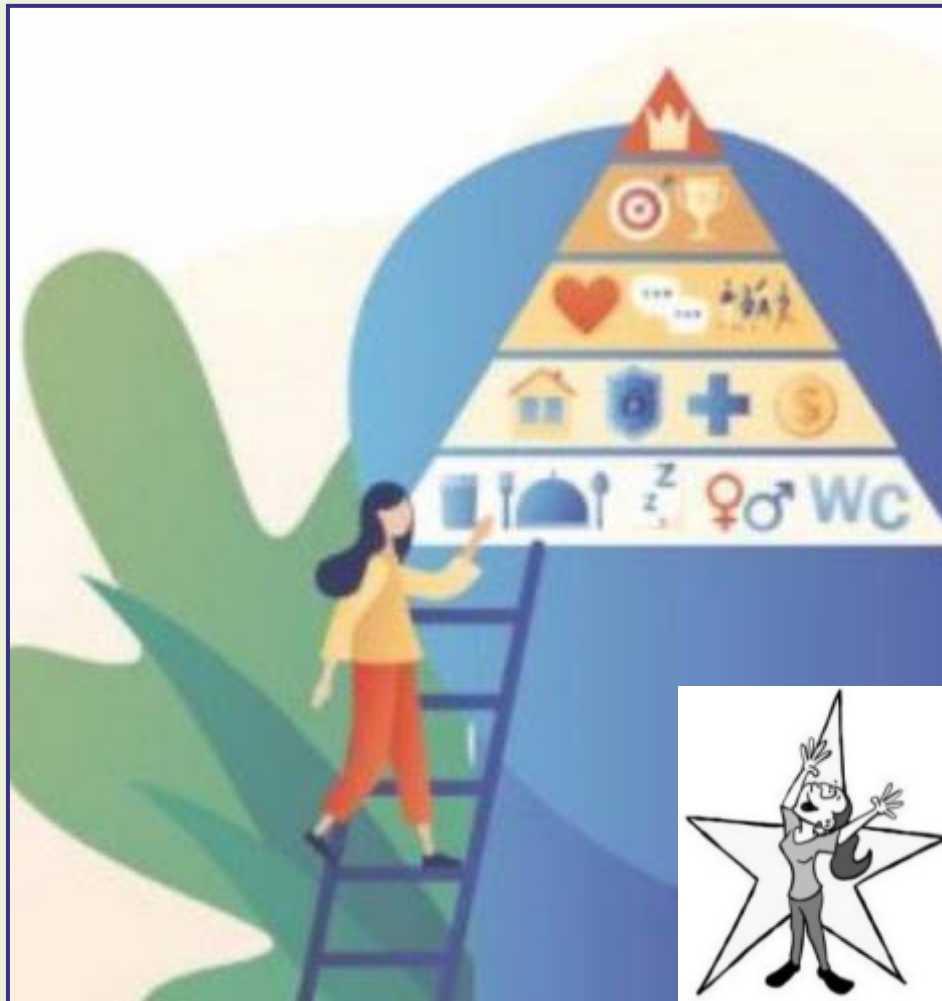




FORUM OF WOMEN IN PUBLIC SECTOR

(Under the Aegis of **SCOPE**)

WESTERN REGION - NEWS LETTER



SELF-ACTUALIZATION A STEP TOWARDS POWER SHARING

We welcome all guests and delegates for forthcoming 32nd National Meet

VISION

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

MISSION

- To be a dynamic & vibrant forum.
- To enhance professionalism and competence of working women in PSEs.
- To ensure holistic development of women at large.
- To promote an enabling and conducive environment at work place.
- To maximize Corporate Life Membership and Individual Membership.
- To forge liaison with Government agencies / SCOPE for women friendly policies.

OBJECTIVES

A) The Main Objectives of the Forum shall be to:

- 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.
- Play a catalytic role in improving the status of women in and around public sector undertakings.
- Initiate formation of women cells/advisory forums involving the women employees and as far as possible other employees in each enterprise.
- Identify specific needs of women employees and suggest suitable programmes to be handled at the Regional as well as National Levels.
- Develop an Information Centre/network for wide dissemination of information including a data base of women in public sector.
- Inspire and facilitate gender sensitive governance and gender balance at decision making levels to nurture and evolve socially responsive truly profitable organizations.
- Do all things conducive to the attainment of the above objects.

B) The focus will be on developing an effective, sustainable, and a vibrant network for amity and growth, for knowledge building and management, for maximizing the potential of women towards effective decision making in their spheres, for striving towards equal opportunities for development, and the like.

C) Incidental Objectives:

- To carry on the functions to achieve the objectives of the Forum.
- 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 Forums network on a regular basis.
- To enter into any arrangement with other organizations, Government, Associations etc. for having programmes and to enhance the image and objectives of the Forum.
- To engage required personnel and to remunerate them for carrying out the activities and to further the objectives of the Forum.
- To perform all other acts and things incidental or ancillary to the attainment of the objectives of the Forum.

From The Western Region President Desk



As we step into the new year- 2022, I am pretty sure that henceforth the dark clouds of fear and uncertainty of life we faced last year due to the pandemic will dissolve away, ushering a dawn filled with happiness and cheer. Among the other things taught by this pandemic, we have learned to accept challenges and resilience to face the challenges.

There is no limit to what we, as women, can accomplish with grace, strength, intelligence, fearlessness and confidence. Our country is built by strong women, and we will continue to break down walls and defy stereotypes.

We need women at all levels, including the top, to change the dynamics. For this, we need to reshape our own perception of how we view ourselves. Freeing yourself from is the most vibrant factor of advancement and growth. This necessitates self-actualization which enables women to stand up for themselves. We should be aware of our own constraints- actual/ psychological, learn to overcome the same which will release our inner strength to move ahead and share the power without beseeching for any affirmative actions or concessions.

Women need to empower themselves by bringing a major change in their attitude. Empowerment must come from within the soul. Women should assess their self-worth and learn to make use of their full strength and potential which will lead to power sharing.

With this theme, the Western Region is hosting the National e-Meet for the year 2022. I appreciate my entire Western Team for its consistent and sincere efforts in all the activities smoothly conducted so far. With zeal and enthusiasm of all the members and united efforts of all, including the Apex Committee members, I am confident that the meet would be a wonderful Meet, leaving sweet memories to be shared by the WIPS Members. Thanking you in advance and season's greetings to you all!

Nanda Kulkarni

President, WIPS, Western Region

CSR ACTIVITIES APPROVED BY Western Region for the year 2021:

Access Life Assistance Foundation, a not-for-profit organization which provides multi-disciplinary supportive care to families who come to Mumbai for their child's cancer treatment.

Access Life offers children and their families an interim hygienic home that gives the little kids an upper hand in their fight against cancer. Access Life Assistance Foundation requested WIPS-WR to procure a new carpet for the recreational area where the kids and families spent their time.

The estimated cost is between 20000/- to 25000/-. Western Region has decided to procure the same.



Details of CGB/REB Meetings during 2021-22

Corporate Governing Body Meeting (on-line)
attended by Western Region RFC Members

No	Date of Meeting
1	24.04.2021
2	21.08.2021
3	08.12.2021
4	29.12.2021
5	03.01.2022

Regional Executive Body Meetings
conducted by Western Region

No	Date of Meeting
1	20.05.2021
2	02.11.2021
3	21.12.2021
4	17.01.2022

Training Programmes conducted by Western Region

Executive Training Programme of WIPS-WR on EMOTIONAL INTELLIGENCE on 22.07.2021



1. TRAINING PROGRAMME for Class IV Employees



Training programme conducted on 21st December, 2021 at 2.30 pm virtual platform for Regional Executive Body Members / Co-ordinators / Class IV Women employees nominated by different PSUs.

WIPS ACTIVITIES OF PSUs

Activities of Women Employees of MAZAGON DOCK SHIPBUILDERS LTD

The International Women's Day



The event was inaugurated by Lighting of Diya by Chief guest Mrs Jayshree Prasad along with WIPS –MDL President Mrs Vrushali Kaulaskar. The same was followed by Sharda Stavan by Ms Trupti Patange.

On the occasion of International Women's day, WIPS Cell invited Articles / Stories / Poems from women employees for the following Categories for the activities during lockdown.

-Lockdown Helping Hand – Contribution towards Noble CAUSE -Lockdown Booster – Boosting immunity through diet / workout -Lockdown Fighter – Corona Inspirational / Success stories - Lockdown Stories / Jingles – Happy / Scary Moments -Lockdown Creativity – Innovative Gardening, Recipe, Painting, Art etc. -Unlock – Creative idea/ concept related to enhancing Company Productivity



The response for the same was overwhelming. The above lockdown activities were showcased through short movie during the event. The journey of MDL women during the testing times in COVID have given hope and added strength to other women that they too can.



Thereafter, an interactive motivational workshop “Power, Passion & Purpose” – Choose to be the Captain of your Ship was organized by Captain Aditi Samant. It was mainly focused on wheel balancing (Work-Life balance). She also emphasized an attitudinal shift in women employees of organisation the way that they approach and progress in their careers and life in general.

The programme was followed by the cultural events wherein women employees participated in various Indian folk dance.

- कविता -

वो भागती औरत...

कभी सुबह टिफिन के डिब्बे लिए तो कभी नलके से पानी के लिए
कभी दुवारी मियां की खुशामद के लिए तो कभी बुशर्ट के टूटे बटन के लिए।
कभी चाय के बागानों में तो कभी तोड़ती पत्थर इलाहाबाद के पथ पर।
सीने पर दुपट्टा तानें कभी घर के आंगन में तो कभी भरी दुपहरी छत पर।
भागना उनका स्वभाव है और पीछे रह जाना समाज का।
समाज इतना धीमा चल रहा होता है कि उन्हें औरतें भागती नज़र आती हैं।
भागती हैं वे अपनी जीजिविषा के लिए और गिरता है समाज रोज़ तिल-तिल अपनी दृष्टि में।

*****जहीन इदरीसी, वरिष्ठ अधिकारी (जन संपक अधिकारी)

Activities of Women Employees in SCI

Extra ordinary contribution by women employees towards society especially in COVID

Lives and Livelihoods

Considering India's huge population and shortage of masks in pharmacies. One of my college friends started a campaign to mobilize people across India to make homemade cotton masks and distribute them free of cost to low-income group, health care workers and NGOs to protect them against transmission of Covid-19. We started following standard procedure to make homemade masks issued by Govt. of India. Within a week we made 500 masks and distributed them in KGMU hospital, Lucknow, NGOs in Jodhpur in Lucknow, low-income communities in Lucknow and Delhi. Later, we got a support from many ladies and we had also contacted few tailors to make this movement more effective. With help of everybody, we become able to make 100-150 masks per day across India. We named this movement "Lives and Livelihoods" as our aim is to save lives and also support livelihoods of seamstress and tailors during the lockdown.



Makar Sankranti Haldi Kumkum 08.02.2021:



SCI participation in virtual National Meet of WIPS Forum on 12.02.2021.



"International Women's Day"- Phygital tete a tete with Dr. Sudha Murty, 08.03.2021



Virtual session by Sister B.K. Shivani of BramhaKumaris on 30.05.2021 on “Self-Management to build inner resilience during unstable times for empowerment”.



Active participation by SCI WIPs team in COVID 19 Vaccination camps arranged by SCI.



SCI participation in the Webinar arranged by Delhi Productivity Council (DPC) on 22.7.2021 “Emotional Intelligence for Performance Improvement” by Dr. Anju Chawla, Licensed Emotional Intelligence Trainer.



A Virtual knowledge sharing session by Ms. Ekta Sibal, on “Emotional Resilience and Work Life Balance”, conducted on 4.9.2021 for WIPS Pan India member organizations



As a part of Navratri Celebrations on 14.10.2021 Team SCI, accentuating diversity & inclusivity across employees, wore colors representative of the Navratri, photos of which were tweeted and published in regional dailies. Cultural activities were also arranged consisting of Classical dance, Garba dance by SCI Women employees as well as a Game depicting 108 names of Maa Durga, for SCI employees.



Virtual session on 20.11.2021 by Ms Shalini Mukherjee on “Nutrition & Exercise” for the SCI employees.



Virtual Session by Dr. Swati Lokhandwala on 11.12.2021 on “Metabolic Syndrome & its Prevention” for SCI employees.

Golden moments for SCI during 2021 :

Landmark day in Global Maritime history. SCI Tanker MT SwarnaKrishna sailed from J.N. Port on the eve of International Women's Day 2021, fully managed & commanded by all Women Officers.



SCI manned M.V. Sentinel, lifeline of Andaman & Nicobar islands became first island vessel to be commanded by lady Captain, Capt. Meera Kumari in command.



Diamond Jubilee of SCI :

The SCI turned 60 on 2.10.2021. A befitting function was organized on 03.10.2021 to celebrate the Diamond Jubilee, which was graced by Hon'ble Union Cabinet Minister Shri Sarbananda Sonowalji as Chief Guest, Minister of State for Ports, Shipping & Waterways Shri Shantanu Thakur as Guest of Honour and other dignitaries. The event was choreographed, produced, directed and performed by SCI's inhouse talent.

Activities of Women Employees in SECL

SECL is a Corporate Life Member of Forum of Women In Public Sector (WIPS). The women workforce of SECL for the year 2020-21 was 2939 constituting 134 executives and 2805 non-executives. WIPS SECL is committed towards Women Empowerment, maintaining health and hygiene and skill development in the company as well as nearby rural areas. Smt. Anupama Anand Temurnikar, Sr. Manager (P) has been working as Coordinator, WIPS SECL. One senior officer in each Area has been nominated to work as Area Representative of WIPS.

WIPS SECL is socially active in SECL and engaged in different social activities and thus benefiting a large no. of people in adjoining areas besides SECL employees.

Due to pandemic of Covid 19 no social activities had been carried out during the year, but WIPS members posted at Medical Department all over the SECL played an important role in the fight against Corona. They served the mankind without taking rest. Following activities have been carried out adhering Corona Guidelines,

- Motivational books were distributed by Dipka Area, to school going girls of nearby villages and a session on removing gender discrimination & saving girl child was also organised in these villages.
- Speech competition was organised at Korba Area for female employees, wherein the female employees shared their views on the topic "Role and Challenges for women in Covid-19".
- Homemade masks were distributed to nearby villages as well to the employees of Kusmunda Area.
- Sanitary Napkins distribution and awareness on general health and menstrual hygiene program was organized at Chirimiri Area.

WIPS members attended virtual meetings and National Meet of Forum of WIPS held on 12-2-2021.

CELEBRATION OF INTERNATIONAL WOMEN'S DAY

International Women's Day has been celebrated in SECL on 08-03-2021 in SECL HQ as well as all areas of SECL in collaboration with South Eastern Coalfields Limited and Forum of Women in Public Sector (WIPS).



The central function organised at SECL HQ, Shri AP Panda, CMD, SECL was present as Chief Guest and Shri BP Sharma, CVO, SECL, Shri MK Prasad, D(T)O, SECL and Shri SM Chaudhary, D(F/P), SECL were present as the guests of honor. During the function, Female Doctors and Paramedical Staff of SECL hospitals/Dipensaries, who offered commendable services during the pandemic of Covid 19 as Corona Warriors, were honored by the guests.

SOME GLIMPSES OF THE EVENTS ORGANISED ACROSS SECL OPERATING AREAS



DISTRIBUTION OF STATIONARY ITEMS BY DIPKA AREA



SPEECH COMPETITION FOR FEMALE EMPLOYEES AT KORBA AREA



FELICITATION TO CORONA WARRIERS AT KUSMUNDA AREA



FELICITATION TO CORONA WARRIERS AT RAIGARH AREA



FELICITATION TO CORONA WARRIERS AT BHATGAON AREA



FELICITATION TO CORONA WARRIERS AT BIKUNTHPUR AREA



FELICITATION TO CORONA WARRIERS AT JOHILLA AREA



FELICITATION TO CORONA WARRIERS& CULTURAL PROGRAM AT JAMUNA-KOTMA AREA



FELICITATION TO CORONA WARRIERS AT GEVRA AREA



FELICITATION TO CORONA WARRIERS AT BISRAMPUR AREA

Activities of Women Employees in Indian Oil Corporation Limited

International Women's Day celebrated on 8th March, 2021 at Western Region Office :

International Women's Day was celebrated in Western Regional Office on 8th March'2021 on the Theme "Women in Leadership : Achieving an equal future in a Covid – 19 World' . The function began with traditional lighting of lamp and formally inaugurating the function by Mr.S. S. Bose, ED (RS), WR, Mr. Anirban Ghosh, ED, MSO & State Head, Mr. Sanjay Parashar, CGM (HR), WR, Mr. Cyril Castelino, General Treasurer & Regional Secretary, IOOA,WR, Mr. Rajendra Raorane, General Secretary, NAI OE, WR & HO, Ms. Sati Rajendran, WR WIPS Co-ordinator, Ms. Varsha Raut, President WIPS Western Chapter. Followed by introduction of the theme by Ms. Sati Rajendran, WR WIPS Co-ordinator. Mr. S. S. Bose delivered the welcome address.

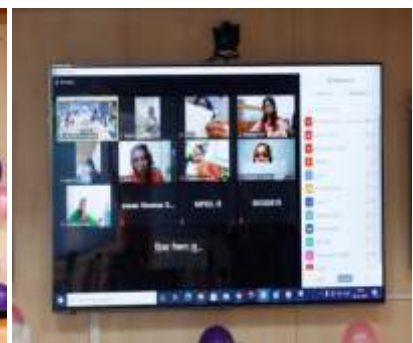


Mementoes were presented to the retiring female employees by WIPS Coordinator WR – Ms Sati Rajendran, Chief General Manager(IS),WR and experience sharing by the superannuating women employees.

On this occasion, Ms. Amita Deshpande, Founder and CEO, reCharkha - the EcoSocial Tribe delivered a session on "Plastic Waste Upcycling" (thru Zoom)



International Women's Day celebrated on 8th March'2021 at Madhya Pradesh State Office :



Under the aegis of WIPS on 8th March'2021 "International Women's Day" was celebrated in Madhya Pradesh State Office with the theme "Women in Leadership: An Equal Future in a COVID19 World" #ChooseToChallenge. The function was inaugurated by the chief guest, Executive Director & State Head of Madhya Pradesh State Office, Sh. V. Satishkumar in the presence of HODs. Female officers of MPSO were present during the function and officers posted at different locations under MPSO graced the function via Zoom app. The programme started with the lighting of lamp and reading of Chairman

& Director (HR)'s message on International Women's Day.

Dr. Amita Singh, Consultant in Nutrition & Dietetics & Dr. Ratna Sharma, Consultant in Psychology were invited as guest faculties to take sessions that would help female officers to balance their professional and personal lives. The sessions were very informative and interactive. The function was conducted by Mrs. Sumita Lodh, WIPS Coordinator, MPSO.

International Women's Day celebrated on 8th March 2021 at Gujarat State Office:



International Women's Day celebrated on 8th March'2021 at LBP Vashi :

Celebrated in village Phanaswadi at Kharghar by distributing clothes and daily needs



WOMEN'S DAY CELEBRATION AT GREASE PLANT VASHI

08.03.2021



TRAINING PROGRAMMES

Training programme conducted on 21st December, 2021 at 2.30 pm virtual platform for Regional Executive Body Members/ Co-ordinators/Class IV Women employees nominated by different PSUs.

- 1) Seminar on “Emotional Resilience & Work Life Balance” Executive training program organised by SCI on 4th September 2021 at 4 PM attended by 6 members.
- 2) A program “ CLUTTER TO CLARITY “was arranged on 3rd and 4th June 2021 for women employees in our WR under aegis of WIPS.

This special program of Clutter to Clarity – Through Music & Meditation was conducted by Ms. Divya Venugopal who is a Psychologist, Music Therapist and Singer- Song Writer. This two hour program of two days was a very new and magical subject where in it was thought how music impacts our mind, To experience the potential music holds to transition our mind from chattering to silence, from random thoughts to thoughtlessness and from chaos to bliss and takeaway tips on the practical use of music in our daily life to improve the quality of thoughts and thus improve efficiency in the day.

Covid 19 precautions training for women at locations



Navratri 2021



Activities Of Women Employees of Rashtriya Chemicals & Fertilizers Ltd(RCFL)

Republic Day Celebration at RCF Hospital



“Gender Sensitization and Prevention of Sexual harassment at Workplace (POSH)”

Gender sensitizing "is about changing behavior and instilling empathy into the views that we hold about our own and the other genders. Sensitizing everyone about gender is important to create dignified workplace. It helps in creating a cultural impact on our mindset because it is not about men or women but about being human.

In order to create a gender sensitive and inclusive work culture with an ultimate goal to achieve gender equality; one of the key role of RCF Gender Equality Cell is creating awareness amongst employees. Hence, a webinar on “Gender Sensitization and Prevention of Sexual harassment at Workplace (POSH)” was organized on Tuesday, 5th January 2021 at 03:00 pm

The following contents were covered in this webinar:

1. Understanding gender
2. Reflection of values in both life and work
3. Multiple roles of Women in society and at the workplace and the challenges they face
4. Building Gender Awareness
5. Prevention of Sexual harassment at Workplace (POSH)

International Women's Day Celebration in RCFL:



Women's day celebration by the ladies posted in the Plants



Cake cutting by ED(HR) on Women's Day

World Environment Day

On occasion of World Environment Day we had invited Dr Smita Mudgerikar, Mrs. CMD madam to visit nature park of RCF Hospital at 4pm where our nature enthusiasts have created wonderful things thru recycle, reuse, reduce!

Environmental Day Celebration in RCF Hospital



Mrs. CMD enjoying the lunch on the desk and plates prepared by female employees of RCF Hospital from waste material on the eve of Environmental day

Nurses Day celebrated by RCF Hospital

Lectures were organized in the garden prepared by the nurses in hospital premises.



Training for Escape-chute to Female employees



RCF has installed emergency Escape-chute at our Corporate office, Priyadarshini Bldg. to be used in case of fire. President WIPs-WR taking a trial for inspiring other Women.

Felicitation of WIPs Member



Chairperson RCF WIPs Cell and Internal Complaint Committee was felicitated by the hands of CMD in presence of Director and CVO for writing song on Vigilance

Celebrated from 26th October to 1st November WIPs EC Member, Manjiri Purandare receiving prize in the Elocution Competition held Vigilance Awareness Week



Felicitation of RCF WIPs Cell Members/ COVID Warriors for their contribution in the battle against COVID



Felicitation of Senior Female Managers by RCF WIPs Cell



RCF WIPs Cell felicitated Ms Nazhat Shaikh on her appointment as Director (Finance)

RCF WIPs Cell felicitated Ms Sunita Shukla on her appointment as Executive Director (HR)



RCF WIPs Cell felicitated Ms Mrudula Godbole on her promotion as DGM (Corp. Finance)

Best Employee Award



Mrs. Priti Kusumkar, Sr. Chemist , CC Lab received the 'Best Employee of the year- 2021' Award

RCF WIPS Cell's one-day picnic to JNPT & visit to SHIV Smarak, Raigad.

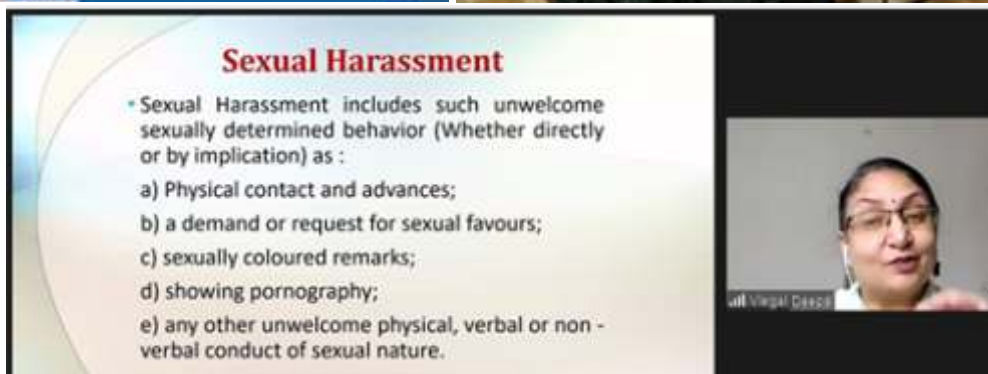


Prevention of sexual Harassment at Workplace (POSH): Awareness Session

One day awareness session through on-line mode on “Sexual Harassment of Women at Workplace” (Prevention, Prohibition and Redressal) Act, 2013. POSH training was essential to make all employees understand all the norms of the Act. The objective of this session was to instill faith in employees to work with the opposite gender by respecting the equal right of each other Ms. Deepa Rafeeqe Lawyer by profession explained about the Internal Committee and its role in PSU. 32 participants including New Joinees attended the programme at CMDC Novenmesh Hall.

Topic: Prevention of Sexual Harassment at Workplace (POSH)

Date: 1st September 2021





POSH Awareness Session & Skill Based Training on POSH Act for ICC Members

A half day Webinar on “POSH Awareness Session & Skill Based Training on POSH Act for ICC Members” was conducted by Ms. Deepa Rafeeque on 6th September 2021. This session will help internal committee members to guide the employees for any sexual misconduct at the workplace and ensure a safe working environment. 45 employees attended the training programme to online Mode.



Activities of Women Employees in Southern Region

Activities of Women in CHENNAI PETROLEUM CORPORATION LIMITED

SWACHHATA PAKHWADA 2021

As part of Swachhata Pakhwada, on 08.07.2021, sanitary hygiene kits were distributed to the girl students of Vadagarai Girls HSS, Kottur, Madhavaram to help them on hygiene and sanitation. Sanitary hygiene kit was prepared in coordination with Indian Development Foundation and contains sanitary pads, undergarments, cloth, towel for usage for a period of one year. Representative from CPCL Women Cell took part in the Swachhata Pakhwada awareness programme conducted in the Vadagarai Girls HSS, Kottur, Madhavaram. 100 numbers of girl students were benefited by this programme.



WEBINAR ON SENSITISATION ON POSH Act 2013

A webinar on Prevention of Sexual Harassment (POSH) at workplace was conducted on 11th August 2021. The webinar was attended and benefited by around 33 women employees of CPCL. The webinar was chaired by Miss Rohini Monica, Social worker from Women's Education and Economic Development Society (WEEDS) NGO.

NEW COMFORT STATION FOR WOMEN EMPLOYEES

The Management of CPCL has provided for a new Comfort Station for the women employees of CPCL. The comfort station is a very spacious room with toilet and bed facilities. There is also an Elliptical trainer exercise machine provided for the exclusive use of the women employees. There is also a full time lady gynecologist on duty for any support of the women employees. Several women employees are regularly benefiting from this comfort station.



Activities of Women in DREDGING CORPORATION OF INDIA



Dr. Prem Kajal, ACP heading Disha Police station visited DCI stalls of Maritime Summit. She highlighted the importance of gender equality and women empowerment.



DCI celebrated International women's day on 08.03.2021 with a theme A Challenge world is an alert world & from challenge comes change. So let's all choose to challenge.

Smt Nutan Guha Biswas, IAS (Retd)& Independent Director of DCI during her visit to DCI head office addressed the women employees of DCI on Work Life Balance. A group photo of Smt. NutanGuha Biswas along with DCI women employees.



On occasion of DCI-WIPS formation day, scholarships were given to female apprentices and female women casual employees for education of their children by first lady of DCI Dr. R. Saraswati Jayanthi w/o Prof.Dr.G.Y.V. Victor, M.D. and CEO of Dredging Corporation of India Limited.

Activities of Women in RASHTRIYA ISPT NIGAM LTD.

1. Smt. V Suguna, Sr.Manager (Rajbhasha) got Rajbhasha Gaurav Samman - Second Prize for her article 'Hindi Mein Vaigyanik Evam Takniki Lekhan : Ek Vivechan' during 2020-21. She received a Shield and a certificate of appreciation along with a cash award of Rs.22000/- in the form of award.
2. Dr. T Hymavathi, AGM (Rajbhasha) got Rajbhasha Gaurav Samman - First Prize for her article 'Karyakshtra Mein Manav Sambandhon Ka Mahatva Evam Swaroop'' during 2018-19. She received the said award on 14th September 2021 at Vigyan Bhavan, New Delhi(a Shield and a certificate of appreciation/along with a cash award of Rs.25000/-)
3. RINL-VSP women team consisting of Ms. Anshika hotiyal, Sr. Manager (QA&TD), Ms K Sumanjali, Manager (SMS2) has represented RINL in 22nd AIMA NMQ-Women's QUIZ and stood as national champions.

Activities of Women Employees in Eastern Region

ER WIPS organised a webinar on 3rd Feb 2021 on the theme "Women in leadership: Achieving an equal future in a Covid19 world". The talk was delivered on the topic by Guest Speaker, Shri Vinay Ranjan, Director (Personnel), CCL & ECL. The guest speaker began his speech by asking as to how many women are the Head of government in 192 countries around the world and the answer was 20. On interaction it was found that the women-led nations (like Finland, Singapore etc) performed better during COVID'19. He mentioned that when the going gets tough, women are better at keeping their cool as the stress hormone-cortisol released is less which helps them remain calm. Women will show positive impact in terms of leadership as now they have their role model, to quote one Ms Soma Mandal, Chairperson, SAIL. Approximately 75 women employees of public sector enterprises who participated felt highly motivated to take on the challenge for creating a major footprint in their work fields.

1. Consequent to REB Meeting held through virtual platform on 11th June 2021 four Focus Teams for CSR, Training & Development, Membership and Newsletter have been created for carrying out activities energetically and seamlessly.
2. CCL organized International Women's Day on 8th March 2021 on the topic declared by UN for celebration of International Women's Day wherein the top performer women was awarded.
3. One Day awareness programme was conducted in CCL on The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
4. **International Women's day celebration held at GRSE in March,2021**

GRSE celebrated International Women's Day at GRSE Auditorium, Main Unit. Members of GRSE WIPS Cell and other women employees actively participated in the programme. About 80 lady employees participated in the programme. The Chief Guest for the event was Rear Admiral V.K. Saxena, IN (Retd.), CMD. All Directors, senior level management and all lady employees of GRSE were invited for the occasion. The programme commenced in esteemed presence of CMD, Director(Shipbuilding), and other senior officials of the company. The Guest speakers were Pravrajika Ashes Prana (Mataji) of Sri Sarada Math and Dr Mallavika Desai, Coach, Trainer & Strategic HR Partner. The theme was : Women in Leadership : Achieving an Equal Future in a Covid 19 World. The programme ended with a cultural performance by women employees. The occasion closed with a group photo of all lady employees, vote of thanks followed by Lunch.



Activities at Indian Oil's Bongaigaon Refinery

WIPs BGR organized a Wellness programme for women employees and township ladies on 22.05.2021

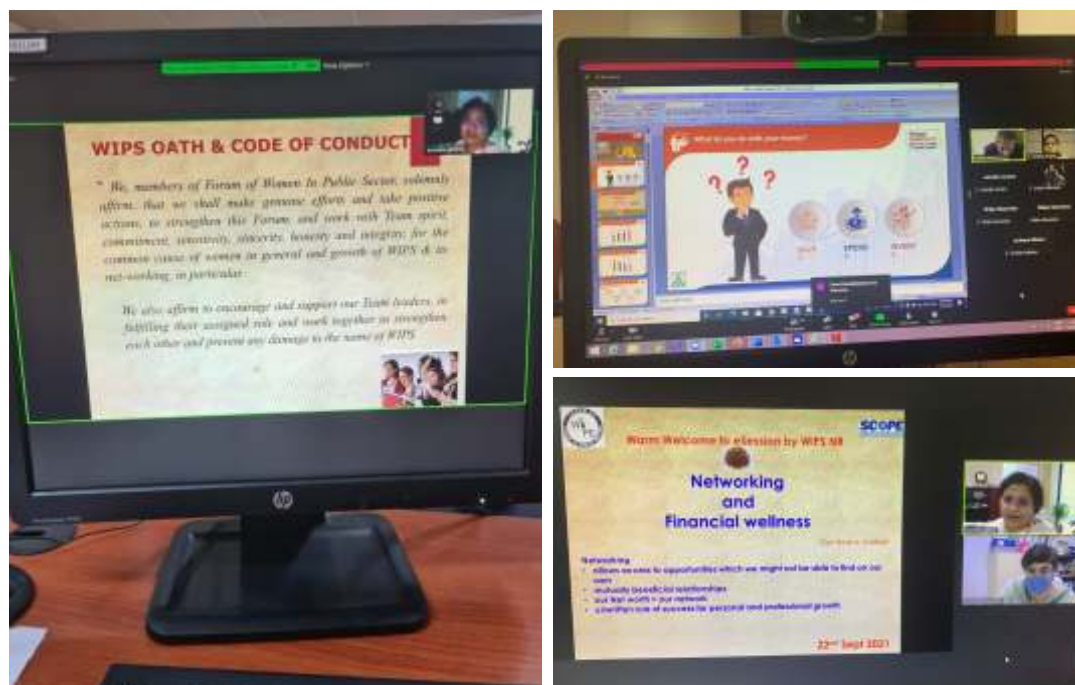


On International Women's Day 08.03.2021 a motivation talk was given by special invited Guest Speaker "Queen of Elephants" Ms. Parbati Barua, the only female elephant "Mahout" or trainer in the world. Ms. Parbati Barua urged all women to focus on innovative ways for their progress as an equal gender based society is the solution for a better future. She said that it is time to renew our bond with nature and encourage young children to develop closeness with nature. She also said that there is nothing that women cannot do and her life itself was an example of the same



Activities of Women Employees in Northern Region

Webinar was conducted on 22nd September 2021 which included prime details of WIPS viz. its mission, vision, Roles etc. along with importance of networking through this forum as unique opportunity for all. This was followed by session on financial wellness by renowned faculty Mr. Pankaj Sahwani who is also author of "Is Time actually money"



More than 150 women from different organizations participated and learned about Financial Wellness Enhancement: Safeguarding Savings and Investing in Pandemic Times. It mainly focused on:

- Should You Invest in Pandemic Times? If Yes, Which Are the Ideal Products, and how much should you invest? If not, Why Not?
- Would you like to know how markets and economy have gone much worse several times in India, as compared to current times? And
- How personal investments get recovered over a period of time?
- Would you like to understand the most cost-effective means to multiply your income?
- Would you like to retire with a handsome, more than adequate retirement kitty?
- And also learn how much small savings today would help you reach fulfilment of your financial goals?
- Which loans to take, and which ones to avoid, with reasoning and explanation with case-lets?
- How to convert your liabilities too into assets?
- Planning for exact amounts of savings in a particular bouquet of products, separately for Short-Term, Medium-Term and Long-Term financial needs with explanation also on which investment products to avoid investing in.
- Where to save, and how much to save, for which category of financial need in life.
- Which are the products that help you create assets on a tax-favoured basis, being EEE (Exempt, Exempt, Exempt)?

Session was appreciated by participants and many requested for soft copy of recording and insisted that Topic should be taken up again.

LEAPING THROUGH 31 YEARS OF NATIONAL MEET

NM	DATE	PLACE	VENUE	THEME	CHIEF GUEST
1	17& 18.1.1991	Delhi	SCOPE Complex	-----	Mr. Bhagey Gobardhan, Union Minister of State for HRD
2	12 & 13.2.1992	Delhi	FICCI Auditorium	-----	Mr. P. K Thungan, MOS, Heavy Industries
3	12 & 13.2.1993	Bangalore	Hotel Ashok	-----	Mr. Virarppa Moily, Chief Minister Karnataka
4	12& 13.2.1994	Bombay	Hotel President	-----	Ms. Margaret Alva, MOS for Personnel, Public Grievances Pension & Parliamentary affairs
5	12& 13.2.1995	Calcutta	Rabindra Sadan	Stereotyping in jobs & Equal opportunities	Mr. Jyoti Basu, CM,WB
6	12& 13.2.1996	Delhi	FICCI Auditorium	Women As Change Agent	Mr. Gopalkrishna, Chairman, SCOPE
7	12& 13.2.1997	Chennai	IIT, Guindy	Women's Empowerment	Mr. Murasoli Maran, Minister for Industry & Public Enterprises
8	12& 13.2.1998	Mumbai	University of Mumbai	Value addition through Participation	Mr. Mohini Giri, Chairperson, NCW
9	12& 13.2.1999	Calcutta	Hotel Park	Strategies for Transformation : A journey Forward	Mr. Udde sh Kohli, Chairman, SCOPE & CMD, Power Finance Corporation Ltd.
10	12& 13.2.2000	Delhi	Hotel Surya	Towards Gender Sensitive Corporate Governance	Ms. Ela R. Bhatt, Founder, SEWA
11	12& 13.2.2001	Mumbai	Hotel Juhu Centaur	Progress of Women : Empowerment Economics & Ethics	Cancelled due to Gujarat Earthquake
12	12& 13.2.2002	Chennai	IIT, Guindy	Progress of Women : Empowerment Economics & Ethics	Ltn. Governor Dr (Ms.) Rajini Rai, Governor, Pondichery
13	12& 13.2.2003	Mumbai	Hotel Taj Land's End	Women & Development : A Synergy	Ms. Chandra Iyengar, Principal Secretary, Higher & Technical Education, Govt. of Maharashtra
14	12& 13.2.2004	Delhi	Airforce Auditorium, Subrato Park, Dhaulakuan	Competence & Values : A Key to Success	Ms. Sheila Dixit, CM, Delhi
15	11& 12.2.2005	Kolkata	ECZC Centre	Empowerment : Roadmap for Sustainable Development & Global Competitiveness	Mr. Surjit Burman, Chief Justice of Orissa
16	10& 11.2.2006	Delhi	SCOPE	WIPS Day Celebration	Ms. Kiran Bedi, IPS
17	12& 13.2.2007	Kochi	A. J. Hall	Mainstreaming Women - Unleashing potential	Ms. Kanti Singh, MOS, Coal
18	12& 13.2.2008	Mumbai	ISKON, J uhu	The New Millennium Women - Dreams unlimited	Ms. Shubha Raul, Mayor, Mumbai
19	12& 13.2.2009	Delhi	Airforce Auditorium, Subrato Park, Dhaulakuan	Evolving the Blueprint for change	Mr. Kamalnath, Minister for Environment
20	12& 13.2.2010	Kolkata	ECZC Centre	Women -The Unique Value	Mr U. D. Choubey, DG, SCOPE
21	12 & 13.2.2011	Chennai	Hotel Ashiyana	Millennium Development Goal	Mr. Rajendran, Former Governor of Orissa
22	12& 13.2.2012	Ahmedabad	IIM, Vastrapur	Women - Key Drivers of Growth	Mr. Narendra Modi, CM, Gujarat
23	12& 13.2.2013	Delhi	FIC CI Auditorium	Breaking the Mould :Women -Organizational Reciprocity	Ms. P. Laxmi, MOS, Petroleum & Natural Gas
24	11& 12.2.2014	Kolkata	Swabhami, The Heritage Plaza	"WWW...We, Women lead the World"	Mr. Som nath Chatterjee, former Speaker, Lok Sabha
25	12& 13.2.2015	Delhi	Vigyan Bhawan	WIPS...The Way Forward	Mr. Anant G Geete, Minister of Heavy Industries & Public Enterprises
26	11& 12.2.2016	Chennai	Hotel Kohinoor Asiana	A Holistic approach on Skill Development for Women in PSUs	Ms. Lalitha Kumaramangalam, Hon'ble Chairperson, National Commission for Women
27	11 & 12.2.2017	Nagpur	Hotel Centre Point	Planet 50:50 by 2030 Step it up for Equality	Justice Smt. Vasanti A. Naik, Nagpur High Court
28	12& 13.2.2018	Assam	Srimanta Sankardev Kalakshetra	Women Leaders : Insight to Commitment, Creativity & Collaboration	Mr. Sarbanand Sonwal, Chief Minister of Assam
29	12.2.2019	Delhi	Scope Convention Centre	Think Smart, Innovate for Change	Dr. Najma Heptulla, Hon'ble Governor of Manipur
30	11& 12.2.2020	Hyderabad	Hotel Marriott Tank Bund Road	Power to Transform Decision to Action	Dr. Soynderrajan, Hon'ble Governor of Telangana
31	12.2.2021	Delhi	E Meet	New Normal Opportunities and Risks	Mr. Rakesh Kumar Chairperson, SCOPE

32nd WIPS National Meet-- 2022

11th February 2022

E-Programme Schedule

Theme – Self Actualization, a Step Towards Power-sharing

Time	Description
09.30 – 10.30 hrs	e-Registration of Participants
10.30 – 11.40 hrs	Inaugural Session: 10.30 hrs Invocation/ e-Lighting of Lamp 10.35 hrs WIPSPledge – V. P. Apex 10.40 hrs Welcome Address - President Apex 10.50 hrs Introduction of the Theme- President WR 11.00 hrs Inaugural Address - Chairman, SCOPE 11.10 hrs Special Address - DG, SCOPE 11.20 hrs Keynote Address -Guest of Honour, Hon'ble Chairperson, National Commission for Women 11.35 hrs Vote of Thanks - General Secretary- Apex
11.40 – 12.15 noon	CMDs Session on the Theme (Panel Discussion) Mrs. H. K. Joshi (SCI), Mrs. Vartika Shukla (EIL) and Mrs. Alka Mittal(ONGC) Moderator- Mrs. Rajee Guptan, Associate Dir(OS), NPCIL
12.15– 12.30 hrs	Our PSUs, Our Strength: Show-casing the unique initiatives by CPSUs through films (Platinum Sponsors paying Rs. 1,00,000)
12.30 – 13.00 hrs	e-Messages of the Female Directors
13.00 – 13.10 hrs	Thank you sponsors - Silver Sponsors' Advertisements and Logo will be displayed (PSU's sponsoring Rs. 25,000)
13.10 – 13.40 hrs	Interactive session with Nidhi Choudhari, IAS (2012 batch), Collector of Mumbai Suburban District.
13.40- 13.45 hrs	Summing up & Final vote of thanks- Treasurers Apex

WE REQUEST YOU ALL TO ATTEND THE NATIONAL e-MEET!

WIPS-WR REB

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