्ड्स लिमिटेड

(कोल इंडिया लिमिटेड की अनुषंगी कंपनी)

एसईसीएल भवन, सीपत रोड़, बिलासपुर - 495006 (छ.ग.)

facebook: southeasterncoalfields | instagram: seclbilaspur | linkedin: secl_cil | youtube: SECL Media | twitter: secl | website: www.secl-cil.in

युद्धें हमारे साथ
कोराल जीटिया पर



facebook: southeasterncoalfields | instagram: seclbilaspur | linkedin: secl_cil | youtube: SECL Media | twitter: secl | website: www.secl-cil.in

WIPS: AN OVERVIEW

As per the directives of cabinet secretariat the “Forum of Women in Public Sector (WIPS)” was created under the aegis of SCOPE on 12 February, 1990 with a Central Apex body at Delhi and four Regional Chapters, at Mumbai (Western Region), Chennai (Southern Region), Kolkata (Eastern Region) and at Delhi (Northern Region). The formation of WIPS represents the first ever initiative made by the single largest organized sector in focusing the issues related to advancement of women. While on the one hand women have to take initiatives themselves to meet the job challenges and sustain career growth, management in the enterprises also need to recognize the changing profile of the work force in enterprises and provide appropriate environment for their advancement and growth. In the past three decades of existence, WIPS has emerged as a single unified group of professional Women in the organized sector. At present 88 Central PSUs and Nationalized Banks are Corporate Life Members of WIPS and about 15,000 women employees of PSUs across the country are Individual Members.

Every year, a flagship event in the form of National Meet is organized by Forum of Women in Public Sector. The 35th National Meet of the Forum themed Create Your Own Sunshine shall primarily focus on leading by example and supporting others to illuminate their own paths. Working Women including those working in PSUs have come a long way and have carved out a niche for themselves through hard work, dedication, professionalism, domain knowledge with due support being provided by the GOI, organizations and family. Chosen to inspire and empower, “Create Your Own Sunshine” is a call to action for women to be the architects of their joy and the authors of their success stories. It encourages embracing one’s inner strength to rise above adversity and radiate light into the lives of those around them. Through courage, self-belief, and relentless optimism, women in the public sector can not only overcome obstacles but also redefine boundaries, leading with purpose and passion. This theme is a celebration of self-reliance and a reminder that every woman has the power to shine, no matter the storm.

The 35th National Meet was held at Vigyan Bhavan, New Delhi by Northern Region. Now the 36th National Meet is going to be held at CIDCO Exhibition and Convention Centre, Navi Mumbai by Western Region with the theme “Her ERA : Now & Beyond”. The Annual National meet provides an immersive platform to its participants for networking, collaboration and creative thinking, it provides a chance to learn new things and develop a new perspective on various topics.

LEAPING THROUGH 36 YEARS OF NATIONAL MEETS (WIPS)

Meet No.	Date	Venue	Theme
1st	17&18.1.1991	Scope Complex	-
2nd	12&13.2.1992	FICCI Auditorium	-
3rd	12 - 13Feb 1993	Hotel Ashoka	-
4th	12 - 13Feb 1994	Hotel President	-
5th	12 - 13Feb 1995	Rabindra Sadan	Stereotyping in Jobs & Equal Opportunities
6th	12-13 Feb 1996	FICCI Auditorium	Women As Change Agent
7th	12 - 13Feb 1997	IIT, Guindy	Women's Empowerment
8th	12 - 13Feb 1998	University of Mumbai	Value Addition through Participation
9th	12 - 13Feb 1999	Hotel Park	Strategies for Transformation: A journey Forward
10th	12-13 Feb 2000	Hotel Surya	Gender Sensitive Corporate Governance
11th	12-13 Feb 2002	Hotel JUHU Centaur	Progress of Women Empowerment, Economics and Ethics
12th	12-13 Feb 2003	IIT, Guindy	Progress of Women Empowerment, Economics and Ethics
13th	12-13 Feb 2004	Hotel Taj Land's End	Women and Development
14th	12-13 Feb 2005	Airforce Auditorium	Competence with Values - Key to Success
15th	11-12 Feb 2005	EZCC, Salt Lake	Empowerment: Roadmap to Sustainable Development
16th	10-11 Feb 2006	Scope	WIPS Day (National Level Celebration)
17th	12-13 Feb 2007	A.J Hall	Mainstreaming Women - Unleashing Potential
18th	12-13 Feb 2008	ISKON Auditorium	New Millennium Women - Dreams Unlimited
19th	12-13 Feb 2009	Airforce Auditorium	Evolving the Blueprint for Change
20th	12-13 Feb 2010	ECZC Centre	Women - The Unique Value
21st	11-12 Feb 2011	Hotel Asiana	Gender Justice - Key to achieve the MDGs
22nd	11-12 Feb 2012	IIM	Women - Key Drivers of Growth
23rd	12-13 Feb 2013	FICCI Auditorium	Breaking the Mould - Women Organization Reciprocity
24th	11-12 Feb 2014	Swabhumi	WOW... We Women Lead the World
25th	12-13 Feb 2015	Vigyan Bhawan	25 Years of WIPS - The Way Forward
26th	11-12 Feb 2016	Hotel Asiana	A Holistic Approach on Skill Development for Women in PSUs
27th	11-12 Feb 2017	Hotel Centre Point	Planet 50:50 by 2030 - Step It Up for Equality
28th	12-13 Feb 2018	Sankardeva Kalakshetra	Women Leaders: Commitment, Creativity & Collaboration
29th	12-Feb-19	SCOPE Convention Centre	Think Smart, Innovate for Change
30th	11 -12 Dec 2020	Hotel Marriott	Power to Transform - From Decision to Action
31st	12-Feb-21	E-meet	New Normal: Opportunities & Risks
32nd	11-Feb-22	E-meet	Self-Actualization - A Step Towards Power Sharing
33rd	10-11 Feb 2023	Royal Bengal Room	Shakti: Strong, Sincere, Smart, Synergetic & Sustainable
34th	12-13 Feb 2024	HAL Management Academy	Women: The Future of Sustainable Growth
35th	17-18 Feb 2025	Vigyan Bhawan	Create your own Sunshine
36th	11-12 Feb 2026	CIDCO Exhibition Centre	Her Era Now And Beyond



At HPCL, we bring energy to life. From fueling your daily essentials to empowering your biggest dreams, our commitment extends beyond energy. It's about creating value and driving sustainable growth with a human touch. Whether it's lighting your kitchen with safe, clean gas or offering personalized vehicle care at our retail outlets, we're here for you—24/7. We travel with you on life's journey, delivering happiness in every moment—from the meals that nourish you to the devices that bring you joy.

With a focus on innovation and responsibility, we're committed to making energy work for you while nurturing the world we share.



हिन्दुस्तान पेट्रोलियम कॉर्पोरेशन लिमिटेड
Hindustan Petroleum Corporation Limited

ONGC

ENERGY: Now AND Next



Innovating **Now**
Shaping **Next**

NET ZERO

by 2038

Scope-1 and Scope-2

We are ENERGY Now and Next





NHPC's Green Energy Leadership

⚡ From 180 MW to 8582 MW

Remarkable growth through 30 Renewable Energy Power Stations completed amidst challenges.

⚡ Strong Financial Performance

Consistently robust results since inception.

⚡ 14 Active Projects

Constructing around 10,000 MW capacity for a sustainable future.

⚡ Building India's Two Largest Hydropower Projects

Subansiri Lower Project: 2,000 MW across Arunachal Pradesh and Assam.

Dibang Multipurpose Project: 2,880 MW in Arunachal Pradesh.

⚡ Navratna Status

Awarded on August 30, 2024, recognizing strategic importance.

⚡ A Vision for the Future

NHPC is dedicated to sustainable energy and the vision of Viksit Bharat by 2047.

Together, let's
Celebrate a Legacy of Leadership in Green Energy!

NHPC Limited

(A Government of India Navratna Enterprise)

Join us:     

**BHARAT
ELECTRICITY
SUMMIT 2026**
POWERING A CLEAN FUTURE
19-22 March 2026, Yashobhoom, Dwarka, New Delhi

**1 NATION
GRID
FREQUENCY**



**पावरग्रिड
POWERGRID**

Transmitting Power, Transforming Lives
**One of the World's Largest
Electric Power Transmission Utility**

POWERGRID's areas of operations



TRANSMISSION

- **Transmission Lines** - 1,82,584 ckm
- **Sub-stations** - 287
- **Transformation Capacity** - 5,99,016 MVA



CONSULTANCY

- **Transmission related consultancy:**
Global footprints in 25 countries
- **POWERGRID Academy of Leadership:**
550+ courses catering to professionals
across the world



TELECOM

- **Owns and Operates** >1 lakh km of
telecom network
- **Leading consultant** in NKN and NOFN
implementation.



FUTURE READY

- **Data Centre Services**
- **Solar Power Generation**
- **Battery Energy Storage System**
- **EV Charging Infrastructure**

POWER GRID CORPORATION OF INDIA LIMITED

(A Government of India Enterprise)

Corporate Office: "Saudamini", Plot No. 2, Sector-29,
Gurugram-122001, Haryana. Tel. 0124-2571700-719

Registered Office: B-9, Qutab Institutional Area, Katwaria Sarai, New Delhi-110016.

CIN: L40101DL1989GOI38121 www.powergrid.in

Follow Us:



INITIATIVE BY WIPS

EXCELLENT PLATFORM & SUPPORT SYSTEM FOR NETWORKING AMONG WOMEN, ACROSS THE PSUs IN THE COUNTRY

- First ever successful attempt to incorporate data on Women employees in CPSEs in annual survey of Public Enterprises from 1991-92 onwards.
- Credited with initiating and pursuing with DPE, concerned ministries and PSUs for enhancement of maternity leave from 90 days to 180 days and introduction of paternity leave of 15 days in many PSUs.
- Playing a critical role in gender sensitization in PSUs for healthier and productive work culture.
- Enhancing level of training and development opportunities for women employees for better growth prospects.
- Nomination of more women members in various committees in PSUs.
- Experience sharing at Regional and National meets which result in confidence building and risk taking abilities.
- Enabling women to prioritize their multiple roles and enhance their professionalism at work.
- Special recognition of Women Achievers of diversified and unconventional fields.
- WIPS EC members inducted as counsellors, Specialist/Advisors in complaints committees of PSUs.
- Close liaison with DPE, Ministry of Women and Child Development.
- Inclusion of WIPS Apex members on core committee of "Women & Employment of the National Commission of Women.
- Networking with ILO and World Women Conferences at Beijing & New Delhi.
- Best Enterprise Awards; constituted in 1993 and awarded every year to recognize the outstanding efforts made to harness the growth and development of women in PSUs.
- Excellence awards to Women employees of PSUs in executive and non-executive category.
- Organizing training programs in each region for development of women professionals and to encourage networking among them.
- CSR activities conducted by the regions for uplifting the weaker section of the society

FUTURE AGENDA OF WIPS

AGENDA OF WIPS TO THE GOVERNMENT AND THE DEPARTMENT OF PUBLIC ENTERPRISES FOR IMPROVING GENDER DIVERSITY

- Improving Critical Mass at all levels.
- Ensure each PSU to have one Woman Director on the Board.
- Periodical Gender Audit and Gender Budgeting.
- Building and updating real time data (Quantitative and Qualitative) on Women.
- Ensuring the presence of a Woman member in every selection panel.
- Public recognition of enterprises for contribution to improving gender diversity.
- Innovative approaches to awareness creation through media.
- Education, training and skill development of Women.
- Creating adequate infrastructure & Support system
- Conduct survey to study the impact of various women centric policies and initiatives taken by various PSUs
- WIPS can also have a panel of experts on various subjects, from where PSUs can draw faculties for capacity building training programs for their employees



Empowering the nation's Maritime Capabilities



Naval Platforms



- Destroyers
- Conventional submarines
- Frigates
- Corvettes
- Missile Boat
- Offshore Patrol Vessels
- Floating Border Outposts

Oil Sector



- Offshore Platforms
- Jack-up Rigs

Merchant Ships



- General Cargo Vessel
- Multipurpose Support Vessel
- Offshore Supply Vessel
- Tugs
- Dredgers
- Passenger cum Cargo Vessel
- Water Tankers
- Barges
- Trawlers
- Windmill Towers Pontoons



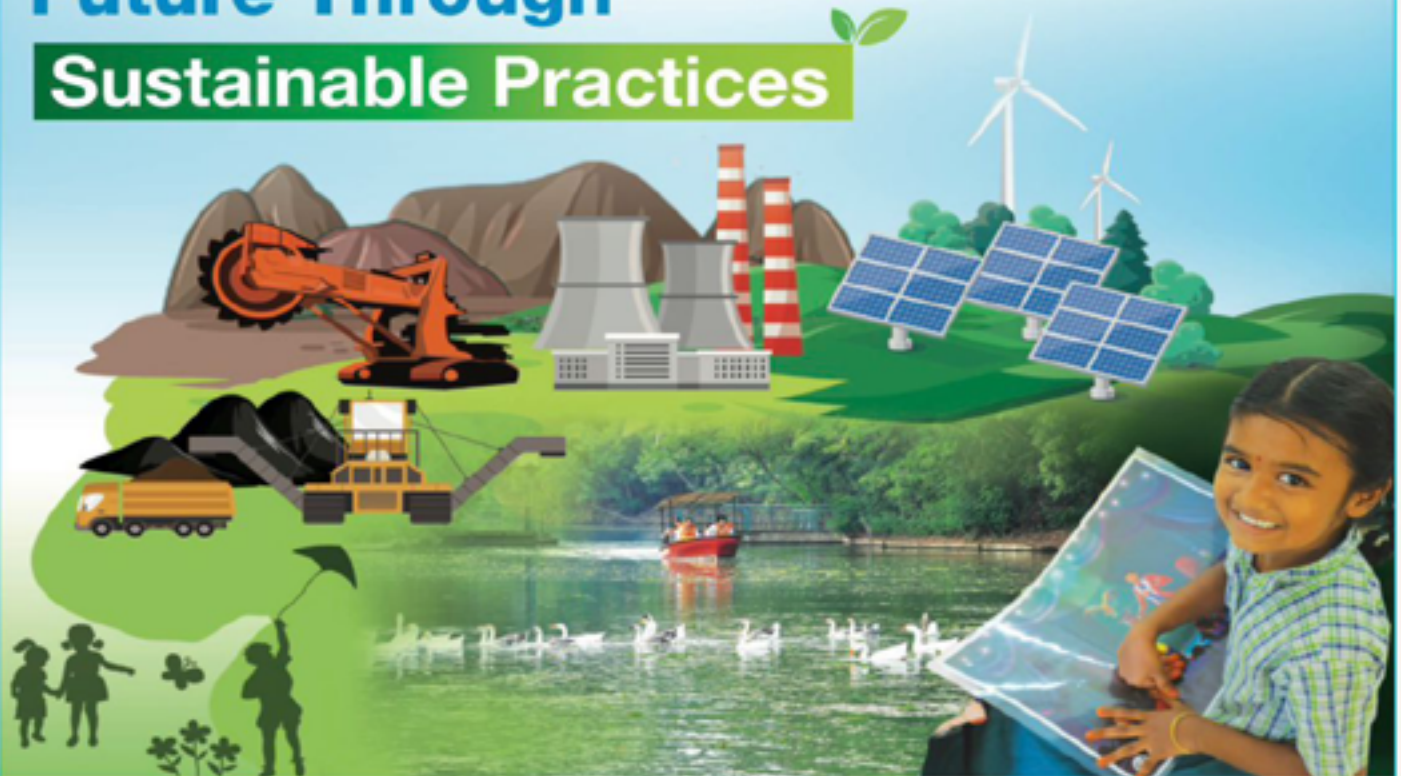
MAZAGON DOCK SHIPBUILDERS LIMITED

A Govt of India Undertaking, Ministry of Defence
Dockyard Road, Mazagon, Mumbai-400010, India

Email : mdimktg@mazdock.com | bgeorge@mazdock.com | Ph. : +91 22 2376 3005 | +91 22 2376 3027

Fax : +91 22 23738159 | Website : www.mazagondock.in    

NLC India Limited Contributing to The Nation's Energy Future Through Sustainable Practices



AT THE FOREFRONT OF AMBITIOUS GOALS AND COMMUNITY WELFARE:

NLCIL
is committed
to play its role
in the
evolving
multi-dimensional
energy grid
of the Nation,
a key component
of a resurgent
economy and a
"VIKSIT BHARAT."

- Poised to expand installed capacity of power generation through existing and planned Lignite, Coal and Renewable Energy projects to more than 20,000 MW by 2030, from the present 6,731 MW.
- Reaching a Mining capacity of over 100 Million tonnes when Machhakata and Patrapara coal blocks come into operation.
- A major thrust to Renewable power projects - a 2000 MW capacity Solar project in Rajasthan and 1000 MW capacity Solar power project in Assam along with a pilot-scale Green Hydrogen project in Neyveli.
- Unwavering support through physical relief works at flood-affected cities / areas including de-watering inundated areas with high capacity industrial pumps and providing food packets to the needy during floods.
- Unflinching commitment to large-scale CSR initiatives in Education (construction of classrooms and provision of educational aids) to schools in and around Neyveli, conduct of Health camps in surrounding villages and distribution of Aid and assistive devices to the differently abled.
- Collaboration with NPTI to provide job oriented Post-Diploma and PG Diploma courses to Project Affected Persons (PAPs) of NLCIL, enabling them to get employment opportunities in premier companies.

NLC India Limited, a "Navratna" PSU with over 60 years in the energy sector, operates nationwide and is poised to play a large role in a "Viksit Bharat" with a targeted Mining Capacity of 104 MTPA and 10 GW of Thermal Power generation by 2030.

Being the first PSU to cross 1 GW of Renewable Energy generation, NLCIL also aims to reach 10.11GW renewable energy generation by 2030 with plans for Green Hydrogen and Floating solar projects.



CREATING WEALTH
FOR WELLBEING

NLC India Limited

NAV RATNA - Government of India Enterprise
CIN No.: L93090TN1206G0003507

www.nlcindia.in



Engineering for a Sustainable Tomorrow

ENGINEERS INDIA LIMITED
Delivering Excellence through People

Over Six Decades of Trust. One Enduring Commitment to Excellence.

Since 1965, our journey has helped sculpt India's industrial and energy landscapes. Today it stands tall, with its strong presence across the globe.

Over 60 years of engineering excellence

7,000+ assignments completed across sectors

400+ major projects valued over US\$200 billion

Expertise from concept to commissioning



♦ Hydrocarbons ♦ Renewable Energy ♦ Fertilizers ♦ Non Ferrous Metallurgy ♦ Water ♦ Infrastructure



Follow us : | www.engineersindia.com



SMILES
TO A MILLION
ENERGY SECURITY
TO A BILLION



MCL

MAHANADI COALFIELDS LIMITED

(A Govt. of India Undertaking & Subsidiary of Coal India Limited)
Jagruti Vihar, Burla, Dist: Sambalpur-768020 (Odisha)

Enabling Ease of Living...

www.mahanadicoal.in | @mahanadicoal

KNOW YOUR CGB

WIPS-APEX

Ms. Asha Ramamurthy

President, WIPS APEX

General Manager, Bharat Heavy Electricals Ltd



She is a Finance professional posted in Solar Business Division of BHEL, a Maharatna PSU.

A Post Graduate in Commerce from Madras University, she graduated from Ethiraj College of Commerce Chennai. She is also a Graduate Member of the Institute of Cost & Works Accountants of India. She has held various positions in region and APEX. She has been associated with WIPS since 1992. She firmly believes in networking for women empowerment and all round development for women.

Ms. Nanda N. Kulkarni,

Vice President, WIPS APEX

Executive Director (HRD), Rashtriya Chemicals and Fertilizers Ltd.



Joined in RCF Ltd as Management Trainee (HR), she is a seasoned HR professional with over 35 years of experience in Human Resources (HR), Industrial Relations (IR), and HR Development (HRD). A post-graduate in Labour Studies and Law graduate from Ruparel College, Mumbai, she has also earned an Advanced Diploma in Computers (ADCSSA) with distinction.

She is certified as a Gender Equality Auditor and she has led RCF's first-ever Gender Equality Audit—a pioneering step for PSUs. She has served as Chairperson of the RCF Gender Cell, RCF WIPS Cell, and RCF POSH Committee. She is a member of Innerwheel (Women's) Club and a hard core Rotarian..

WIPS-APEX

Ms. Anupama Temurnikar, General Secretary

General Secretary, WIPS APEX

Chief Manager (Personnel), Western Coalfields Limited



She is posted in Nagpur and holds the responsibility of Principal at the Management Development Institute, HRD. She holds a Master's degrees in Social Science, Kathak Dance and Hindi. She was awarded a Gold Medal for her MA in Hindi from Guru Ghasdas Central University and secured third merit in MA Kathak from Indira Kala Sangeet Vishvavidyalaya, Khairagarh.

Her contributions have been recognized through the Nari Shakti Puraskar award, presented by the Home Minister of the Chhattisgarh Government.

Ms. Mangaiyarkkarasi Y

Treasurer, WIPS APEX

General Manager, Indian Oil Corporation



She is an Electronic & Communication Engineer from Government College of Engineering, Salem. She joined IOC at Mumbai at the young age of 22, completed 36 years of service and worked in various offices of Tamil Nadu and Karnataka. She was active in sports as well. She has led her college volley ball team and won many accolades in state level tournaments.

She works actively for Women Empowerment, visibility for women in leadership positions, etc. She was President of WIPS SR chapter.

WESTERN REGION

Ms. Priyanka Patil

President, WIPS WR

General Manager (HR), Hindustan Petroleum Corporation Limited



She is a senior Human Resource professional with 26 years of experience in various verticals in HR domain. With strong grounding in People Development and Organisation Culture, she has played a key role in strengthening Employee Engagement, Wellbeing and inclusive workplace practices. An alumni of the Maharashtra Institute of Labour Studies, she combines academic rigour with practical HR leadership and has pursued advanced HR and Mgmt Development programmes from XLRI, Jamshedpur, IIM Lucknow and IIM Raipur. She has also acquired certification from ICF as Coach.

Under her stewardship, HPCL has received various National and International Awards including the ET HR World – Exceptional Employee Experience Award (PSU Category), the Marksmen Daily Award for Most Preferred Workplace, and the ADIPEC – Abu Dhabi, Human Energy – Health & Wellbeing Global Award.

Ms. Vandana Atram

Vice President, WIPS WR

Manager, Mazagaon Dock Shipbuilders Limited (MDL)



She is associated with MDL since January 2009, she spent 12 years in the Design Department (Electrical & Weapon Section), also served as Configuration Manager at the Shore Integration Facility (SIF). Last 5 years she is in Commercial Department, handling ship and submarine procurement with Indian and foreign vendors. She received training in France in Configuration Management and Submarine Navigation & attended Factory Acceptance Trials (FAT) in London, UK. An alumna of RKNEC, she holds a B.E. (Electronics) from Nagpur University and a Master's degree in Logistics and Supply Chain Management from D.Y. Patil Deemed University. A strong advocate of women's empowerment at the workplace, she has been in WIPS, as Coordinator (2017–2020), EC Member (2021–2023), and Treasurer (2023–2025)..

WESTERN REGION

Ms. Archanaa Kaaza

Secretary, WIPS-WR

Chief Manager, Shipping Corporation of India Ltd.

Senior energy shipping professional with 23+ years' experience in LNG, LPG, and oil tanker operations across Middle East & APAC Energy trade. Holds MICS (UK), LLB, MBA, MSc (Environmental Science), BSc.

Active in WIPS since 2006, Worked as EC member in the Western Region since 2016. Passionate for issues relate to women's leadership and empowerment..



Ms. Ashwini Dalvi

Treasurer, WIPS-WR

Manager, ECGC Limited.

She holds a Bachelor of Commerce (B.Com) and a Bachelor of Laws (LLB) degree from Mumbai University.

During her 34 years of distinguished service, she has worked across a wide spectrum of operational and non-operational departments, including Information Technology, Accounts, and is presently associated with the Compliance Department, gaining comprehensive institutional and regulatory exposure.

Ms. Dalvi has been actively associated with the Women in Public Sector (WIPS) Forum since 2016. She has served as a REB Member for 3 consecutive terms contributing meaningfully to the objectives and initiatives of WIPS by serving as treasurer -WR.



NORTHERN REGION

Ms. Pooja Sehrawat,

President, WIPS NR

Chief Manager (Library), Power Grid Corporation of India Ltd.



She is Post Graduate in Political Science (Hindu College, Delhi University) and has Master in Library & Information Science from Dept. of Library and Information Science, Delhi University.

She has been a member convener of the Sexual Harassment Committee at POWERGRID. She received an award from the Parivartan Jan Kalyan Samiti, an NGO, in 2018 in recognition of her contributions to women's empowerment. She enjoys reading, music, and travel, and actively volunteers with various NGOs, including the Art of Living and ISCON.

Ms. Shilpa Mayenkar

Vice President, WIPS NR

Addl. General Manager (HR), Bharat Heavy Electricals Ltd.



She holds a graduate degree in Psychology & a post-graduate degree in Social Work from University of Delhi. Joined BHEL as Executive Trainee (HR) In 1998, she is responsible for HR Policy formulation and implementation at company level.

She is also a certified SAP-HCM Functional Consultant. She has been actively associated with WIPS for more than a decade as EC member of WIPS, NR and is the company Co-ordinator of WIPS for BHEL.

NORTHERN REGION

Ms. Pragati Sharma,

Secretary, WIPS NR

Dy. Gen Manager (Business Head), Central Warehousing Corp

With a distinguished career spanning multiple key divisions including ICD PPG, Vigilance, Commercial, and Human Resources at CWC's Corporate Office, She has demonstrated exceptional leadership and strategic acumen.

Notably, Ms. Sharma is the first female Manager of ICD PPG, India's pioneering dry port, setting a precedent for women in logistics and infrastructure management. She has been instrumental in driving initiatives that promote gender equity and professional development for women across the sector. Her career reflects a blend of operational excellence, visionary leadership, and unwavering dedication to inclusive growth.



Ms. Akansha Wadhwa,

Treasurer, WIPS NR

Deputy Chief Manager (Finance), NLC India Ltd.

She is a Chartered Accountant by profession. Beyond her core responsibilities in Finance, She has successfully undertaken several key assignments, including pilot project aimed at reducing air travel, medical, and hotel expenditures across all CPSEs under various Ministries and Government Departments.

Initially serving as REB from NR and later as Treasurer of WIPS-NR (2023-25), she has consistently played a pivotal role in advancing the objectives of WIPS. Her contributions have been recognized with the NLCIL Excel Employee Award in 2022 and the Best Performer Award – Women Executive for 2021-23.



EASTERN REGION

Ms. Swagata Sen Roy

President, WIPS ER

AGM (Corp . Comn.), Garden Reach Shipbuilders & Engineers Ltd.



She is BTech & MBA. She has over 30 years of professional experience. She has been associated with WIPS since 2012 as a WIPS Life Member, took on as WIPS Coordinator since 2016 & REB Member since the year 2018, prior to taking on the role of WIPS Secretary, Eastern Region. She believes nothing is "impossible" if one is focused & committed. Her interests include music, travel & spiritualism. She was awarded "Women Empowerment Advocate Award" at the prestigious Indian PSU Nari Shakti Samman Awards 2025.

Ms. Neha Dugar

Vice President ,WIPS ER

Senior Manager (Internal Audit), Indian Oil Corporation Limited



She has been the Treasurer WIPS-ER for the Term 2023-25, EC member of the Eastern Regional Executive Body (REB) since 2016 and an active life member of WIPs since 2012.

Ms. Neha Dugar is a qualified Chartered Accountant and Company Secretary. She joined Indian Oil Corporation Limited (IOCL) in April 2010. With over professional experience of 15 years spanning across Finance and Audit areas in IOCL, she is currently posted as Senior Manager (Internal Audit), Eastern Regional Office, (MD) IOCL.

EASTERN REGION

Ms. Ranjana Chakravorty

Secretary, WIPS ER

General Manager (Planning, IGGL), Numaligarh Refinery Limited



She passed out from Assam Engineering College, Guwahati and joined Numaligarh Refinery Limited in 1997. She is an MBA (Executive) from Gauhati University. Presently she is on deputation to IGGL (Indradhanush Gas Grid Ltd).

A founder member of WIPS-NRL Chapter, she is actively involved with various activities of the Forum since 2005. She was an executive member of WIPS-ER during 2023-25.

Ms. Rekha Pandey

Treasurer, WIPS ER

General Manager (HR CSR), Coal India Limited.



She is a Law Graduate. She has rich experience of 31 years working in different facets of HR in Central Coalfields Limited and presently she is posted in CIL. She is also Eastern Region member of the National Committee of NIPM (professional body for HR professionals). She is and life member of Indian Institute for Society and Development. She believes in duty with devotion. She is leading the team having best CSR practices in the country.

SOUTHERN REGION

Ms. M C Beena D

President, WIPS SR

Sr. Manager (Works), Hindustan Aeronautics Limited



She is a Graduate in Civil Engineering and has been with Hindustan Aeronautics Limited from the past two decades. She has been serving the company as Engineer working in core areas of Project Planning and Execution and also Contract Management.

During her tenure as EC Member, Vice President and President of Southern region, she has played a key role in organising the 34th National Meet of WIPS -2024 and the Southern Region Meet (2022 & 2025) held at HAL. She has been steering the Team of WIPS at the region and HAL to work on various activities in line with the Sustainable Development goals of United Nations.

Ms. Snehalatha Devineni

Vice President, WIPS SR

DGM (Finance), Bharat Dynamics Limited



She is a Chartered Accountant presently working as DGM (Finance) in Finance department at BDL Bhanur Unit. She has been associated with WIPS in various roles as co-ordinator, executive committee member and as Vice President.

She was awarded as best Executive Excellence Award in the year 2024-25 by BDL. She is the member of Internal Compliance Committee (ICC) of BDL Bhanur unit. As WIPS Co-ordinator from BDL Bhanur she has organised various motivational programs and also various service activities at BDL.

SOUTHERN REGION

Ms. V. J. Indumathi

General Secretary WIPS SR

Senior Manager (Materials and Contracts), IOCL



She has been an active life member of WIPs since 2000 as an EC member of the Southern Regional Executive Body (REB).

She is a qualified MBA, MCA. She is serving IOCL in various capacities in the Technical Services, Retail Sales, Finance, Information System- Core area for 14 years, she is currently posted in Southern Regional Office, (Mkt. Div.) IOCL.

Ms. Aparna M Eraiah,

Treasurer WIPS SR

Sr. DGM (Information Systems), Bharat Electronics Limited



She is the Head of IT Infrastructure working for Bharat Electronics Limited, Bangalore Complex. She has an Engineering Degree in Computer Science and Technology, Bangalore and MBA in Software Systems and holds Post Graduate Diploma in Cyber Law and Cyber Forensics from NLSIU, Bangalore.

She is a Certified SAP Technical Consultant and has been instrumental in the SAP Implementation at BEL since 2004. She is also an ASQ Certified Software Quality Engineer (CSQE) and PMP. She has been a part of WIPS Southern Region as Co-ordinator, EC Member and Presently Treasurer.



**Innovating Excellence,
Inspiring Transformation**

High Quality ▶ **Fuels
Experience**



Mangalore Refinery and Petrochemicals Limited

(A Government of India Enterprise & a subsidiary of ONGC Ltd)



**Category 1 Schedule 'A',
Miniratna 15 MMTPA refinery with
petrochemical complex at Mangaluru, Karnataka**



www.mrpl.co.in

- Mrpl Ongc
- MRPL - ONGC
- Mangalore Refinery and Petrochemicals Limited
- MRPL Official
- ONGC MRPL



भारत डायनामिक्स लिमिटेड BHARAT DYNAMICS LIMITED

- मिनीरत्न श्रेणी-1 का सार्वजनिक रक्षा उपक्रम
- एन एस ई और बी एस ई में सूचीबद्ध
- जुलाई, 1970 में स्थापित
- परिचालन के प्रमुख क्षेत्र :
 - संचलित प्रक्षेपास्त्र और संबद्ध उपकरण
 - अंतर्जल-अस्त्र
 - वायुवाहक उत्पाद
 - भू-आधारित उपकरण
 - उत्पाद के चलने तक हमकदम
- A Miniratna Category - I Defence PSU
- Listed in NSE and BSE
- Incorporated in July, 1970
- Core areas of operation:
 - Guided Missiles and allied equipment.
 - Underwater Weapons.
 - Airborne Products.
 - Ground Support Equipment.
 - Product Life Cycle Support.



शांति का आधार अस्त्र-यत्न
THE FORCE BEHIND PEACE

भारत डायनामिक्स लिमिटेड BHARAT DYNAMICS LIMITED

(एकमात्र सरकारी रक्षा उपक्रम, रक्षा मंत्रालय A Govt. of India Enterprise, Ministry of Defence)

कॉर्पोरेट कार्यालय : प्लॉट नं. 38-39 टी एस एफ बिल्डिंग (जुई रोड) को जेड टीएल के पास) वसुधैवकुटुम्बक सिटी, गच्छिबोवु, हैदराबाद - 500032 (तामिस, तेलंगाणा) ई-मेल: bd@bdl-india.in वेबसाइट: <http://www.bdl-india.in>
Corporate Office: Plot No. 38-39, TSFC Building, (Near ICICI Towers) Financial District, Gachibowli, Hyderabad - 500032, Telangana INDIA E-mail: bd@bdl-india.in Website: <http://www.bdl-india.in>



Conquering Newer Horizons



With a legacy traversing three centuries from the successful commercial discovery of crude oil at Digboi in 1889 and Independent India's first oil field in Naharkatiya - all in the north eastern state of Assam - Oil India Limited was born on 18th February, 1959 to increase the pace of exploration in Northeast India.

Dogged determination of some of the finest oil & gas explorers and a committed workforce has enabled OIL to expand its pan India presence and spread its wings overseas with footprints in countries such as Bangladesh, Gabon, Libya, Mozambique, Nigeria, Russia and Venezuela.

Today, as a Maharatna PSU, Oil India Limited is fully committed to achieve the vision to "Be a leading and future ready integrated energy company committed to sustainable energy security of India through performance excellence" with special emphasis on Environmental, Social, and Governance principles to drive positive change and foster long term value for our stakeholders, society, and the planet.

Setting the right pace globally

CIN : L11101AS1959GOI001148



Corporate Office: Oil House, Plot Number 19, Sector 16A, Noida, District Gautam Budh Nagar, Uttar Pradesh 201301, India, Tel.: +91 (120) 2488 333

Registered Office: Dulaijan - 786802, District - Dibrugarh, Assam, Tel.: +91 374 2804510, +91 374 2800427

Website: www.oil-india.com; Also follow us on:  



गार्डन रीच शिपबिल्डर्स एण्ड इंजीनियर्स लिमिटेड Garden Reach Shipbuilders & Engineers Ltd.



(A Government of India Undertaking, Ministry of Defence
61, Garden Reach Road, Kolkata-700 024
Tel: +91-33-2469 8101

65 GLORIOUS YEARS OF SHIPBUILDING

Delivered 804 Vessels including 115 Warships to Armed Forces of India & Friendly Foreign Countries



PROJECT 17A FRIGATE



NEXT GENERATION
OFFSHORE PATROL VESSEL



SURVEY VESSEL (LARGE)



ANTI SUBMARINE WARFARE
SHALLOW WATER CRAFT



ACOUSTIC RESEARCH SHIP



OCEAN RESEARCH VESSEL



COASTAL RESEARCH VESSEL



MULTI-PURPOSE VESSEL



TSH DREDGER



HYBRID FERRY

• WE SERVE THE NATION • WE BUILD WARSHIPS • WE BUILD BRIDGES

WARSHIPS & COMMERCIAL VESSELS

Frigates | ASW Corvettes | Missile Corvettes | Landing Ship Tanks (Large) | MPV | ORV
Offshore Patrol Vessels | Survey Vessels (L) | Next Generation Offshore Patrol Vessels |
Landing Craft Utility Ships | ASWSWCs | FACs | ARV | Other Vessels



ENGINEERING PRODUCTS

Pre-Fabricated Steel Bridges | Railless Helo Traversing System | Deck Machinery Items |
Assembly/Testing/Overhauling of Marine Diesel Engines | 30MM Naval Surface Guns |



Scan the QR Code
for the latest updates
on GRSE



For any query please contact:
marketing@grse.co.in

Follow us :



grsekolkata



officialgrse



OfficialGRSE



garden-reach-shipbuilders-&-engineers



www.grse.in

In Pursuit of Excellence & Quality in Shipbuilding

Electrifying Future with clean Energy!



PORTFOLIO OF NEEPCO

Established: 2nd April 1976, Installed Capacity: 2057 MW
 Total Generation Capacity/50233MU, Net Worth: Rs 6868 Crore
 Authorized Share Capital: Rs 5000 Crore
 Constantly Achieved Annual Turnover of 4000 Crore since the last 2 years

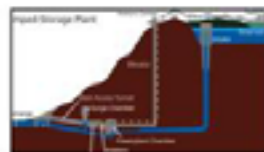


SOLAR FOOTPRINT

300 MW Solar at Bikaner, Rajasthan is under construction and 35 MW FSPs in pipe line

Other Future HEPs

with combined total capacity of 685 MW under different stages of Survey & Investigation.



PUMP STORAGE PROJECT

800 MW Wah Umiam PSP and 1200 MW Umsong PSP, Meghalaya is under Survey & Investigation.



Under construction Hydro Electric Projects in Siyom Sub-basin of Siang river basin in Arunachal Pradesh:

Upcoming Hydro electric Projects in Arunachal Pradesh

240 MW Heo Hydro Electric Project
 186 MW Tato-I Hydro Electric Project
 700 MW Tato-II Hydro Electric Project
 1000 MW Naying Hydro Electric Projects
 500 MW Hirong Hydro Electric Project

NORTH EASTERN ELECTRIC POWER CORPORATION LIMITED

(A wholly owned subsidiary of NTPC Ltd.)

Office: Brookland Compound, Lower New Colony, Shillong-793003, Meghalaya

Follow us



NEEPCOLimited



COAL MINING



ENVIRONMENT CONSERVATION



CSR ACTIVITIES



FY 2024-25

- Achieved highest-ever coal production of 69.121 MT.
- WCL is the first CIL subsidiary to secure a Coal Block allocation (Dahegaon Makardhokra-IV) through a competitive bidding process.
- WCL is the pioneering CIL subsidiary to receive Final Mine Closure Certificates for 3 key mines: Pathakhera-II UG, Satpura-II UG, and Pathakhera-I UG.
- Planted 584,300 plants, covering an area of 207.50 hectares, including 1-hectare Miyawaki forest.
- CSR spending soared by 275% YoY, rising from Rs.13.97 Cr to Rs.52.51 Cr, demonstrating our unwavering commitment to community welfare.

We Join Parts to make it Whole. When Coal Mining is clubbed with environment conservation, corporate social responsibility and several other key initiatives of common good, we create a win-win situation for all. This is what we call **Responsible Coal Mining**.



Self-Reliance in Strategic Electronics

A multi-technology company that provides
Systems and Solutions to Nuclear, Defence, Aerospace, Security
and IT & e-Governance Sectors

- ❖ Radiation Detectors, Control and Instrumentation Systems, SCADA Systems and Power Electronics Equipment
- ❖ Electronic Surveillance and Warfare Systems, Command and Control Systems, Radio Communication Equipment and Electronic Fuzes, Secure and Jam-resistant communications
- ❖ Antenna Systems, V-SAT Networks, Cockpit Voice Recorders, Inertial sensors and Actuators
- ❖ Telecommunication equipment, IT and e-Governance solutions, Remote Health Monitoring System Tele-ECG, Cancer Hospital Information Management System and Encryption equipment
- ❖ Accesses Control System, Integrated Security Surveillance System, Jammers, CBRN System

NUCLEAR



AEROSPACE



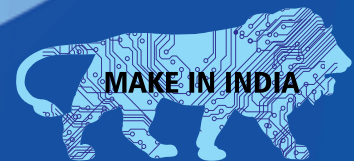
HOMELAND SECURITY SOLUTIONS



DEFENCE



IT & e.GOV.



इलेक्ट्रॉनिक्स कॉर्पोरेशन ऑफ इंडिया लिमिटेड
Electronics Corporation of India Limited

A Government of India (Dept. of Atomic Energy) Enterprise

Hyderabad - 500 062, Telangana

A Miniratna CPSE

www.ecil.co.in, E-mail: cbdmoffice@ecil.co.in, Telephone: +91 40 27120671

ACTIVITIES BY WESTERN REGION

CSR ACTIVITY AT NATIONAL ASSOCIATION FOR THE BLIND (NAB),

The NAB team was recognized for their dedicated efforts in promoting self-reliance among visually impaired individuals. As part of the CSR initiative, WIPS WR contributed towards the purchase of a high-end packaging machine to support NAB's production and livelihood activities.

Members also interacted with the NAB in-charge and beneficiaries, gaining insights into their operations and the positive impact of the organization's work.



FAREWELL FUNCTION FOR FORMER PRESIDENT – WIPS APEX (01 NOVEMBER 2025)

A farewell programme was organized by WIPS Western Region at Alibaug to honour Ms. Varsha Raut, Former President of WIPS APEX, in recognition of her valuable contributions and dedicated service. She was felicitated with a shawl and shreephal as a mark of respect and appreciation. WIPS members, attended the function and extended heartfelt wishes for her post-superannuation life.



WESTERN REGION CONDUCTED POSTER MAKING COMPETITION ON THE THEM – HER ERA & BEYOND.



The Western Region organised a Poster Making Competition on the theme “Her Era & Beyond”, aimed at promoting awareness on women empowerment and gender equality. The competition witnessed enthusiastic and active participation from employees across various PSUs, reflecting a strong collective commitment towards celebrating women’s achievements and envisioning a more inclusive future.

TRAINING PROGRAMMES CONDUCTED BY WESTERN REGION

Training at IOCL, Rajkot



IOCL Arranged Training Program for executive female employees on the topic “Workplace Conflict” and 30 participants attended the training held in Rajkot.

The training was very informative and skills were taught to be used in everyday life Professional and personal.

The feedback was positive and stated that it was an informative session and very helpful. IOCL made very good arrangement for the training and were very well appreciated by everyone.

Training at ONGC, Vadodara.



A Financial Management training programme for non-executives was conducted at ONGC, Vadodara, which was attended by 35 participants from various organisations. The session was aimed at enhancing financial awareness and decision-making skills. The session covered key concepts of budgeting, cost control, and financial planning relevant to organizational operations. The programme helped participants develop a better understanding of financial discipline and its impact on overall performance.

Outbound Team Building programme on Empower Activity Camp, Kolad



Rangoli Making Workshop



Women of Substance Empowering the Shakti Within



Celebration Of Children's Day on 14 Nov '25



Activities by Northern Region

WIPS ELECTION OF APEX:

The Forum of WIPS has Functional Committees at the Apex and Four Regions, with tenure of two years. The elections of President, Vice President, General Secretary and Treasurer of the Apex and the President of all four regions were held on 16th February 2025 at New Delhi for the term 2025-2027. The members are elected through a well-defined election process and eligibility as per Charter of the Forum in presence of Observers (3) from SCOPE and two past CGB Members, appointed as Election Officers.



The election was conducted in the presence of election officers, Ms. Manjusha Bhatnagar, Former General Secretary, APEX & Ex Dir (HR&CC), Balmer Lawrie & Co. and Ms. Sumanlata Sharma, Former Treasurer, APEX & Chief Personal Manager, Coal India Ltd. and SCOPE nominees Mr. S A Khan, Lead Associate (Corp. Affairs), SCOPE, Ms. Hema Koul, Asst. Manager (Corp. Affairs), SCOPE & Ms. Garima Agrawal, Asstt. Manager (HR), SCOPE as observers.

Further the Regional Elections were also held in the month of March 2025 in the Regions in the presence of respective Election Officers & Apex Observers.

35TH NATIONAL MEET





Forum of Women in Public Sector (WIPS), under the aegis of SCOPE, organized its 35th National Meet on the theme "Create Your Own Sunshine" on **17th & 18th February 2025** at Vigyan Bhawan, New Delhi.

The Chief Guest on the occasion was Ms Vijaya K. Rahatkar, Chairperson, National Commission for Women and Guest of Honour was Shri Atul Sobti, Director

General, SCOPE & Member, Governing Body, ILO in the presence of Ms Varsha Raut, President WIPS-Apex and other office bearers of WIPS.

The meet brought together more than 500 participants, and during the event, awards were presented to exemplary women performers of PSUs. While addressing the gathering, the speakers emphasized that women in the Public Sector are vital to organisation's performance and nation's progress. The Meet was a successful one and was appreciated by all participants.

PSU CONNECT DATE: 09-03-25 ; MINISTRY OF POWER



WIPS NR ORGANIZED TRAINING FOR NON EXECUTIVES "SAKSHAM"

FORUM OF WOMEN IN PUBLIC SECTOR
(under aegis of SCOPE)



WIPS-NR Initiative for Capability Building on 11.12.2025, New Delhi

SESSION 1 : FINANCIAL PLANNING AND PRUDENCE FINANCIAL MANAGEMENT

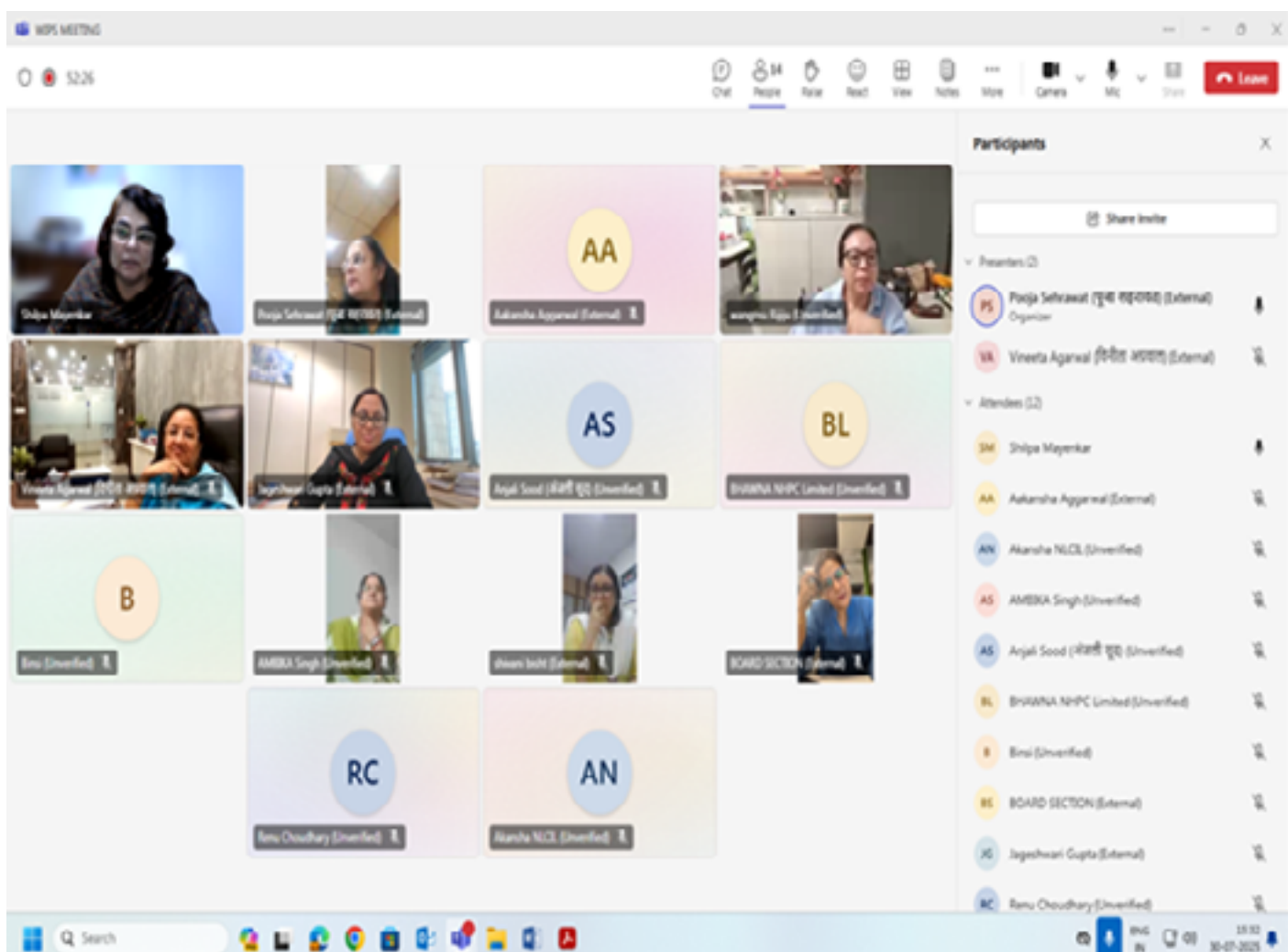


SESSION 2 : MENTAL EMOTIONAL WELL-BEING



MEETING WIPS NR REB (JAN – DEC 2025)

S.NO.	Dated / Month	Type / Mode
1	27-Jan-25	Online – hybrid
2	10-Feb-25	Physical _ WIPS national meet / Election Apex
3	Mar-25	Physical / election REB
4	31st July 2025	Online
5	30th Sept 2025	Online
6	21st Nov 2025	Online
7	11th Dec 2025	Online



WIPS , FEW NR ACHIEVEMENTS – 2025

1. Successfully organized the WIPS National Meet at Vigyan Bhawan, New Delhi, with exemplary coordination and participation.
2. Conducted the CGB Elections strictly as per the prescribed process, ensuring transparency and compliance.
3. Successfully constituted the REB, with a majority of members elected for the first time from 14 organizations, strengthening regional representation.
4. Submitted all quarterly activity reports to the respective regions within the stipulated timelines.
5. Organized the REB meeting along with training sessions for non executive members, enhancing awareness and engagement.
6. Finalized the NGO, for CSR activity contributing to governance improvements.
7. Enrolled One new organizational member, expanding NR's institutional network.
8. Represented WIPS Forum in SCOPE Eminence Awards, strengthening the forum's visibility, credibility, and engagement at national-level platforms.



Actively participated in inter region WIPS activities, including conferences and online webinars, enhancing collaboration and knowledge exchange.



Represented WIPS Forum in SCOPE Eminence Awards, strengthening the forum's visibility, credibility, and engagement at national-level platforms

ACTIVITIES BY SOUTHERN REGION



HIGHLIGHTS OF SOUTHERN REGION FOR THE YEAR 2025

● Membership Drive: Around 250 New members joined Team Southern Region during 2025.

● Webinar on World Environment Day: Team Southern region hosted Webinar on World Environment Day on 5th June 2025 wherein around 350-400 participants from various CPSUs across the Country were benefited by the program. The Speaker was Dr. Sidappa Shetty, Ethnobotanist, Senior Fellow at ATREE.

● Four Regional Meetings were conducted during the year.

● HAL, a Corporate Member of Southern Region, hosted TEJASVI-Women's Conference on 4th September 2025 on the Theme "Women who create Radiance at home and at Work place. Distinguished personalities and speakers from various fields graced the conference. Around 400 delegates from various CPSUs across India took part in the mega event.

● Team WIPS from Southern region attended the prestigious SCOPE Eminence awards event held on 29th August 2025 graced by her excellency Smt Droupadi Murmu, Hon'ble President of India.

● The Team of Southern region took up activities at the respective organisations inline with the Sustainable Development Goals of United Nations contributing to the growth of the Country.

● Sustainable Development Goals Covered



WIPS Members from various PSUS of Southern Region namely Bharath Earth Movers Ltd, Rastriya Ispat Nigam Ltd, Neyveli Lignite Corporation ,Bharath Heavy Electricals Ltd, Chennai Petroleum Corporation Ltd, Madras Fertilizers Ltd, Hindustan Aeronautics Limited , Mangalore Refinery and Petrochemicals Ltd, Indian Oil Corp Ltd etc., took up various activities towards inclusive growth, social responsibility, and community development of Women and Children. The meaningful initiatives reflects the commitment of WIPS members to fostering empowerment, awareness, collaboration, compassion and also the strength of women working together in harmony, unity, commitment and sincere dedication.

Around 91 Initiative programs pertaining to Women Health and Wellness: 19 programs, Education and Well being of Children: 11 programs, Women Empowerment: 27 programs, Environment Conservation: 2 programs, Financial Stability : 1 Program , 31 Organisational Initiatives and Collaborative programs were taken up during 2025 which were inline with the sustainable development goals of UN and also mission and objectives of the Forum



SOUTHERN REGION ELECTIONS, REGIONAL AND CGB MEETINGS



The Southern regional elections to elect Regional Executive Body was conducted on 29th March 2025 at E- Hotel Chennai in the presence of Election Officers Smt. Vijayakumari and Smt. Athilakshmi past Executive members of the region and President WIPS- APEX Smt. Asha Ramamurthy.

The first Regional Meet of Southern region was held on 29th March 2025 at E- Hotel Chennai. Around Twenty five delegates from PSUs across Southern region graced the meet with active participation. The Second and Fourth REB meetings were held on virtual mode on 31st May 2025 and 1st January 2025 on Virtual mode. The Third REB meeting was held on 3rd September 2025 at HAL Management Academy Bangalore. Around Ten delegates from the Southern region attended the meeting.



The "3rd Central Governing Body Meet-2025" of WIPS was held on Thursday, 4th September 2025 at HAL Management Academy. Around 20 delegates from the member organisations of all the regions attended the meet. Ms. Asha Ramamurthy President WIPS-APEX along with other APEX members addressed the meeting. Ms. Kavitha Sharma Sr. AGM-BEL, Past Treasurer of WIPS-APEX and Ms Varsha Raut DGM(Aviation)-IOCL and Past president WIPS-Apex were felicitated during the meeting.

MEMBERSHIP DRIVE 2025



Southern Region effectively carried out Membership drive during the year 2025. Around 275 New members were inducted as New WIPS Members. The highlight of membership drive was from Beml under the leadership of Ms Neena Singh GM-HR, around 192 members from the units of Mysore, Bangalore, KGF, Pallakad joined the region. 65 New members joined from BDL, 8 from CPCL and 6 from HAL.

WEBINAR ON WORLD ENVIRONMENT DAY



Tejasvi National Women's Conference Championing Women's Leadership



tejasvi



ACTIVITIES OF EASTERN REGION

WISP ACTIVITIES AT GRSE, KOLKATA

Workshop on the theme, "I Seek Respite" was organised on 21 Jan 25 for the WIPS members of GRSE. The session was conducted by Dr Soma Dutta, a renowned speaker in Kolkata.



WIPS ACTIVITIES AT IOCL, KOLKATA

Nobodisha School, lake thana

Tiffin boxes and water bottles were distributed to 75 children of NOBODISHA School on 14.11.25, as part of a welfare initiative aimed at supporting their daily nutritional and hydration needs. The initiative was undertaken to encourage healthy eating habits, ensure safe drinking practices, and promote the well-being of children. This activity reflects a commitment to child welfare and community development through meaningful and practical support.



WIPS ACTIVITIES AT NEEPCO, SHILLONG

In alignment with WIPS ER Corporate Social Responsibility (CSR) objectives, WIPS CELL NEEPCO conducted a welfare initiative to support senior citizens residing at Shakti Sedan, a home of distressed women. The activity involved the donation of warm clothing to ensure the comfort and well-being of elderly residents during the winter season. This report outlines the objectives, execution, and impact of the initiative.

Activity Details

- Location: Umshing, Mawlaimawroh, Shillong
- Items Donated: Sweaters, shawls, blankets, socks, and other warm clothing
- Volunteers: 7 employees from NEEPCO

This CSR activity successfully addressed a critical seasonal need while reinforcing our organization's values of compassion and community engagement. The donation of warm clothes not only provided physical comfort but also conveyed a message of dignity and care to the elderly residents.



WIPS ACTIVITIES AT MCL

On 15 Dec, 2025 the Inaugural Programme of Swayamsiddha, the flagship skill-development initiative of WIPS, was organised at the Auditorium. The programme marked the formal launch of the initiative aimed at empowering women through capacity building and skill enhancement. Sessions conducted by resource persons Miss Nishita Baliarsingh and Miss Nikita Baliarsingh they have set the tone for future trainings and reaffirmed WIPS' commitment to women empowerment and self-reliance.





WIPs ACTIVITIES AT ECL

Nukkad Drama on E-Waste Awareness

To promote environmental consciousness, a Nukkad Drama on E-Waste Awareness was organized on 6th October 2025 at ECL HQ. The engaging street play creatively highlighted the hazards of improper electronic waste disposal and urged employees and visitors to practice responsible collection, segregation, and recycling of e-waste. The event was organized under the active leadership of Director (HR), ECL, who appreciated the women performers' efforts and encouraged everyone to embrace sustainable habits both at work and in everyday life.

ECL Celebrates International Girl Child Day (10.10.2025 & 11.10.2025)

WIPs ECL (HQ), celebrated International Girl Child Day on 10th–11th October 2025 with the theme "Empower Her, Educate Her, Celebrate Her." The two-day event, graced by CMD, ECL, along with Functional Directors, featured an informative health awareness session for over 50 girl students on topics such as menstrual hygiene, gynaecological health, and PCOS, followed by a quiz and prize distribution ceremony. The celebrations concluded with enthusiastic participation from WIPs members and leadership, reaffirming ECL's commitment to gender equality, education, and empowerment of the girl child.





5 DECADES OF UNEARTHING ENERGY

ECL



*From the depths
of the earth, we
power the
heights of the
nation*



Scan to us follow us on :     

THE *SHAKTI* THAT POWERS PROGRESS

Engineering the Future. Building the Nation.



Resilience requires a strong core. Innovation requires a bold vision.

At **BHEL**, we recognize that our machinery is only as powerful as the minds that drive it. We celebrate the women who stand at the forefront of our operations : mastering **high-risk tasks** and driving **grassroots innovations** on the shop floor and beyond.

From leading complex engineering feats to driving boardrooms, they embody the true spirit of "Shakti" - the unstoppable force that fuels our journey toward a self-reliant future.



Powering Progress
Brightening Lives

www.bhel.com

एम एफ एल



MADRAS FERTILIZERS LIMITED

(A Govt. of India Public Sector Undertaking)

Manali, CHENNAI - 600 068.

Ph : 044-2594 5210 e-mail : info@madrasfert.co.in

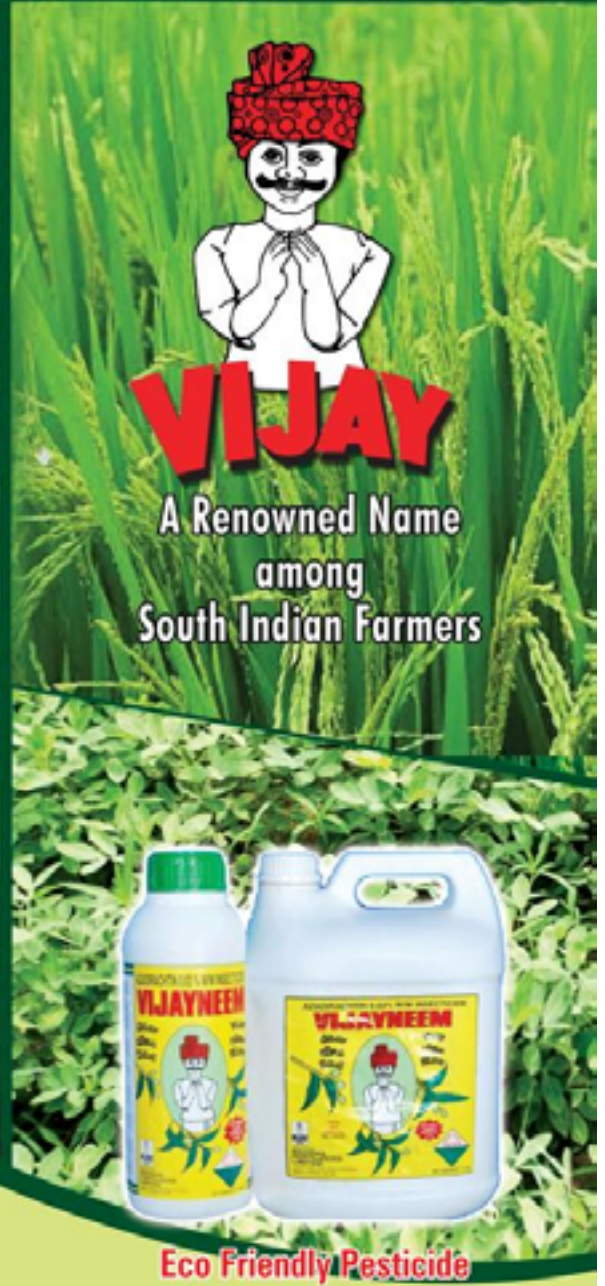
website : www.madrasfert.co.in



For Prosperity & Ensuring Food Security



Nitrogenous Fertilizer to fulfill Nitrogen requirement of all Crops



VIJAY

A Renowned Name among South Indian Farmers



Organic based fertilizers to enrich soil fertility & Improve Productivity



Eco Friendly Pesticide

Around 6 decades in upliftment of farming community

Visit us at :



इस परिवर्तनशील समय में निर्यात के लिए दोहरा बीमा
Double assurance for exports in these volatile times.



निर्यातकों के लिए ऋण जोखिम बीमा
Credit Risk Insurance for Exporters

एवं /&

बैंकों के लिए ऋण जोखिम बीमा
Credit Risk Insurance for Banks

आर्थिक अस्थिरता के इस समय में निर्यात के अनुकूल
ईसीजीसी के साथ ऋण जोखिम का बीमा कराएं।

In these times of economic instability, insure
against credit risk with ECGC's export-friendly
credit risk covers.

अधिक जानकारी के लिए ईसीजीसी के निकटतम कार्यालय से संपर्क करें।
For more information contact your nearest ECGC office.



ई सी जी सी लिमिटेड

(भारत सरकार का उद्यम)

पंजीकृत कार्यालय: ईसीजीसी भवन, सीटीएस नं. 393, 393/1 से 45,
एम.वी. रोड, अंधेरी (पूर्व), मुंबई - 400069, महाराष्ट्र, भारत
टेली : 6659 0500 / 6659 0510 • टोल फ्री : 1800-22-4500
ईमेल : marketing@ecgc.in • वेबसाइट : www.ecgc.in

IRDAI Regn. No. 124 | CIN No. U74999MH1957GOI010918 | @ecgclimited

ECGC Limited

(A Government of India Enterprise)

Registered Office : ECGC Bhawan, CTS No. 393, 393/1 to 45,
M. V. Road, Anandhi (East), Mumbai - 400069, Maharashtra, India
Tel: 6659 0500 / 6659 0510 • Toll Free : 1800-22-4500

Email : marketing@ecgc.in • Website : www.ecgc.in

आप निर्यात पर ध्यान केन्द्रित करें, हम जोखिम से रक्षा प्रदान करेंगे. • You focus on exports. We cover the risks.

ADVT. NO. : NMD/1972/14



GOA SHIPYARD LTD
Passion for Excellence

ENGINEERING THE FUTURE OF NAVAL POWER

India's Vanguard in Maritime Innovation

60 Years of Excellence | Global Standards | Indigenous Strength



BUILDING FUTURISTIC & POTENT PLATFORMS

With a rich history in Shipbuilding spanning 6 decades, Goa Shipyard Limited (GSL) brings a wealth of expertise and experience to deliver exceptional vessels for the maritime industry. With our resource capability and modernized infrastructure, we are poised to excel the commercial shipbuilding landscape.



Over 200 Vessels
Delivered




Expertise in
Frigates,
OPVs, FPVs
& Auxiliaries



Smart Yard,
Digitalized,
Modular Construction

www.goashipyard.in

 - [goashipyardltd](https://www.goashipyard.com)

HER ERA

NOW AND BEYOND



Ms. Rekha Pandey

CGB Member

Forged by courage, claimed by merit, and shaped by her own will,
A sun she kindles with her own becoming,
Rising from the quiet margins of yesterday
Into the wide, resounding centre of history.

Once, her footsteps softened themselves
To pass through corridors not built for her stride;
Her questions were trimmed into whispers,
Her dreams folded neatly between duty and doubt.
Yet even then, beneath the practiced calm,
A fierce intelligence waited, awake and patient.

Now she stands—
Engineer of change, custodian of trust,
Balancing numbers and nations,
Ledgers and lives,
With hands steady enough to hold power
And gentle enough to remember purpose.

She charts satellites across infinite skies,
Codes precision into space-bound dreams,
While on land she commands regiments of resolve,
Bearing the uniform with honour and unflinching resolve.
She descends where darkness once denied her entry—
Into the depths of earth and industry,
Mining strength from stone,
Redefining what courage looks like underground.

From laboratories to launchpads,
From boardrooms to battlefields,
From factory floors to farthest frontiers,
She claims domains once sealed by tradition,
Not to conquer, but to contribute—
Not to replace, but to reimagine.

She speaks the language of policy and possibility,
Of governance tempered with grace,
Of progress that does not trample
But carries all forward together.
Her leadership is not an echo of the past,
But a new grammar—clear, ethical, humane.

In offices where decisions ripple outward
To shape economies and futures,
She takes her seat not as exception,
But as essential.
Her presence rewrites the room:
Glass ceilings learn the sound of breaking,
And doors remember how to open wider.

Yet her triumph is never solitary.
She lifts as she climbs,
Threads mentorship into ambition,
Turns competition into collaboration.
In her success, others find courage;
In her journey, maps are drawn
For those who follow with steadier hope.

This is her era—now—
Where resilience wears the face of resolve,
And ambition learns to breathe without apology.
She is mother of movements,
Daughter of reform,
Bearer of legacies once denied a voice.

And beyond—
Beyond the present moment's hard-won victories,
She imagines futures more just than familiar,
Institutions wiser than tradition alone,
A world where leadership knows no gender,
Only vision, integrity, and service.

So let this era be remembered:
As the time when women did not merely enter history
But authored it—
On earth and underground,
Across oceans and into space,
With courage inked in conviction
And hope signed in their own name.
Now, and beyond ∞
Unfolding, enduring,
And gloriously her own.

Workplace Etiquette



Ms. Nanda N. Kulkarni
Executive Director (HRD)
Rashtriya Chemicals & Fertilizers Ltd.

Work etiquette is a code that governs expectations of social behaviour in the workplace. It exists to respect and protect time, people, and processes. There is no universal standard for work etiquette; it may vary depending on organizational culture, hierarchy, and work environment.

GENERAL WORKPLACE ETIQUETTE

- Greet seniors (by rank or age) appropriately.
- Do not keep colleagues waiting.
- When a senior officer or a visitor from outside the organization enters the office, everyone should stand.
- Junior employees should remain standing until seniors are seated.
- Sharing professional information is encouraged; gossiping is not.

TELEPHONE ETIQUETTE

1. Speak clearly and avoid holding the handset under your chin while talking.
2. Ask permission before using a speakerphone, as many people prefer private conversations.
3. Always introduce yourself so the caller knows who is speaking.
4. Return calls promptly. Failing to do so may be perceived as disrespectful.
5. Avoid juggling calls. Do not put someone on hold to take another call unless it is urgent.
6. Use the hold button politely. Ask permission before placing someone on hold. If it will take more than a few

seconds, offer to call back later.

7. Learn how to use your phone's features before making calls.
8. Remember that voicemail messages are recorded—never be rude, abusive, or use inappropriate language.
9. Do not eat while speaking on the phone.
10. When answering calls from unsaved numbers, politely ask, "How may I help you?"
11. Answer calls by stating your name and designation, and ask how you can assist.
12. Always leave your contact number and speak slowly and clearly.
13. Smile while answering the phone—it reflects positively in your voice.

WRITING ETIQUETTE

- Acknowledge all written communication, including emails, promptly.
- Send "Thank You" letters where appropriate.
- Include a cover letter with all written documents.
- Follow the prescribed format and response type (official, demi-official, etc.).
- Number documents and ensure all attachments are included before sending.

EMAIL ETIQUETTE

- Send emails only to relevant recipients; avoid mass or chain emails.
- Respond to emails promptly.
- Always use spell-check and grammar-check before sending.
- Include your contact number in the email signature.
- Use email primarily for professional and business communication.

MEETING ETIQUETTE

- Arrive at least 5 minutes before the scheduled time.
- Load presentations onto the system before the meeting begins.
- Remain standing until seniors are seated.
- Greet all participants in the meeting.
- Always introduce yourself when required.
- Avoid making noise with papers, chairs, or while eating.
- Keep previous meeting minutes or relevant files ready.
- Carry a diary and pen at all times.
- Keep mobile phones on silent mode.
- Avoid cross-talk and personal remarks.
- Avoid “you” statements; focus on issues, not individuals.
- Do not leave the meeting venue before seniors.

OFFICE SPACE ETIQUETTE

- Do not interrupt someone who is on the phone, even using gestures.
- Ask permission before entering someone’s cubicle or workspace.
- Do not touch or read documents on someone’s desk without permission.
- Treat every employee with equal respect.

- Avoid gossip and mind your own professional responsibilities.

DRESS CODE

- Avoid clothing that is revealing or inappropriate.
- Dress decently in clean, washed, and ironed clothes.
- Dress according to the occasion: formal, informal, or party wear.
- Your attire reflects your professionalism and work ethic.
- Being relaxed is acceptable; being unprofessional is not.
- Accessories should be minimal and appropriate.

SHARING PUBLIC SPACES

- Keep your personal workspace clean and organized.
- Use shared spaces respectfully and courteously.
- Maintain shared items in “like-new” condition and return borrowed supplies promptly.
- Restrooms: Leave the area clean for the next user. Inform the concerned authority if supplies are low or if there are plumbing issues.
- Avoid using the washroom immediately next to an occupied one if others are available.
- When undertaking long journeys by train or flight, ensure personal hygiene—fellow passengers will appreciate it.

Good workplace etiquette reflects respect, professionalism, and integrity. When each of us practices simple courtesies every day, we contribute to a positive, productive, and harmonious work environment. Small acts of courtesy, discipline, and responsibility go a long way in building a culture of trust, dignity, and excellence at the workplace.



CRAFTING MEMORIES

The word childhood is like a soft breeze that brings a smile to the heart. When we were young, it felt as though life itself was an artist, painting memories effortlessly – each moment gently becoming a treasure we carried within.

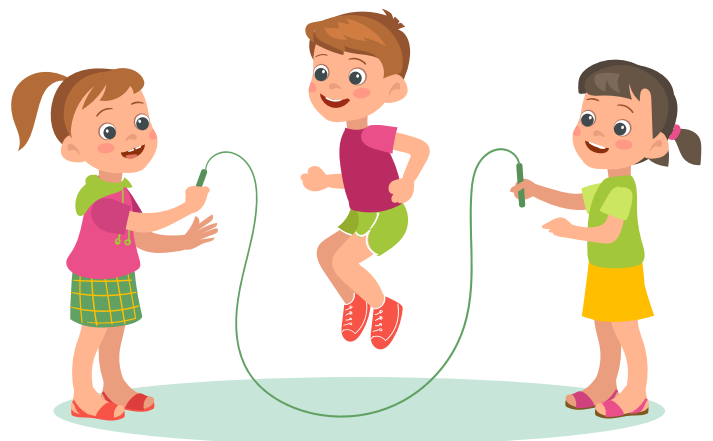
I can still feel the tender magic of school mornings – the flutter of butterflies on the first day, the perfume of brand-new textbooks, lovingly wrapped in shiny covers, and that whimsical peacock feather tucked just so, as if it held a secret charm.

I remember the sweetness of shared tiffins, the joy of recess laughter, the rhythm of tiny footsteps racing through corridors – carefree, untethered, and full of wonder.

Birthdays were poems written in joy. I can see my mother's gentle planning, hear the laughter in my wish list of simple delights, and feel the warmth of bright clothes and cheerful greetings. Chocolates passed around, voices rising in Happy Birthday – it was harmony, it was celebration, it was pure light. And the evening – fizzy cold drinks with friends, laughter lingering like music in the air – such simple pleasures felt like treasures of the soul.



Ms. Priyanka Patil
President WIPS WR
GM HR (HPCL)



Festivals painted our hearts with color too. New clothes for Diwali, the sparkle of crackers, and the winding journeys to grandmother's and relatives' homes — those moments were golden threads stitched into our growing years. And the laughter shared with cousins — oh, how it filled our spirits more richly than even the grandest of distant vacations. These were the organic gifts of childhood — occasions that shaped us quietly, deeply, beautifully.

But the world has changed. These gentle, ordinary miracles seem to be fading, and sometimes my heart aches for the children of today. I remember a film I once saw — its name lost to time — but its message stayed with me: Memories don't just happen; they must be lovingly crafted. And the most precious offering we can give our children is not things, but time — time given with presence, with intention, with an open heart that notices every small smile, every fleeting expression, every silent story.

In a world of constant noise — screens, games, endless distractions — being truly present becomes a sacred act. So I made a vow within my heart: to intentionally weave moments of wonder and connection for my children and my nieces and nephews. I wanted them to know the tender bonds I once shared with siblings and cousins — the kind that rise like laughter from deep within.

So we began — with simple family picnics that held three generations under the same sky. Together we wandered through Mumbai's living tapestry: the whispering shores of its beaches, the quiet wisdom of museums, the fragrant calm of gardens,



the curious charm of the aquarium, national parks echoing with nature's song, toy train rides that felt like poems in motion, tiger safaris that stirred our awe, and roads leading to Marine Drive, the Gateway of India, Elephanta Caves, Lonavala, Matheran, Alibag — every place a verse in our shared story. We held hands in movie halls, joined trekking trails that climbed toward sunrise, dipped our fingers in lantern-making and diya workshops, cheered at sports coaching, and savored the slow rhythms of vacations in our native home.

Each moment was a star we chose to light — a memory born from love, presence, and intention.

Now, when I look back, my heart overflows. These are the gifts that outshine gold — memories that bind us in invisible threads of joy, belonging, and love. These are the treasures my children will carry in their hidden hearts, long after the days have passed. And I believe, with quiet certainty, that when they grow old, these memories will rise within them — like soft light that never fades.



POSH: PREVENTION OF SEXUAL HARASSMENT AT WORKPLACE

POSH IS THE LAW FOR PREVENTION OF SEXUAL HARASSMENT

POSH stands for **Prevention of Sexual Harassment**. It is a law designed to protect employees from any sexual harassment at the workplace. In India, it is governed by the **Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013**.

- **Workplace** includes offices, factories, schools, colleges, hospitals, NGOs, and even places visited during official work.
- **Sexual harassment** covers not only physical advances but also verbal comments, gestures, or any unwelcome conduct of a sexual nature that affects a person's dignity.

Before POSH, employees, especially women, often stayed silent due to fear of retaliation, lack of proper reporting channels, or social stigma. POSH ensures there is **legal backing** to support victims



Sarita Dhone

Chief Manager
Mazagon dock
shipbuilders Ltd

POSH LAW WAS CREATED TO PROTECT EMPLOYEES

The law was passed because incidents of harassment were common, but there was no proper system to handle them. Courts and human rights organizations highlighted the need for **systematic protection**.

- **High-profile cases**, like workplace harassment incidents in corporate offices and public institutions, showed that women often faced intimidation and discrimination.



- The law ensures that employees **feel safe and respected**, and that organizations are accountable for preventing harassment.

SEXUAL HARASSMENT INCLUDES VERBAL, PHYSICAL, AND NON-VERBAL BEHAVIOUR

Sexual harassment is **any unwelcome behaviour of sexual nature**. POSH classifies these into:

1. **Verbal harassment** – sexual jokes, comments, or messages.
2. **Physical harassment** – touching, unnecessary hugs, or cornering someone.
3. **Non-verbal harassment** – lewd gestures, suggestive looks, sending inappropriate images.
4. **Quid pro quo harassment** – when someone asks for sexual favors in exchange for work benefits, promotions, or avoiding penalties.

Even repeated minor behaviours like teasing, staring, or jokes that make someone uncomfortable are considered harassment.

Example: A colleague keeps sending flirtatious messages after being told to stop. That is harassment under POSH.

ALL EMPLOYEES ARE PROTECTED UNDER POSH

POSH protects **all employees**, not just women. This includes:

- **Permanent employees** – full-time staff.
- **Temporary or contract staff** – even short-term employees are covered.
- **Interns and trainees** – students or apprentices working in an organization.
- **Visitors or clients** – if harassment happens in the workplace context.

INTERNAL COMMITTEE HANDLES COMPLAINTS IN ORGANIZATIONS

Organizations with **10 or more employees** must form an **Internal Committee (IC)**. This is a **neutral body** that handles complaints.

Composition of IC:

- Presiding Officer: Senior woman employee to lead the committee.
- At least two women members from the organization.
- One external member: From an NGO or legal expert for neutrality.

Responsibilities:

1. Receive complaints confidentially.
2. Investigate fairly and collect evidence.
3. Recommend actions – disciplinary measures if harassment is confirmed.
4. Prevent retaliation – ensuring complainants and witnesses are safe.

A formal committee ensures complaints are handled seriously, confidentially, and fairly, reducing fear and bias.

FILING A COMPLAINT FOLLOWS A FORMAL PROCESS

Step-by-step process under POSH:

1. File a **written complaint** to the IC within **3 months** of the incident.
2. If harassment continues, the IC may allow filing **after 3 months**, with valid reasons.
3. The IC conducts a **confidential inquiry**, interviewing both the complainant and accused.
4. The IC must submit a report within **90 days** of complaint.
5. If harassment is proven, the IC recommends **disciplinary actions** (warnings, transfer, termination, counselling, or compensation).

Protection for complainants: They **cannot be punished or threatened** for reporting harassment. Retaliation is illegal under POSH.

EMPLOYERS HAVE RESPONSIBILITIES TO PREVENT HARASSMENT

Employers play a **critical role** in preventing harassment. They must:

- **Display anti-harassment** policies clearly in the workplace.
- **Provide POSH training** and awareness sessions for all staff.
- **Maintain confidentiality** during complaints and investigations.
- **Act promptly** on every complaint.
- Ensure the **workplace culture** is respectful and gender-sensitive.

Prevention is better than cure. Employers must actively create a **safe environment**, not just react to complaints.

POSH ENSURES SAFE AND RESPECTFUL WORKPLACES

- **Protects dignity and safety** of employees.
- **Encourages victims to speak up** without fear.
- **Promotes equality** and a healthy work culture.
- **Improves productivity** – employees perform better in safe, respectful workplaces.

Offices with POSH policies have fewer conflicts and better team morale because everyone knows that **harassment is not tolerated**.

POSH HAS IMPROVED WORKPLACE CULTURE IN INDIA SINCE 2013:

- Organizations have adopted **clear complaint mechanisms**.
- Employees are more **aware of what counts as harassment**.
- Regular **training programs** are conducted in offices, schools, and colleges.
- Workplace culture has become **more inclusive and respectful**.

Example: Many companies now have HR training, posters, and grievance boxes to ensure everyone knows their rights.

POSH PROMOTES DIGNITY, RESPECT, AND EQUALITY

POSH is more than a law; it is a **commitment to respect and dignity**. Understanding POSH helps:

- Employees feel **secure**
- Organizations prevent legal issues
- Society move towards **safe, respectful work environments**

It ensures everyone can focus on work without fear of harassment or intimidation.

Give daughters the gift of good health. Take the initiative and move towards awareness

A fruit-bearing tree is not known by its fruits at first; it can be imagined from its seed. If the seed is nurtured properly, given the right nourishment, proper environment, and care, then in time it grows into a fruitful tree and provides fruits.

Similarly, if a young girl (child) is given proper nutrition, a healthy and suitable environment while growing up, she becomes a healthy woman in the future. She can then become a healthy mother, giving birth to a healthy child, and thus contribute to building a healthy society.

To spread awareness about women's health, another major campaign has been launched by SECL management:

VACCINATION CAMPAIGN

To prevent HPV virus infection (HPV infection is a major cause of cervical cancer, i.e., cancer of the cervix), this campaign has been started for women aged 9 to 26 years.

WIPS members of SECL subsidiaries have actively taken responsibility through various programs to reach people and spread awareness. Women's medical institutions have also helped in promoting and spreading this message to the public.

Therefore, all organizations and PSUs should also become aware and promote



Dr. Anupama Dubey
CMO
SECL, Chirimiri Area

awareness about girls' health. A proper environment for physical and mental well-being is truly the gift of good health for daughters.

From a healthy mother comes a healthy child.

From a healthy child comes a healthy, strong young generation, and thus a civilized society and a progressive nation are built.

Let us all move forward together in building such a nation.

Give daughters the gift of good health.

Take the initiative and move towards awareness – this is our resolve.

Do not let this campaign remain limited here only;

let it echo across the whole world

as an example of your success.



Jewel of Tamilnadu Pride of the Nation

For over five decades, Chennai Petroleum Corporation Limited (CPCL) has been fulfilling the energy requirements of Tamil Nadu and South India producing Fuels, Lubes, Wax, and products of national importance, propelling Tamil Nadu towards achieving its \$ 1 Trillion Economy milestone. Today, CPCL is not just a company, it's a symbol of unwavering dedication and achievement, a Jewel of Tamilnadu and a true Pride of the Nation.






*Join us on our mission to ensure energy security, generate employment opportunities and contribute to the growth of industries.
Together, let's take pride!*



Chennai Petroleum Corporation Limited

(A Government of India Enterprise and group company of IndianOil)

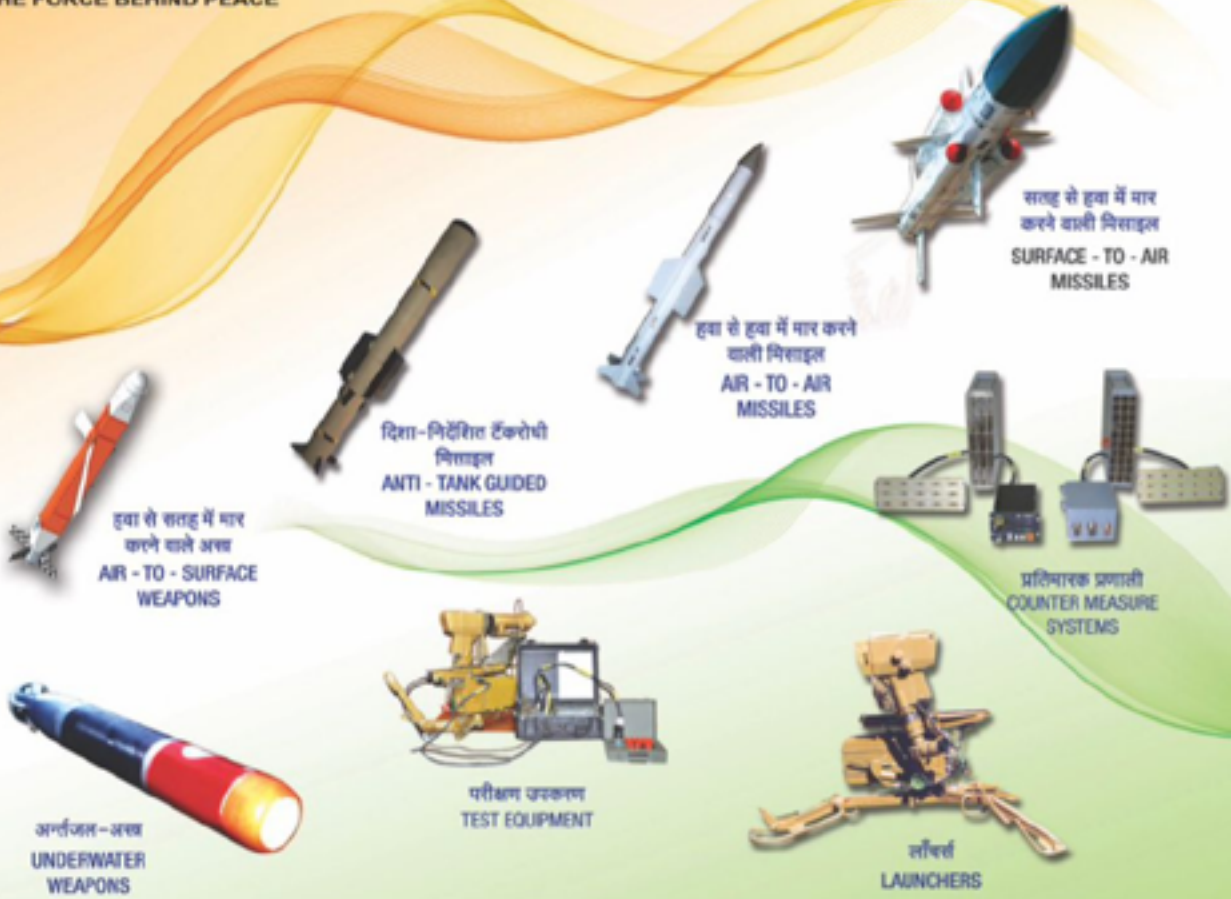
536, Anna Salai, Teynampet, Chennai 600 018

www.cpcl.co.in | follow us on:   



भारत डायनामिक्स लिमिटेड
BHARAT DYNAMICS LIMITED

शांति का आधार अस्त्र-बल
THE FORCE BEHIND PEACE



साहू से हवा में मार करने वाली मिसाइल
SURFACE - TO - AIR MISSILES

हवा से हवा में मार करने वाली मिसाइल
AIR - TO - AIR MISSILES

दिशा-निर्देशित टैंकरोधी मिसाइल
ANTI - TANK GUIDED MISSILES

हवा से साहू में मार करने वाले अस्त्र
AIR - TO - SURFACE WEAPONS

प्रतिरक्षक प्रणाली
COUNTER MEASURE SYSTEMS

अंतर्जल-अस्त्र
UNDERWATER WEAPONS

परीक्षण उपकरण
TEST EQUIPMENT

सॉफ्ट
LAUNCHERS

भारत डायनामिक्स लिमिटेड

- मिनीरत्न श्रेणी-1 का सार्वजनिक रक्षा उपक्रम
- एन एस ई और बी एस ई में सूचीबद्ध
- जुलाई, 1970 में स्थापित
- परिचालन के प्रमुख क्षेत्र :
 - संचालित प्रक्षेपास्त्र और संबद्ध उपकरण
 - अंतर्जल-अस्त्र
 - वायुवाहक उत्पाद
 - भू-आधारित उपकरण
 - उत्पाद के चलने तक हमकदम

(भारत सरकार का उपक्रम A Govt. of India Enterprise, रक्षा मंत्रालय Ministry of Defence)

निगम कार्यालय : प्लॉट नं 38-39, टी एस एक सी बिल्डिंग , फाइनेंशियल डिस्ट्रिक्ट, गची बाउली, हैदराबाद - 500032. तेलंगाना, भारत
ई-मेल: bdbdl@bdl-india.in वेबसाइट: www.bdl-india.in

Corporate Office : Plot No. 38-39, TSFC Building, Financial District, Gachibowli, Hyderabad - 500032. Telangana State, India
E-mail: bdbdl@bdl-india.in Website: www.bdl-india.in

BHARAT DYNAMICS LIMITED

- A Miniratna Category - I Defence PSU
- Listed in NSE and BSE
- Incorporated in July, 1970
- Core areas of operation:
 - Guided Missiles and allied equipment.
 - Underwater Weapons.
 - Airborne Products.
 - Ground Support Equipment.
 - Product Life Cycle Support.

ONGC



एमआरपीएल
MRPL

नवोन्मेषीकृत सर्वोत्कृष्टता,
प्रेरणादायक परिवर्तन

उच्च गुणवत्तायुक्त ईंधन
अतुलनीय अनुभव

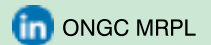
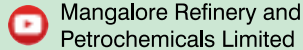


मंगलूर रिफाइनरी एण्ड पेट्रोकेमिकल्स लिमिटेड

(भारत सरकार का उद्यम और ओएनजीसी की सहायक कंपनी)



अनुसूची "ए", मिनी रत्न श्रेणी - 1 का सरकारी उपक्रम
पेट्रोकेमिकल्स कॉम्प्लेक्स के साथ 15 एमएमटीपीए रिफाइनरी
मंगलूर, कर्नाटक
www.mrpl.co.in





SINCE 1961, WE'VE CARRIED MORE THAN CARGO.

Serving the nation's strategic needs.

Nations grow when goods move.
Lives transform when opportunities reach shores.

Since 1961, the Shipping Corporation of India has been the backbone of India's EXIM trade – enabling the seamless movement of essential commodities across oceans.

With a diversified fleet serving energy, bulk, container, and offshore sectors, SCI connects India to global markets while creating meaningful careers and empowering the nation's youth.

Through decades of change, one thing has remained constant:

TRUST.



Transporting Goods. Transforming Lives.



India's No.1 Shipping Company Since 1961



LIST OF CENTRAL GOVERNING BODY (CGB) MEMBER OF WIPS (2025-2027)

Sr. No	Name	WIPS Designation	Organisation	Organisation Designation
1	Asha Ramamurthy	President APEX	BHEL	GM(Fin)
2	Nanda N Kulkarni	Vice President-APEX	RCFL	ED(HRD)
3	Anupama A Temurnikar	Gen.Secretary-APEX	WCL	CM(HR/P)
4	Y Mangaiyarkkarasi	Treasurer-APEX	IOCL	GM(IB)
5	Priyanka Patil	President-WR	HPCL	GM(HR)
6	Pooja Sehrawat	President-NR	POWERGRID	Chief Manager
7	Swagata Sen Roy	President-ER	GRSE	AGM(CC)
8	M.C. Beena D.	President-SR	HAL	Sr. Mgr. (Work)
9	Vandana Atram	Vice President-WR	MDSL	Manager (EY)
10	Shilpa Mayenkar	Vice President-NR	BHEL	AGM(HR)
11	Neha Dugar	Vice President-ER	IOCL	SM(IA) ERO
12	D. Sneha Latha	Vice President-SR	BDL	DGM(Fin)
13	Archana Kaaza	Secretary-WR	SCI	Sr. Manager
14	Pragati Sharma	Secretary-NR	CWC	DGM
15	Ranjana Chakravorty	Secretary-ER	NRL	GM (Planning)
16	V.J. Indumathi	Secretary-SR	IOCL	Sr. Mgr. (M&C)
17	Ashwini Dalvi	Treasurer-WR	ECGC	Manager
18	Akansha Wadhwa	Treasurer-NR	NLC	DCM
19	Rekha Pandey	Treasurer-ER	CIL	GM(HR)
20	M.E. Aparna	Treasurer-SR	BEL	Sr. DGM(IS)

List of Regional Executive Body (REB) Members of WIPS (2025-2027)

NORTHERN REGION

Sr. No.	Name	WIPS Designation	Organisa-tion	Organisation Designation
1	Anjali Sood	E.C. Member	GAIL	SR.MANAGER
2	Binsi Babu	E.C. Member	THDC	MANAGER
3	Renu Choudhary	E.C. Member	ITPO	MANAGER
4	Aakansha Aggarwal	E.C. Member	SCI	SR.MANAGER
5	Ambika Singh	E.C. Member	ITPO	DY. MANAGER
6	Shivani Bisht	E.C. Member	NHPC	DGM
7	Kunti	E.C. Member	IOCL	GM
8	Jageshwari Gupta	E.C. Member	RITES	JT.GM
9	Bhawna	E.C. Member	NHPC	DY. MANAGER
10	Deepti Gambhir	E.C. Member	NBCC	ED
11	Ruchi Gupta	E.C. Member	NBCC	AGM&CS
12	Wangmu Rijju	E.C. Member	NEEPCO	JE
13	Alka Yadav	E.C. Member	MMTC	DY. MANAGER
14	Vineeta Agarwal	E.C. Member	POWERGRID	CGM

EASTERN REGION

Sr. No.	Name	WIPS Designation	Organisa-tion	Organisation Designation
1	E. Deepika Doley	E.C.Member	NEEPCO	GM(HR)
2	Farahdiva S.Haque	E.C.Member	OIL	GM(HR)-LRN.
3	Anjali Gupta	E.C.Member	IOCL	DGM(ES)
4	C.B. Smita	E.C.Member	MCL	MGR.(M&VG)
5	Dibya A. Subarno	E.C.Member	SCIL	SR.M.(P&A)
6	Labhita Das	E.C.Member	BCPL	SR.M.(PR/CC)
7	Malavika Kar	E.C.Member	NRL	SR.M.(Legal)
8	Manidipa Bose	E.C.Member	MSTC	DGM
9	Monisha Gogoi	E.C.Member	ONGC	DGM(MED.S.)
10	Paromita Banerjee Sen	E.C.Member	DVC	EXE.(COMM)
11	Ritu Mittal	E.C.Member	BLCL	CM(IT)
12	Sampriti Madhukulya	E.C.Member	NEEPCO	MGR.(HR)
13	Seemantini Sahu	E.C.Member	MECONL	AGM
14	Shrabani Choudhury	E.C.Member	ECL	DY.MGR.(E&T)
15	Sukanya Borgohain	E.C.Member	OIL	CM(IA)
16	Tumpa G. Dana	E.C.Member	GRSE	SR.M.(COML)

WESTERN REGION

Sr. No	Name	WIPS Designation	Organisation	Organisation Designation
1	Shailaja Dabhade	E.C.Member	SECL	CHIEF PHARMACIST
2	Manjiri K Tapas	E.C.Member	CIL	SR.MGR.(FIN)
3	Purnima Kulkarni	E.C.Member	IOCL	PSTOCGM
4	Arpana Anand	E.C.Member	IOCL	CGM
5	Nita Singh	E.C.Member	NPCIL	ASSC.DIRECTOR
6	Medha B Hardas	E.C.Member	WCL	GM (LEGAL)
7	Dr Kirti Sathaye	E.C.Member	RCFL	CH.MGR.(MED)
8	Anupama Dubey	E.C.Member	SECL	DY.CMO
9	Shuchi Srivastava	E.C.Member	SCI	SR.MGR.
10	Anne R Anthony	E.C.Member	ONGC	CGM
11	Ekta Singh	E.C.Member	ONGC	MGR.(HR)
12	Priyanka Gaikwad	E.C.Member	MDSL	SR.MGR.
13	Sneha Jha	E.C.Member	GSL	SR.MGR.(HR)
14	Ritu Singh Khokhar	E.C.Member	WCL	MGR.(HR)
15	Nidhi Singh	E.C.Member	MECL	MGR.(HR)
16	Dr.Anitha Marwah	E.C.Member	HPCL	SR.LEG. ADVISOR

SOUTHERN REGION

Sr. No	Name	WIPS Designation	Organisation	Organisation Designation
1	P. Vijayarani	E.C. Member	MFL	SFO
2	Uma Maheswari B	E.C. Member	IOCL	DGM(Engg.)
3	R. Vanaja	E.C. Member	NLCIL	DGM(Contracts)
4	Neena Singh	E.C. Member	BEML	CGM-HR
5	Kalai Selvi A	E.C Member	CPCL	Purchase Officer
6	Padma Sharma	E.C Member	BEL	M(PCD)
7	Rakhi L Mohan	E.C Member	BHEL	DGM(Design)

LIST OF CORPORATE LIFE MEMBERS OF WIPS

Sr.No.	Name of PSUs
1	Airports Authority of India
2	Antrix Corporation Limited
3	Balmer Lawrie & Co. Limited
4	Bharat Cooking Coal Limited
5	Bharat Dynamics Limited
6	Bharat Earth Movers Limited
7	Bharat Electronics Limited
8	Bharat Heavy Electricals Limited
9	Bharat Petroleum Corporation Limited
10	Bongaigaon Refinery & Petrochemicals Limited
11	Brahmaputra Cracker and Polymer Limited
12	Bridge & Roof Co. (India) Limited
13	Central Coalfields Limited
14	Central Warehousing Corporation Limited
15	Central Mine Planning & Design Institute Limited
16	Chennai Petroleum Corporation Limited
17	Coal India Limited
18	Cotton Corporation of India Limited
19	Damodar Valley Corporation
20	Dredging Corporation of India Limited
21	Eastern Coalfields Limited
22	EdCIL (India) Limited
23	Electronics Corporation of India Limited
24	Engineers India Limited
25	Engineering Projects India Limited
26	ECGC Limited
27	Food Corporation of India
28	GAIL (India) Limited
29	Garden Reach Ship Builders & Engineers Limited
30	Goa Shipyard Limited
31	Heavy Engineering Corporation Limited
32	Hindustan Aeronautics Limited
33	Hindustan Copper Limited
34	Hindustan Paper Corporation Limited
35	Hindustan Petroleum Corporation Limited
36	Hindustan Organic Chemicals Limited
37	Housing & Urban Development Corporation
38	Indian Oil Corporation Limited
39	IREL (India) Limited
40	IRCON International Limited
41	India Trade Promotion Organisation
42	Kochi Refineries Limited
43	KIOCL Limited
44	Madras Fertilizers Limited
45	Mahanadi Coalfields Limited
46	Mangalore Refinery & Petrochemicals Limited

Sr.No.	Name of PSUs
47	Mazagon Dock Shipbuilders Limited
48	MSTC Limited
49	MECON Limited
50	Mineral Exploration and Consultancy Limited
51	MMTC Limited
52	National Aluminium Company Limited
53	National Fertilizers Limited
54	National Film Development Corporation Limited
55	National Projects Construction Corporation Limited
56	National Small industries Corporation
57	NTPC Limited
58	NLC India Limited
59	NHPC Limited
60	North Eastern Electric Power Corporation Limited
61	Northern Coalfields Limited
62	Nuclear Power Corporation of India Limited
63	Numaligarh Refinery Limited
64	Oil & Natural Gas Corporation Limited
65	Oil India Limited
66	ONGC Mangalore Petrochemicals Limited
67	Power Finance Corporation Limited
68	Power Grid Corporation of India Limited
69	Grid Controller of India Limited
70	Rashtriya Chemicals & Fertilizers Limited
71	Rashtriya Ispat Nigam Limited
72	RITES Limited
73	Rural Electrification Corporation Limited
74	The Shipping Corporation of India Limited
75	South Eastern Coalfields Limited
76	Steel Authority of India Limited
77	THDC India Limited
78	The Cochin Shipyard Limited
79	The State Trading Corporation of India Limited
80	Western Coalfields Limited
Insurance Companies	
81	Oriental Insurance Co. Limited
82	National Insurance Co. Limited
83	Life Insurance Corporation of India
84	New India Assurance Co. Limited
Banks	
85	Bank of Baroda
86	Central Bank of India
87	Indian Bank
88	Indian Overseas Bank
89	State Bank of India



BHARAT MANDAPAM

A Landmark in Sustainability



Proudly Honored with **GRIHA 4-Star Rating** for Green Excellence



NBCC (India) Ltd. proudly celebrates the GRIHA 4-Star rating for Bharat Mandapam, recognizing it as a model of sustainable development. This state-of-the-art facility at Pragati Maidan reflects our unwavering commitment to eco-friendly innovation, seamlessly combining modern design with environmental responsibility to shape India's green future.

The award celebrates the project's excellence in adhering to 31 sustainability criteria, reducing energy consumption, promoting renewable energy, and fostering a greener urban landscape.

Sustainability Milestones at Bharat Mandapam

Energy Efficiency:

43.5% reduction in energy consumption through efficient air-conditioning, LED lighting, and star-rated equipments.



Water Conservation:

70% annual water savings with a 1.1 MLD STP and low-flow fixtures.



Smart Monitoring:

Advanced Building Management Systems (BMS) for efficient resource utilization.



Biodiversity Preservation:

Retention of 800+ mature trees and plantation of 5,000 native trees.



Waste Management:

On-site treatment of organic waste with an Organic Waste Converter (OWC).



Urban Greening:

Over 20,000 plants added to Delhi's landscape, enhancing air quality and aesthetics.



Renewable Energy:

25% reduction in grid dependency with 400 KWp solar PV installations.



एनबीसीसी (इंडिया) लिमिटेड
(भारत सरकार का उद्यम)
NBCC (INDIA) LIMITED
(A Government of India Enterprise)



मेकॉन लिमिटेड
(भारत सरकार का संस्थान)
MECON Limited
(A GOVT. OF INDIA ENTERPRISE)

A House of Engineering Excellence

India's leading Design, Engineering & Consultancy, Project Management Consultancy and Contracting organization, offering entire gamut of services required for setting-up of projects from Concept to Commissioning in the areas of:



METALS



ENERGY



INFRASTRUCTURE



www.meconlimited.co.in



@MECON Limited



@meconranchi



meconranchi

RCF

Qualitatively Leading from the Front.
Supplying Bharat Brand
One Nation One Fertilizer (ONOF)
across the nation



Rashtriya Chemicals and Fertilizers Limited believes, that the progress of India's agriculture depends upon farmers's acceptance, of the latest and realistic agricultural technology. RCF over five decades has penetrated into the grass root arena, to advice and educate the farming community. The company has advocated improving soil health, promoting the balanced use of major nutrients and micronutrients, endorsing crop patterns, balancing chemical fertilizers with organic and bio-fertilizers, irrigation, subsidiary occupations-and of course offering quality Fertilizers.

Today with its new generation 100% Water Soluble NPK Fertilizers, Liquid Bio-Fertilizers and Multi Micro-Nutrient Liquid Fertilizer, RCF is fulfilling its mission and commitment of providing quality fertilizers to the contemporary Indian farmer.

RCF's iconic brand Bharat Urea and Bharat NPK 15:15:15 are house hold names among farmers, all over the country. The Company has understood the dynamics of the shifting agriculture scenario in India and has kept pace with the demands of the farming community and technological advancements.



Rashtriya Chemicals and Fertilizers Limited

(A Govt. of India Undertaking)

Priyadarshini, 8thFloor, Customer Relation Management Dept., Eastern Express Highway, Sion, Mumbai - 400 022

Website: www.rcfld.com * Follow: [rcfkisanmanch](#) on [f](#) [i](#) [x](#)