



FORUM OF WOMEN IN PUBLIC SECTOR

(Under aegis of SCOPE)

35th National Meet of WIPs

Create Your Own Sunshine

On 17th & 18th February 2025
at

Plenary Hall, Vigyan Bhawan, New Delhi



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कई खूबियों वाला स्मार्ट कुकिंग ईंधन।

जब से भारत की रसोई में प्राकृतिक गैस की पाइपलाइन पहुंची है, तब से देशभर की अनगिनत गृहिणियाँ राहत की सांस ले रही हैं। गैल पीएनजी की वजह से उपभोक्ताओं विशेषकर महिलाओं को कभी भी गैस सिलेंडर खाली होने के तनाव से मुक्ति मिली है। खाना बनाने वाले अन्य ईंधनों की तुलना में पीएनजी सबसे अधिक स्वच्छ, सुरक्षित, किफायती और निरंतर आपूर्ति सुनिश्चित करती है। गैल के लगातार बढ़ते सीजीडी इन्फ्रास्ट्रक्चर की बदौलत पीएनजी भारतभर के नए शहरों में अपनी पैठ मजबूत कर रही है।

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OUR 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.

WIPS VISION

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

WIPS 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 with equity.
- 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 uniform women friendly policies across CPSEs.

WIPS 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:

- 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 Department, other organizations, etc. and to facilitate interactions within the Forums network on a regular basis.
- iii. To enter into any arrangement with other organisations, Government, Associations etc. for having programmes and to enhance the image and objective 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.

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- ⚡ **180 मेगावाट से 7,232.90 मेगावाट तक की यात्रा :** अनेक चुनौतियों का सामना करते हुए 28 नवीकरणीय ऊर्जा पावर स्टेशनों के माध्यम से उल्लेखनीय प्रगति।
- ⚡ **सुदृढ़ वित्तीय प्रदर्शन:** अपनी स्थापना के बाद से निरंतर सुदृढ़ परिणाम प्रदर्शित कर रही है।
- ⚡ **16 सक्रिय परियोजनाएं:** संधारणीय भविष्य के लिए, 10,000 मेगावाट से अधिक क्षमता का निर्माण कर रही है।
- ⚡ **एनर्जी ट्रांजिशन को बढ़ावा देना:** वर्ष 2032 तक 23,000 मेगावाट और वर्ष 2047 तक 50,000 मेगावाट नवीकरणीय ऊर्जा का लक्ष्य।
- ⚡ **भारत की दो सबसे बड़ी जलविद्युत परियोजनाओं का निर्माण:**
 - ⚡ दिबांग बहुउद्देशीय परियोजना: 2,880 मेगावाट अरुणाचल प्रदेश में।
 - ⚡ सुबनसिरी लोअर परियोजना: 2,000 मेगावाट अरुणाचल प्रदेश और असम में।
- ⚡ **नवरत्न का दर्जा:** कार्यनीतिक महत्व को मान्यता देते हुए 30 अगस्त, 2024 को प्रदान किया गया।
- ⚡ **भविष्य के लिए विजन:** एनएचपीसी संधारणीय ऊर्जा और वर्ष 2047 तक विकसित भारत के विजन के प्रति समर्पित है।



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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

- To be a dynamic & vibrant forum.
- To enhance professionalism and competence of working women in PSEs.
- To ensure holistic development of women at large with equity.
- 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 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 organizations 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 co-ordinator 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 fulfilment 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.

- 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 email 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 / Chair man 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.

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.



"There is no limit to what we, as women, can accomplish." – Michelle Obama



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Varsha S Raut
President, WIPS-APEX

FOREWARD

The 35th National Meet of the Forum of WIPS is being hosted by the Northern Region under the inspiring theme "Create Your Own Sunshine." This theme beautifully reflects the essence of self-empowerment, resilience, and the unwavering strength that women bring to every aspect of life. I extend my heartfelt congratulations to the Northern Region team for their dedicated efforts in making this event a reality.

As Ms Kiran Bedi aptly said, "The focus is what is right before you—to give it your best. It sows the seeds of tomorrow." This resonates deeply with the mission of WIPS, which has continually strived to foster a culture of inclusivity, confidence, and self-reliance among women professionals in PSEs. A woman who believes in her own power becomes a beacon of inspiration, not only for herself but for those around her. She doesn't wait for the light; she becomes the light.

Over the years, the Forum has played a pivotal role in creating a sustainable and dynamic network for professional growth, mentorship, and knowledge-sharing. This meet will serve as a platform for insightful discussions, thought-provoking sessions, and collective wisdom, empowering women to break barriers and excel in their fields. With each passing year, we move beyond discussions of equality and step forward into a future of gender neutrality, where merit and capability define success. As we celebrate this significant milestone, let us recognize and honour the remarkable contributions of women across industries. May this gathering reignite our passion for empowerment and reaffirm our commitment to fostering a more inclusive and progressive society. I extend my gratitude to the Apex Functional Committee, Regional Executive Body members of all the Regions and managements of CPSUs & SCOPE for their unwavering support in making this meet a grand success. Let us all continue to shine, not just for ourselves but for those who follow in our footsteps.

Thanks to all who have directly or indirectly supported the event.

Best wishes to all for continued success.

A handwritten signature in blue ink, reading "Varsha S Raut", with a horizontal line underneath.

(Varsha S Raut)
President, WIPS-APEX



Message

Atul Sobti
Director General

Foremost, I would like to congratulate Forum of Women in Public Sector (WIPS) for celebrating its 35 years of meaningful existence and organizing the National Meet on the theme of "Create Your Own Sunshine".

In recent years, the role of women has experienced a transformative evolution as they play a pivotal role in shaping the future of business, politics, and society, both nationally as well as globally. Their contributions are no longer peripheral, but pivotal to the growth narratives of economies across the world.

To further empower them, the Government of India has introduced many initiatives for their growth and long-term prosperity. As the extended arm of the Government, the Public Sector Enterprises (PSEs) have also been instrumental in advancing gender equality by 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. As we set out on the journey towards a Viksit Bharat 2047, it is essential for PSEs to enhance the impact of their initiatives by ensuring a balance of opportunities and resources to excel to all.

In this journey, SCOPE stands resolute in its commitment to empowering the women of the nation and has been undertaking significant endeavours including organizing capacity building and skill enrichment programs especially on women leadership and succession planning, conducting dedicated studies, ensuring a gender balance in workshops etc.

WIPS, under the aegis of SCOPE, is an important platform for women in the fraternity to foster connections and strengthen their impact. It is truly rewarding to witness how WIPS has evolved into a space for nurturing holistic development of women in the public sector. Today, the role of WIPS becomes more crucial as the vacuum of women in leadership roles is being increasingly realized. Hence, it is critical that WIPS builds upon its foundation by aligning with global standards and best practices to enable women to leverage the momentum and carve a niche for themselves.

In the above context, the theme of the 35th National Meet of WIPS is extremely relevant as it reiterates that women of today need to fully cultivate their potential and unlock new opportunities for growth. I am certain that the interactions and deliberations during the National Meet will inspire women in the fraternity to unleash their power and inspire them to create their own sunshine, leading the way towards a brighter future.

Wishing all the best to the National Meet and all the members of WIPS.

(Atul Sobti)

03-02-2025

**Director General, SCOPE and
Member, Governing Body ILO**

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Vijaya Rahatkar

Chairperson
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14th February 2025

MESSAGE

Women empowerment is not just a goal; it is the foundation for a stronger, more inclusive society. When women are given equal opportunities, they uplift families, communities, and entire nations.

I am really happy that **Forum of Women in Public Sector (WIPS)** is organizing a 2 days (34th) National Meet on 17th & 18th February, 2025 at Vigyan Bhawan, Delhi and a Souvenir is being published on this occasion. I appreciate that this National Meet of the Forum has been themed "**CREATE YOUR OWN SUNSHINE**" focusing on Women's inner strength as a major driver of overall growth on all the fronts of life.

Women's empowerment is a key factor for achieving sustainable economic growth, social development and environmental sustainability. Their involvement in diverse sectors such as technology, entrepreneurship, finance and policy-making is breaking glass ceiling and challenging traditional norms.

I would appeal to every woman to know her worth, chase her dreams, and never let anyone dim her light. Woman is strong, capable, and unstoppable. Support one another, break barriers, and continue to inspire the world with your resilience and brilliance.

Together, let's build a future where every woman's voice is heard, her rights are respected, and her potential is limitless.

I extend my best wishes to this Meet and trust that there would be important takeaways for all the participants which would make them the torch bearers in their respective fields.


(Vijaya Rahatkar)



Shilpa Mayenkar

President, WIPS – Northern Region &
AGM(HR), Bharat Heavy Electricals Ltd.
New Delhi

Message

“A journey of a thousand miles begins with a single step”. As we celebrate the coral anniversary of Forum of Women in Public Sector (WIPS) in 2025, it is both a pride and joy to host the National Meet in New Delhi from where the journey of Women Professionals of CPSE & CPSB under the banner of WIPS began.

WIPS – Northern Region is the host of the 35th National Meet at Vigyan Bhawan, New Delhi on the theme “Create your own Sunshine” on 17th & 18th February 2025. The theme focuses on the wake-up call that empowers the participants to take control of their lives and find happiness within themselves. A theme which will always be contemporary for both the young and seasoned professionals in all spheres of Life!!

The theme is also basic to the entity of the Woman - regardless of the external circumstances, she has the ability to radiate her own light and warmth into the world.

**“Wherever you go, no matter what the weather,
always bring your own sunshine.”**

– Anthony J.D. Angelo

I also take this opportunity to thank one and all for their support to WIPS and specifically to the National Meet 2025 at New Delhi. As the journey of WIPS continues, it is an ardent wish that the Forum moves from strength to strength at all times.

(Shilpa Mayenkar)

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To reap the benefits of the renewable energy revolution, as a part of the National Solar Mission, Government of India has set a target to achieve 1,75,000 MW of Solar Power. NLCIL has an ambitious plan to establish 6031 MW of renewable energy projects including 200 MW Wind Power Projects in Tamilnadu and various states. Presently, the Company has a total renewable energy capacity of 1421 MW which includes 1370 MW of Solar Power Plants and 51 MW Wind Power Plant. NLCIL is the first CPSE to cross 1 GW capacity in solar power generation and became the member of International Solar Alliance (ISA)

Renewable Energy Projects under operation

- 141 MW Solar Power Projects (SPP) including Roof top solar project at Neyveli. A 10 MW Solar Power Project in Neyveli, under Mini Smart City Scheme is under construction.
- 1209 MW Solar Power Projects at Tirunelveli, Virudhunagar, Ramanathapuram and Thoothukudi Districts of Tamilnadu.
- 200 KW, R&D Pilot Scale Floating SPP in Neyveli New Thermal Power Project's Raw Water Reservoir.
- 20 MW SPP, integrated with 8 MWhr Battery Energy Storage System at South Andaman Island. This is the largest battery bank in India for catering the variation in solar insolation.

- 51 MW (34 x 1.5 MW) Wind Power Project at Tenkasi District in Tamilnadu.

Renewable Energy Projects under consideration

- A JV Company, "Coal Lignite Urja Vikas Pvt Limited" is incorporated on 10.11.2020 with Coal India Limited for establishing 3000 MW Solar Power Projects at various parts of the country.
- On 15-06-2023 NLCIL has incorporated a wholly owned subsidiary Company (NLC India Renewables Limited)
- An MoU was signed with Assam Power Distribution Company on 09-08-2022 to develop 1000 MW Solar Power Project in the State of Assam. Another MoU was signed with Grid Corporation of Odisha (GRIDCO) on 01.12.2022 for developing Renewable Energy and Green Hydrogen Projects in Odisha.
- Won bid for 660 MW Solar Power Projects, floated by Solar Energy Corporation of India (SECI) and Indian Renewable Energy Development Agency (IREDA)



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WIPS: AN OVERVIEW



As per the directives of cabinet secretariat the "Forum of Women in Public Sector (WIPS)" "was created under the Laegis of SCOPE on 12 February, 1990 with a Central Apex body at Delhi and four Regional Chapters, at Bombay (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 91 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 33 National Meet of the Forum shall primarily focus on Women Power Shakti 5S Strong, Sincere, Smart, Sociable and Sustainable. 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 Gol, organizations and family. While continuing on their professional journey and assisting PSUs in optimizing their businesses, these women truly understand today's challenges in personal, professional and societal roles played by them. The changes in their ability to capture and exchange knowledge have led to believe that exponential growth and advancement is possible in all strata of social structures. They also realize that through their leadership, legitimacy, authority, ethical behaviour and decision making abilities, they can support in transformation of organizations, family and societies.

The 34th national meet was held at Bangalore by Southern Region. Now the 35th National meet is going to be held at Vigyan Bhawan, N.Delhi by Northern Region with the theme "Create your own sunshine". The annual National meet provides a big platform to its participants for networking that helps in developing decision making.



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THE JOURNEY OF WIPS FROM 1990 – 2025, (35 YEARS) & THEMES COVERED

- 3rd National Meet was held at Hotel Asoka, Bangalore on 11th & 12th February 1993
- 4th National Meet was held at Mumbai on 11th & 12th February, 1994
- 5th National Meet was held at Kolkata on 11th & 12th February 1995
- 6th National Meet was held at Delhi on 12th & 13th February 1996
- 7th National Meet was held at IIT Chennai on 11th & 12th February 1997
- 8th National Meet was held at Mumbai on 11th & 12th February 1998
- 9th National Meet was held at Kolkata on 11th & 12th February 1999
- 10th National Meet was held at Hotel Surya, New Delhi on February 12-13, 2000-The Theme of the Meet was "Gender Sensitive Corporate Governance
- 11th National Meet (2001) (National Meet was not held due to Gujarat earthquake)
- 11th National Meet was held at IIT Chennai on 12th & 13th February 2002. The Theme of the Meet was "Progress of Women-Empowerment, Economics and Ethics"
- 12th National Meet was held at Mumbai on 12th & 13th February 2003
- 13th National Meet was held at Delhi on 12th & 13th February 2004. The theme was "Women and Development"
- 14th National Meet was held at Delhi on 12th & 13th February 2005. The theme was "Competence with Values-Key to success"
- 15th National Meet was held on 11th & 12th February 2005 at Eastern zonal cultural centre, salt lake- Kolkata. The Theme was "Empowerment: Roadmap to sustainable development and global competitiveness
- 16th National Meet (2006) at Delhi- (Only WIPS Day celebrated at atonal level)
- 17th National Meet was held at Kochi on 12th & 13th February 2007. The theme was "Main streaming Women Unleashing potential."
- 18th National Meet was held at ISKON Auditorium, Mumbai on 12th & 13th February 2008 with the "The New Millennium Women- Dreams Unlimited
- 19th National Meet was held at New Delhi on 12th & 13th February 2009 under the theme "Evolving the Blue Print for Change"
- 20th National Meet was held at Purbasree Auditorium, Eastern Cultural Centre, Salt Lake, Kolkata on 12th & 13th February 2010 with. the theme on "Women-The Unique Value"
- 21st National Meet was held at Hotel Asiana, Chennai on 11th & 12th February 2011. The theme was Gender Justice-Key to achieve the Millennium Development Goals"
- 22nd National Meet was held at IIM Ahmedabad on 11th & 12th February 2012 with the theme on "Women-Key Drivers of Growth"
- 23rd National Meet was held at FICCI auditorium, Delhi on 12-13 February, 2013 with the theme on "Breaking the Mould- Women-Organization Reciprocity"
- 24th National Meet is held at Swabhumi, The Heritage Plaza, Kolkata on 11-12 February, 2014 with the theme on WWW.....We Women Lead the World"
- 25th National Meet held at Vigyan Bhavan New Delhi on 12/13.02.2015 with the theme on "25 years of WIPS-The Way Forward
- 26th National Meet was held at Chennai Hotel Asiana on 11/12.02.2016 with the theme on "A Holistic approach on skill development for women in PSU
- 27th National Meet was held at Nagpur Hotel Centre Point on 11/12.02.2017 with the theme Planet 50:50 by 2030 step it up for Equality
- 28th National Meet was held at Shrimanta Sankardeva. Kalakshetra, Guwahati on 12th & 13th February, 2018 with the theme "Women Leaders Insight to Commitment, Creativity & Collaboration"
- 29th National Meet was held at SCOPE Convention Centre, Core 8, Scope Complex, Lodhi Road New Delhi on 12th February 2019 with the Theme "Think Smart, Innovate for Change"
- 30th National Meet was held at Hyderabad on 11 Dec 20 with the Theme "Power to Transform-From Decision Action"
- 31st National Meet (Virtual) was held on 12 Feb 21 on the Theme. "New Normal: Opportunities & Risks.
- 32nd National Meet (Virtual) was held on 11 Feb 22 on the Theme Self Actualization-A Step towards Power Sharing.' "
- 33rd National Meet was held on 10th-11th Feb 23 at Royal Bengal Room Kolkata with the Theme Shakti :Strong, Sincere, Smart, Synergetic & Sustainable
- 34th National Meet was held on 12th-13th Feb 24 at HAL Management Academy Bangalore with the Theme Women the Future of Sustainable Growth.
- Now, the 35th National Meet is going to be held at Vigyan Bhawan, New Delhi on 17th & 18th Feb 2025.

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- 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.

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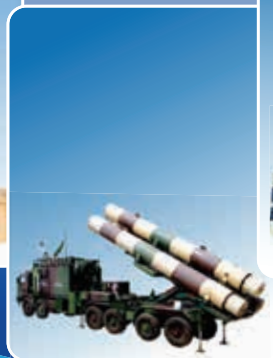
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- **Improving Critical Mass at all levels.**
- **Ensure each PSU to have one Woman Director on the Board.**
- **Periodical Gender audit and Gender budgeting.**
- **Building and updating real time data (Quantitative and Qualitative) on Women.**
- **Ensuring 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.**

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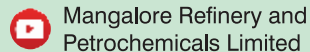
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**Ms Varsha S Raut, President, WIPS – APEX
DGM(Aviation), Indian Oil Corporation Ltd**

An employee of Indian Oil Corporation Limited, working as a Deputy General Manager (Aviation). She is MSC (Analytical Chemistry) & MBA. In her more than three decades of experience, she has served in various capacities in IS, HR, LPG, Operations, S&D and Aviation Department of Indian Oil.

She has been actively associated with the Forum since its inception. She has served the forum in various capacities over the years as a Regional Coordinator for Indian Oil, EC Member, Joint Treasurer, Treasurer, Secretary and President, Western Region and Treasurer, APEX and presently as President, APEX. She likes travelling, networking groups and participates actively in activities for women employees in the organisation and volunteers herself for social activities such as education, gender equality, healthcare, and community development for upliftment of underprivileged girls and women in the society.



**Ms. Nanda Kulkarni, VP WIPS-APEX
CGM(HR)-RCF**

Ms. Nanda N. Kulkarni is working as General Manager (HR) in RCFL, Chembur, Mumbai. She has Master's degree in Labour Studies and LLB degree from Ruparel College, Mumbai. She started her career as Management Trainee in Corporate HR Department of RCFL in 1990. She has acquired HR expertise during her more than 3 decades' experience in HR, IR, & HRD Field. She attended training at International Training Centre, ILO (Italy –Turin) and was certified by ILO as Gender Equality Auditor. She has introduced the concept of "Womentoring" in RCFL. She has been a Member of RCF Gender Cell, Chairperson of RCF WIPS Cell, and Chairperson of RCF POSH Committee (Prevention of Sexual Harassment) Committee till March 2022. Since 1st April 2023, she has assumed the position of Vice President-Apex on the Women in Public Sector Forum. She is fond of music, reading, writing and her favorite time pass is cooking. She is a Rotarian (Director-Vocational Services/Youth) from Chembur (Mumbai) Rotary Club.



**Ms. Asha Ramamurthy, GS WIPS-APEX
AGM- BHEL**

Asha Ramamurthy is a Finance Professional working as Additional General Manager in Bharat Heavy Electricals Ltd Trichy a Maharatna PSU. A post Graduate in Commerce from Madras University, she graduated from Ethiraj college of Commerce Chennai. She is also Graduate Member of the ICMA OF INDIA. She has held various positions in SR and APEX and is associated with WIPS since 1992. She firmly believes in networking for women empowerment and all round development for women.



**Ms. C. Kavita Sharma, Treasurer WIPS APEX
AGM (HR), BEL**

Kavita Sharma C is a HR professional with experience in a wide gamut of HR areas over the last 3 decades plus. She has been associated with the Forum of Women in Public Sector in various capacities, Co-ordinator, EC Member, Secretary Southern Region and presently Treasurer APEX. A Postgraduate in Industrial Relations and Personnel Management, she is passionate about interacting with young talent and mentoring them. She is also a Certified Master Trainer and Facilitator, Trained Executive Coach, Certified for Conducting Assessment and Development Centres. Also, She is a CII EXIM Business Excellence Assessor.

Northern Region (NR) – Regional Functional Committee (23–25)



**Ms. Shilpa Mayenker, President, WIPS -NR
AGM-HR BHEL**

Ms. Mayenkar is working as Addl. General Manager(HR) in Corporate Office of BHEL. 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.



**Mrs. Manju Gupta, VP WIPS-NR
ED-PGCIL**

Mrs. Manju Gupta (56 years), vice-president of WIPS-NR, is working as Executive Director in Power Grid Corporation. of India Ltd. She graduated from Delhi College of Engineering (DCE) in Electrical Engineering and has a diverse experience of more than 35years She has been associated with POWERGRID since 1991 and has handled multi-disciplinary functions like Quality Assurance & Inspection, Corporate Monitoring Group. Commercial, Regulatory Affairs, Law, Consultancy, Distribution Management System, System Planning and Central Transmission Utility in POWERGRID under various capacities. She had also served for 3 year in NTPC prior to joining POWERGRID. She has authored technical papers in various National and international forums. She has been appointed as honorary Chairman, and director in various JVs/subsidiaries of POWERGRID.



**ANITA GUPTRISHI, Secretary WIPS NR
GM-MMTC**

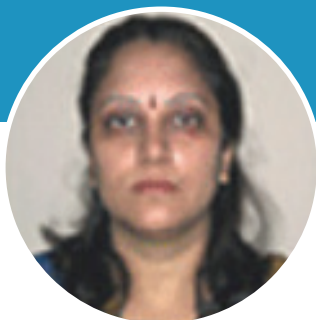
ANITA GUPTRISHI MA, MBA working as General Manager in MMTC Limited having experience more than 30 years in a public sector joined as Deputy Manager in 1992 and handled various division RO Independently. She maintains a vibrant presence of MMTC in Govt initiatives like MSMEs exhibition organised in and around Delhi. She heads Internal Complaint committee (ICC) of Prevention of sexual Harassment Committee (POSH) as chairperson and disposed of complaints diligently up to the satisfaction of complainant. She is coordinating effectively with the help of team. Many programs, videos, organized for the wellbeing of women employees in our company and also created awareness amongst male employees on Gender sensitization for their betterment.



**Ms. Ananya Kapur, Treasurer of NR-WIPS
GM(Finance), IOCL**

Ms. Ananya Kapur, is a Chartered Accountant and Company Secretary by profession and worked in Finance and Internal Audit Department of Indian Oil Corporation Limited. In her two decades of experience, she has occupied key positions in Project Finance involving CAPEX decisions for Refinery expansions & Petrochemicals, Internal Audit & Risk management. Initially as REB from NR and thereafter as Treasurer of WIPS-NR, she continues to play a catalytic role in achieving the objectives of WIPS. She has been awarded with Women Executive of the Year in Oil & Gas Industry in 2022 in recognition her contribution. made in Oil & Gas Sector.

Eastern Region (ER) – Regional Functional Committee (23–25)



Ms Ritu Mittal President WIPS-(ER)
Chief Manager (IT) Balmer Lawrie & Co. Ltd.

Ritu Mittal is a science graduate and has done PG Diploma in Systems, MBA in HR. She is currently working as Chief Manager (IT) in the Corporate IT department of Balmer Lawrie & Co. Ltd. The primary job profile demands me to look into new Technology areas in IT, understand, develop and implement the same inside the organization. Was one of the key members of the project management team during SAP implementation. Currently working on BOT technology in the area of HR. Act as change agent to enhance capability of the users with the introduction of new technologies. Currently Vice of WIPS Eastern Chapter. Taking part in social activities as member of corporate cell.



Rekha Pandey Vice President WIPS-(ER)
General Manager, (Pers-Welfare), Ccl

Rekha Pandey is a Law Graduate. She has rich experience of 30 years in different facets of HR. She is dynamic leader exhibiting qualities like courage, passion, empathy and vision. Rekha is multitasker (holding 3 leadership positions simultaneously) with a keen eye to detail in organising, guiding and managing people. She is Vice-President, WIPS-ER/Secretary, Secretary, NIPM Ranchi Chapter/ Vice-President, ISTD, Ranchi Chapter. She believes in duty with devotion. She is leading the team in organising Coal India Ranchi Marathon since 2023 wherein 7500 participants from all over India register for Run.



Smt. Swagata Sen Roy Secretary, WIPS (ER)
AGM - GRSE

Swagata Sen Roy is an Electrical & Electronics Engineer with an MBA in Marketing. She has over 29 years of professional experience with 17 years in the Corporate Sector in the field of Marketing, before joining GRSE. At present, she is leading the Corporate Communication Section as AGM (CC & M) in GRSE. She has been associated with WIPS since the year 2012 as a GRSE WIPS Life Member, took on as GRSE WIPS Coordinator from the year 2016 & Eastern Region Executive Committee Member since the year 2018, prior to taking on the role of WIPS Secretary, Eastern Region. Having managed teams from an early age, during her tenure in the corporate sector, she enjoys implementing team engagement initiatives and connecting with people from all walks of life. She believes nothing is “impossible” if one is focussed & committed. Her interests include music, travel & spiritualism.



Ms Neha Dugar Gupta Treasurer WIPS-ER
SIA Manager - IOCL

Ms Neha Dugar Gupta is holding the post of Treasurer WIPS-ER since 2023. She has been an active life member of WIPs since 2012 and an EC member of the Eastern Regional Executive Body (REB) since 2016. Ms Neha Dugar Gupta is a qualified Chartered Accountant and Company Secretary. She joined Indian Oil Corporation Limited (IOCL) in April 2010. After having worked in the Finance area for 13 years, she is currently posted as Senior Internal Audit Manager, Eastern Region Refineries, IOCL.

Western Region (WR) – Regional Functional Committee (23–25)



Anupama Anand Temurnikar,
President WIPS Western Region, CM-HR WCL

Anupama Anand Temurnikar, President of the Western Region of Women in Public Sector (WIPS), boasts an impressive background. She currently serves as Chief Manager (Personnel) at Western Coalfields Limited in Nagpur and holds the additional responsibility of Principal at the Management Development Institute, HRD. Her academic achievements are equally impressive, holding 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. Anupama's contributions have been recognized through the Nari Shakti Puraskar award, presented by the Home Minister of the Chhattisgarh Government.



Ms Priyanka Patil, VP-Western Region
GM HR HPCL

General Manager – Human Resources
Hindustan Petroleum Corporation Ltd
Masters in Labour Studies from Mumbai University
25 years of experience in Human Resource, handling diverse profile in Human Resource, Industrial Relations, HR Information Systems, Compensation Mgmt, Recruitment etc. Currently heading Employee Engagement, Health and Wellness vertical in Human Resource Dept – HPCL.



Manjiri S. Purandare, Secretary,
WIPS-Western Region, DM(S) RCF

Ms. Manjiri Sanjay Purandare is working as Dy. Manager (S) and managing the office Director (Finance), Rashtriya Chemicals and Fertilizers Limited, Priyadarshini, Chembur. She has acquired Bachelor's degree in Commerce and successfully completed 3 years course in Law from Mumbai University. She is serving the organization since last 3 years. On 26th January 2024, she has been felicitated by Navratna Puraskar for excellent work in the hands of Hon'ble CMD.



Vandana Atram, Treasurer,
WIPS Western Region, Manager-MDSL

An Engineer (B.E. Electronics) by profession Working in MDL for last 15 years in submarine division. Have vast experience in Submarine construction and Procurement. Obtained detailed training from France for Configuration Management and Navigation of Submarine. Well versed with commercial procedures, payments, balance sheets, P&L statements, Letter of credit (LC), Security Deposit Bank guarantee (BG), Performance BG and Advance payment BG etc. Spearheaded initiatives to empower women in the workplace by advocating for flexible work arrangements and limiting late working hours, subsidized on-site childcare / Day-care, and an extended parental leave policy offering six months of paid leave after child birth. I was the coordinator/ Committee Member of WIPS MDL (2017-2020) & E.C Member of the WR for the period (2021-2023) & Treasure-WR (2023-2025). Treasurer-WR (2023-2025).

Southern Region (SR) – Regional Functional Committee (23–25)



Mangaiyarkkarasi Yogeesan,
GM(IB) President. SR IOCL, Chennai

An epitome of energy always, in whatever she does, be it personal or professional. She balances both her career & family beautifully. She works as Deputy General Manager at Indian Oil Corporation, Chennai. She was a bright child right from her school days. She as a studious one studied Electronics & Communication Engineering from Government College of Engineering, Salem. Straight from college she joined Indian Oil at the young age of 2, and recently completed 32 years of service in the company. Started her career in IOC at Mumbai and worked in various offices of Tamil Nadu and Karnataka. She is not all work & no fun. She was active in sports as well. She has led her college volleyball team and won many accolades in state level tournaments. She works actively for Women Empowerment, visibility for women in leadership positions, etc. as Vice President of WIPS SR Chapter. She is married to an ex-marine engineer and has two well grown, educated & charming Children.



Ms Aparna M Eraiah, Treasurer-SR
Sr. DGM(IS) BEL

Ms Aparna M Eraiah is working as Sr DGM (Information Systems) and is the Head of IT Infrastructure for BEL, Bangalore Complex. She has an Engineering Degree in Computer Science and Technology from UVCE, Bangalore and MBA in Software Systems from Manipal University. She is a Certified SAP Technical Consultant and has been instrumental in the SAP Implementation at BEL since 2004. She is also a 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 and a firm believer in Empowerment of Women.



Mary Catherine Beena D. , Vice President-SR
Senior Manager (Works)-HAL

M.C Beena is a graduate in Civil engineering and has been with Hindustan Aeronautics Limited from the past two decades. She has served various capacities in her career as engineer in Project planning, Contract Management, Budgeting etc. During her tenure as divisional representative, EC member and Vice president of the Forum, she has played key role in planning, coordination and conducting Regional meet of Southern region at HAL. She has also steered the team WIPS-HAL in execution of various activities in line with SDGs which have impacted women and children of the society.



N.Bhanu,
GM(Training) Secty. WIPS-SR

With a career spanning over three decades at RINL, Visakhapatnam Steel Plant, I began as a Management Trainee in 1990, steadily advancing to the role of General Manager. I participated in the International Convention on Quality Control Circles in ICQCC2009 and ICQCC 2015.1 had the privilege of being invited as the session Chairman on the theme "Employee Creativity-Commitment towards Excellence" organized by the Northern India Chapter of INSSAN at the All India Creativity Summit held in July 2019 in New Delhi. I am an active life member of the Forum of Women in Public Sector (RINL-WIPS) and have served on its Managing Committee in various capacities. I played a key role in incorporating special provisions in sabbatical leave to enable women employees to avail themselves of the same for child care. At present, I am working as the Head of the Training Department in the capacity of GM (Training) at Vizag Steel, overseeing various training needs of the organization and the Skill Development Center.

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ACTIVITIES BY NORTHERN REGION

An onboard session of Women in Public Sector (WIPS) was conducted by Central Warehousing Corporation for the female employees. It was an initiation to motivate & encourage the female employees of Central Warehousing Corporation to create a work life balance. To create awareness about Women in Public Sector (WIPS), the Forum of Women in Public Sector (WIPS) which was created under the aegis of SCOPE on 12th February, 1990 with a Central Apex body at Delhi and four Regional Chapters. The objective of the session was parallel to the objective of Women in Public Sector (WIPS) which is as follows:

- To promote the Growth & Development of Women in PSUs.
- To assist the PSUs in harnessing the full potential of its women employees
- To play a catalytic role in improving the status of Women in and around Public Undertakings

The session was chaired by Ms. Sangeeta Ramrakhyani, first female Director (Personnel) of Central Warehousing Corporation, setting an example for all females in PSUs that consistency & hard work can reach you to heights



MMTC: Various sessions for the male/female employees during observance week(6th Dec to 9th Dec24)

Gender sensitization - creating a culture of respect and inclusion

This programme created awareness amongst male/ female employees about the act and also helped in creating a healthy environment . It was well received and widely appreciated by the participants (mix of male and female employees of age group of 35 to 55 years).



POSH act 2013 : Latest updates and case studies in various sectors

This session mainly focused on the POSH act and pictorial presentation for better understanding. Case studies were also discussed in detail. The program was well appreciated by the participants. The participants were mix of Officers and staff / male and females of age ranging between 30 years to 50 years.





The above various programs covered 70 approx officials of the company. It was felt that these programmes helped in creating healthy atmosphere and to ensure strict compliance of each provision of the Act for creating safe environment, free from sexual harassment for the working women.

ANITA GUPTRISHI
General Manager, MMTC

SwachhtaKit distribution under Swachhta Pakhwada by WIPS-RHQ

Ananya Kapur, GM(F), RHQ and WIPS Coordinator of Refineries Division)

With a view to make the Swachh Bharat Abhiyaan a great success, WIPS team of RHQ in association with RHQ-HR visited slum area of Jangpura, Delhi on the concluding day of the ongoing Swachhta Pakhwada fortnight and carried out a cleanliness drive. The purpose of the visit was to create awareness among residents, especially among women, about the need for and importance of hygiene & clean environment, to bring intense focus on the issues and practices of Swachhata and to promote the concept of "Clean India" by ensuring access to proper sanitation facilities for all. On this occasion, the residents including women and children undertook the Swachhata Shapath of contributing 100 hours per annum towards cleanliness. In order to maintain the personal hygiene of the residents, a Swachhta Kit comprising of bath soap, toilet soap, hand towel and tshirt was packed in reusable cloth bag and distributed among 90 odd residents by WIPS Coordinators Ms. Ananya Kapur GM(F), Ms. Chandrima Biswas SPJM, Ms. Minakshi Gaba, ES to ED(HSE) along with WIPS members of RHQ and RHQ-HR. The event was organized with the intent that every citizen of India will have an understanding about their responsibility of ensuring cleanliness and be motivated to join hands together to make this initiative a successful mission.

WIPS Forum of RHQ, BD, CO, VIM, COIS/ IIPMin association with Goonj extends support to flood affected families

Ananya Kapur, GM(F), RHQ and WIPS Co-ordinator Refineries Division

As part of Indian Oil Day celebrations and displaying our core values of Care and Nation First, WIPS team comprising of RHQ, BD, CO, VIM, COIS/IIPM organised donation cum collection drive in association with Goonj, a non-governmental organisation, from 12th August to 1st September 2024 at RHQ, BD, CO, VIM, COIS/IIPM and Noida Township. This is seventh such donation drive organised under the aegis of WIPS. Employees of RHQ, BD, CO and residents of township has given unprecedented contribution of items like used/underutilized bed sheets, curtains, blankets, clothes, woollens, toys, books, stationary, sweater, footwear etc. and made this drive a huge success. Keeping in mind the safety and welfare of all concerned during these unprecedented times, all the materials were received in closed / sealed packets and boxes.

Overwhelming response resulted in two truckloads of materials, which was handed over to Goonj to provide immediate support to flood affected families under their programme RAHAT - Floods.

The collected materials were dispatched off in the august presence of Dr T K Pattanayak, ED(HR), RHQ and was supported by senior officials Ms. Rashmi Tiru, CGM(HR) and Ms. Soma Chattopadhyay, CGM(T). Dr Pattanayak applauded WIPS team for taking forward the noble cause of donating and extending support to underprivileged people of our community. On behalf of WIPS, Ms. Ananya Kapur, GM(F), RHQ and WIPS Co-ordinator Refineries Division along with other Co-ordinators and Members coordinated the handing over of the materials to Goonj.

Goonj undertakes disaster relief, humanitarian aid and community development. Goonj uses the under-utilized and excess urban household material as a tool for rural development across the country- Using material as a powerful reward.

WIPS NR EC Meeting Group



Swachhta Kit distribution



Materials donated for Flood Relief to NGO Goonj



Swachhta Pledge Taking



Power Grid Launches 'Pink Substations' to Promote Gender Inclusivity and Empowerment



POWERGRID established Pink Substations in 2024 i.e. 20 /66 kV Chandigarh GIS Sub-station, 400/220 kV Tughlakabad GIS Sub-station, 400/220 kV Mariani substation in Jorhat district of Assam and 400/220 kV Yelahanka GIS Sub-station.

The Pink Substations initiative underscores Power Grid's commitment to fostering a diverse and inclusive workplace. These substations are exclusively operated and managed by women executives, reflecting the company's dedication to promoting gender equality.

This initiative aligns with Power Grid's recognition as one of the best places for women to work, consistently highlighted by industry benchmarks. By establishing women-led operations in traditionally male-dominated sectors like energy and infrastructure, Power Grid aims to inspire and empower women in leadership roles.

Through these efforts, the company not only enhances its operational capabilities but also sets a precedent for inclusivity, paving the way for a more equitable workforce in the future.

Women's day celebration across POWERGRID: 2024



At POWERGRID, International Women's Day is celebrated with great enthusiasm and pride, honoring the invaluable contributions of women in our workforce. The day is marked by a series of events and activities aimed at empowering and inspiring women employees. These include leadership talks, panel discussions, and workshops focused on career development, work-life balance, and health and wellness. POWERGRID also recognizes and awards outstanding achievements by women in various fields, reinforcing our commitment to gender equality and inclusion. The celebration serves as a reminder of our ongoing efforts to create a supportive and equitable work environment where women can thrive and lead. At POWERGRID, we believe that these programs are instrumental in developing a robust pipeline of women leaders who can drive the future of the energy sector. We are proud of our commitment to empowering women and promoting gender diversity at all levels of our organization.

Pooja Sehrawat

(Manager, Library, POWERGRID
(EC Member , NR- WIPS 2023-25)

AWARDS :-



POWERGRID recognised among Best Organisations for Women 2024



POWERGRID receives Special Jury Commendation at the FICCI Women Empowerment Awards 2023-24



POSH Training:-





New INITIATIVES of Team WCL



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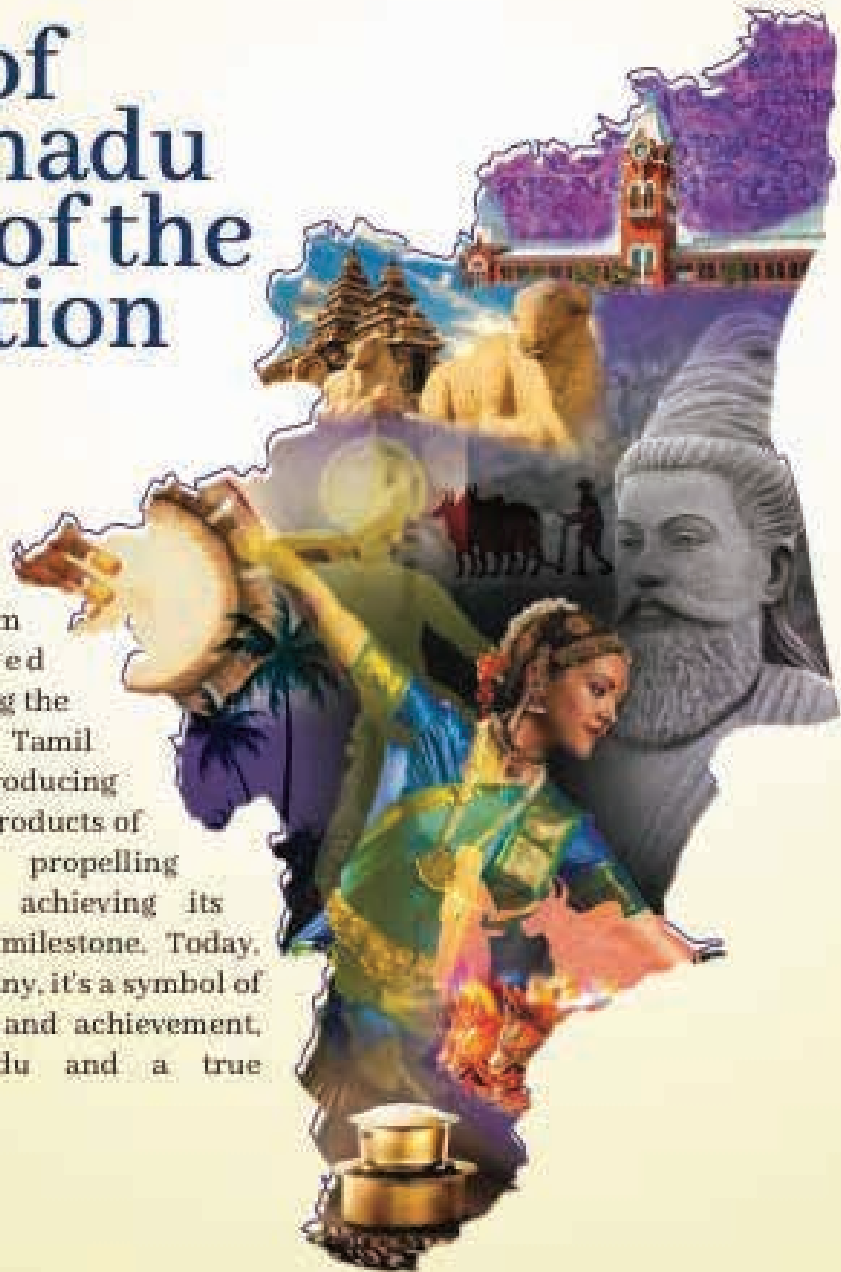
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ACTIVITIES BY EASTERN REGION

CENTRAL COALFIELDS LIMITED



Saplings distributed to the female employees and villagers in and around the vicinity of Ch Ramgarh under "Ek Ped Ma Ke Naam",- 19 oct 24.



Towards women empowerment medical camps organised in the schools to spread awareness on menstrual hygiene and anaemia. Oct 24 & a self-defence workshop organised among female school children to teach them the basics of self-defence.



Awareness session on sexual harassment of women in the workplace was organised at Central Hospital Ramgarh on 06.12.2024.



EASTERN COALFIELDS LTD.



Achievement at Inter company power lifting, weightlifting and bodybuilding competition 2024-25



Hemoglobin Test Camp



Safety Awareness Program



Children Nutrition Awareness

INDIAN OIL CORPORATION LTD.



Car Treasure Hunt



Film Competition



Women Led Businesses and Eye Check Up Short

CHILDREN'S DAY CELEBRATION



MAHANADI COALFIELDS LTD.



Picnic for Female Employees



Interactive Session with Director(HR)



Outstanding Sports Person Award Environmental



Hygiene and Community Welfare Efforts

GARDEN REACH SHIPBUILDERS & ENGINEERS LTD.



Conducts PAP smear test across units, for women employees through expert gynecologists from Apollo Hospital, Kolkata on Feb 24



On 16 May 24, WIPS, GRSE chapter organized a career counselling camp at EBD unit for underprivileged women who had attended a free medical camp



Empowerment & Awareness programs: GRSE WIPS cell conducted an insightful session "I seek respite" on workplace empowerment on 21 Jan 25



Awareness workshop on prevention of sexual harassment at workplace for trade apprentices and BOPTs on 30 May 24



GRSE celebrated Vanita (International Women's Day) 2024 on 06 Mar 24



Health Awareness session for women employees on 20 Mar 24





Awareness Workshop on 'Prevention of Sexual Harassment at Workplace' on 23 Feb 24



Team GRSE including secretary WIPS (Eastern Region), secured 11th position out of 120 teams from Indian PSUs that participated in the scope business quiz bonanza 2024 on 23 Apr 24



GRSE WIPS members participation at the 65th raising day on 19 Apr 24



GRSE celebrates family day- AHOBAN 24 on 14 Jan 24



GRSE celebrates family day- AHOBAN 25 on 19 Jan 25

NORTHEASTERN ELECTRIC POWER CORPORATION LIMITED

Health & Sustainability Programs

Girl Empowerment Mission

Computer Awareness

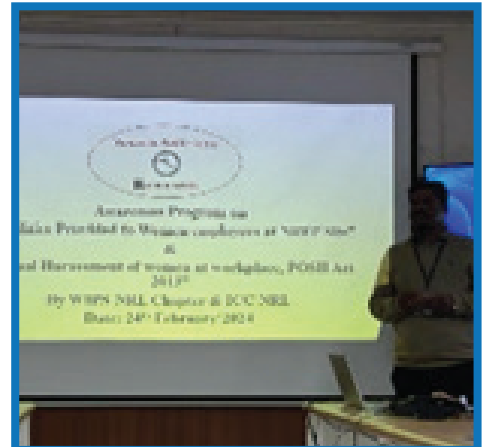


NUMALIGARH REFINERY LIMITED

Knowledge Sharing Session

Awareness Programs

Awareness Programs On POSH



OIL INDIA LTD.

Outbound Training Program At Rishikesh For WIPS Members



THE SHIPPING CORPORATION OF INDIA LTD.

CANCER AWARENESS SESSION



EMPOWERING WOMEN IN PUBLIC SECTOR

BEML has been one of the pioneer organisations in implementation of a culture of Diversity, Equity, Inclusion & Belonging for its employees.

We have empowered women employees to take up leadership roles. BEML has also invested into professional development of women employees by nominating them into several trainings and workshops.

EMPOWERMENT INITIATIVES TAKEN



The organising committee for BEML Foundation Day was constituted by women employees only.

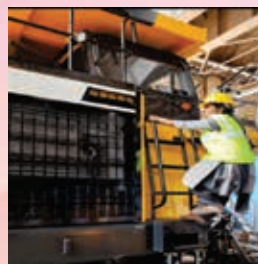


Our manufacturing unit at Palakkad has special assembly line called "Pink Line" where our exclusive women employees work towards nation building.

NOTABLE ACHIEVEMENTS



Neeraja P, QE Engineering Executive, participated in the prestigious International Quality Circle Competition (IQCC) and won the esteemed Gold Award. This achievement is a testament to the company's dedication to quality excellence and its ability to compete at an international level. The gold award is a remarkable recognition of her expertise and the company's quality standards.



Muthuselvi J, skilled in leading cross functional teams, developing & implementing quality management system and fostering strong relationship with customer & stake holders. She has got expertise in ISO 9001:2015 & ISO systems and has been maintaining a systematic approach on her work & developing crew members down the line in the same pace.



BEML was selected and recognized as one of the top companies excelling in women in STEM 2024. The award was received by Ms. Gayathri PV, CGM, Quality and her team.



BEML received Golden Peacock Award in HR Excellence for the Engineering category. The presentation on the best practises of HR was made by Ms. Monideepa Roy, DGM (HR) in Taj Lands End, Mumbai.

GENDER EQUALITY

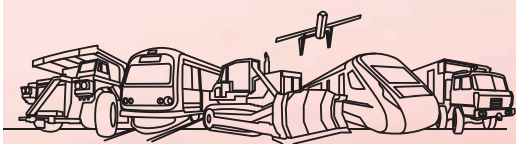


Female employees were given the option of choosing uniform – Pants & Shirts, Saree, Salwar & Kurta.

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ACTIVITY REPORT OF WIPS WESTERN REGION

AWARDS TO WESTERN REGION DURING NATIONAL MEET 2024

We are thrilled to announce that WIPS Western Region has been awarded the Largest Membership Award at the 34th National Meet! This prestigious honor was bestowed upon them at the event held at HAL, Bangalore on February 12-13, 2024. This achievement is a testament to the dedication and hard work of the WIPS Western Region team.



Western Region has been conferred with the prestigious Best Region Award! This honor was bestowed upon them during the 34th National Meet, held at HAL, Bangalore on February 12-13, 2024. The award recognizes the region's outstanding activities and achievements from January 2023 to December 2023. The award was graciously received by the region's President, Secretary, Vice President, Treasurer, and EC Members.

The Western Region's newsletter has been recognized as the best among all the regions, earning top honors at the 34th National Meet. This prestigious award was presented during the event held at HAL, Bangalore on February 12-13, 2024.



In addition to the Western Region's own accolades, several organizations under its umbrella also received prestigious awards during the 34th National Meet. These organizations, including HPCL, IOCL, RCF, SECL, and WCL, were honored with Best Enterprise Awards in various categories.

REB Meetings

The Shipping Corporation of India (SCI), Mumbai, hosted the 7th and final Regional Executive Body (REB) meeting of WIPS Western Region for 2023-24 on March 16, 2024. The meeting drew 17 RFC/REB members, who engaged in a productive discussion.

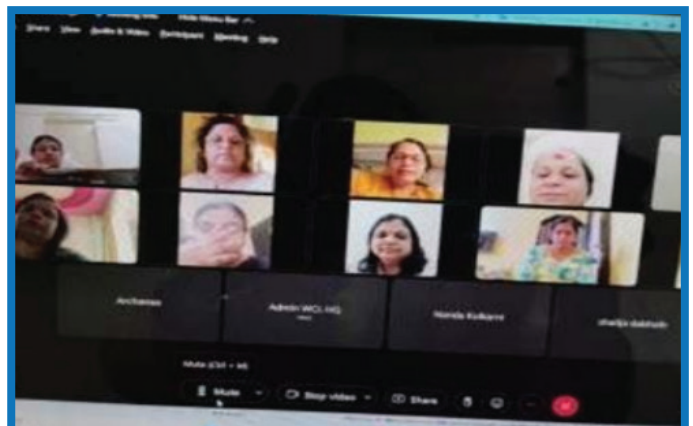
A significant highlight of the meeting was the sharing of experiences and best practices in celebrating International Women's Day across various organizations. Each member present delivered a brief presentation, showcasing the diverse initiatives and events organized to commemorate this special day. The meeting provided a valuable platform for knowledge sharing, fostering camaraderie, and reinforcing WIPS' commitment to empowering women in the workplace.



The first Regional Executive Body (REB) meeting of WIPS Western Region for 2024-25 was successfully held virtually on June 1, 2024. The meeting drew 17 REB/RFC members, who actively participated in shaping the region's strategy for the upcoming year.

A key highlight of the meeting was the detailed discussion on the action plan for 2024-25. Members collaboratively worked on preparing a comprehensive framework, outlining the region's objectives, initiatives, and timelines. This exercise ensured a unified approach and clear direction for the region's activities and programs in the year ahead.

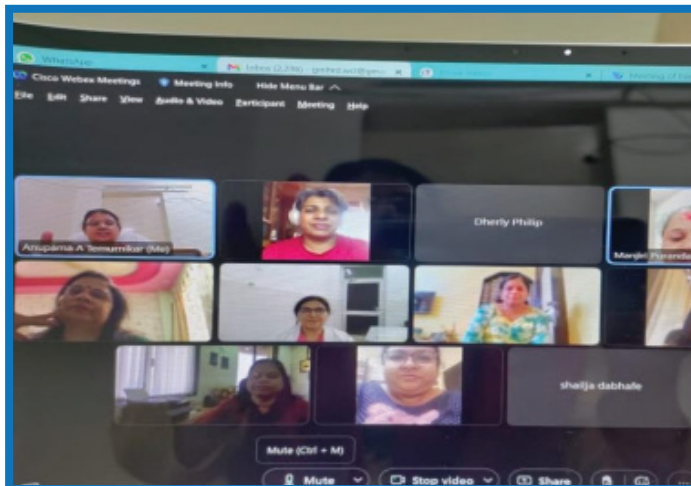
The second Regional Executive Body (REB) meeting of WIPS Western Region for 2024-25 took place virtually on July 13, 2024. The meeting saw active participation from 18 REB/RFC members. A key agenda item was the discussion on the upcoming non-executive training program, scheduled to be hosted by ECGC, Mumbai. The meeting decided on the participation of two esteemed REB members, Dr. Anupama Dubey and Dr. Kirti Sathaye, as faculty members for the training. They will share their expertise on vital topics such as, Cardio-Pulmonary Resuscitation (CPR), General Health Awareness, Work-Life Balance.



REB Meetings

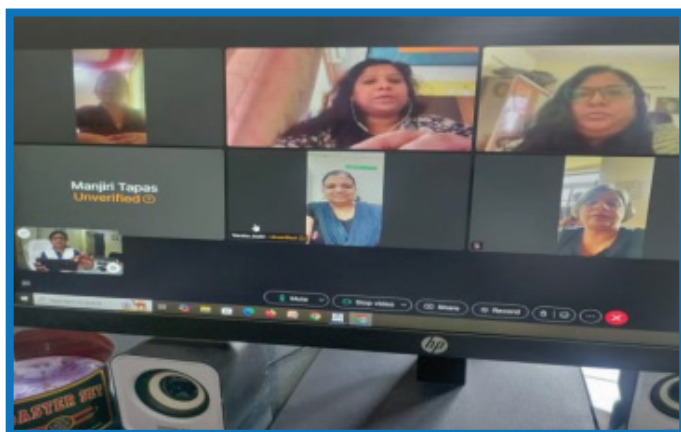
The third Regional Executive Body (REB) meeting of WIPS Western Region for 2024-25 was successfully hosted by NPCIL, Mumbai on September 21, 2024. The meeting drew 17 REB/RFC members, along with Ms. Varsha Rout, President of APEX.

The 4th REB meeting for 2024-25 was held virtually on October 26, 2024. 12 REB/RFC members and Ms. Varsha Raut, President APEX, attended.



The 5th Regional Executive Body (REB) meeting for 2024-25 was held virtually on November 9, 2024. Twelve REB/RFC members attended the meeting to finalize arrangements for the upcoming 32nd Regional Meet.

The 6th Regional Executive Body (REB) meeting for 2024-25 was organized at Nagpur to finalize the minute-to-minute program of the 32nd Regional Meet, scheduled for November 30, 2024. Attended by 16 REB/RFC members and Ms. Varsha Raut, President of APEX, the meeting focused on reviewing the preparations and assigning tasks. Committees submitted their reports on allotted responsibilities, ensuring a well-coordinated and successful event.



CGB Meetings

A crucial Central Governing Body (CGB) meeting was organized in Bangalore on February 11, 2024, in preparation for the 34th National Meet. The meeting focused on finalizing the minute-to-minute program of the National Meet, with in-depth discussions ensuring a well-planned event.

The First CGB Meeting of 2024-25 took place at IOCL, Chennai on May 17, 2024. During this meeting, key discussions revolved around the expenditure and other crucial aspects of the 34th National Meet. Additionally, the proposed draft of the Charter was meticulously examined in detail, laying the ground work for future events and outlining the organization's objectives and principles.



The second Central Governing Body (CGB) meeting took place at Bharat Electronics Limited (BEL), Pune on September 26, 2024. Key discussions centered around the financial aspects of the 34th National Meet, including expenditure and receivables. The meeting also focused on preparations for the 35th National Meet, scheduled to be organized by the Northern Region (NR).

The third Central Governing Body Meeting was held virtually on 19.12.2024. Matter regarding ensuing 35th National Meet, which is to be held at New Delhi and hosted by Northern Region was discussed in detail.

CSR ACTIVITY BY WESTERN REGION

As part of its Corporate Social Responsibility (CSR) initiative for 2023-24, WIPS Western Region conducted a philanthropic activity at Manav Seva Sangh, Mumbai. This esteemed organization provides a safe haven for orphaned girls.

On March 16, 2024, WIPS Western Region visited Manav Seva Sangh and distributed school shoes to the resident girls. This gesture aimed to bring smiles to the faces of these young girls and support their educational journey.



FAREWELL TO RETIRED MEMBERS OF WESTERN REGION

Ms Mallika Shetty, former Secretary & Vice President of WIPS APEX 2021-23 was given farewell on 21.09.2024 during the REB Meeting held at NPCIL, Mumbai. Ms Mallika superannuated on 30th September 2023 from Shipping Corporation of India as General Manager. Ms Varsha Raut, President APEX was also present during the farewell.

Farewell was organised for Ms Namita Dikshit, Former Secretary, WR and Ms Thresa Almeida, Former REB Member, WR on 29-11-2024 at WCL, Nagpur for their superannuation from the services of SECL and IOCL respectively. This was also attended by Ms Varsha Raut, President, APEX.



TRAINING FOR NON EXECUTIVE CADRE WIPS LIFE MEMBERS

On August 10, 2024, WIPS Western Region conducted a one-day training program exclusively for its Life Members from the non-executive cadre. The engaging session, held at ECGC, Mumbai, focused on three vital topics: "CPR, Cancer Awareness, and Work-Life Balance."

The expert faculty comprised Dr. Kirti Sathaye, Coordinator, RCF, Dr. Anupama Dubey, REB Member, SECL, and Ms. Anupama Temurnikar, President, Western Region. The comprehensive training provided participants with in-depth knowledge and hands-on experience.

Thirty-seven female employees from various organizations within the Western Region attended this enriching session. The event was graced by President APEX, Ms. Varsha Raut, and Western Region's President, Ms. Anupama Anand Temurnikar, Secretary, Ms. Manjiri Purandare, Treasurer, Ms. Vandana Atram, and REB Members.



TRAINING FOR EXECUTIVE CADRE WIPS LIFE MEMBERS

On September 21, 2024, NPCIL, Mumbai, hosted a one-day training program tailored for Executive Cadre WIPS Life Members from various organizations within the Western Region. Renowned faculty Dr. Anonna Guha shared valuable insights on the topic "Mental Well Being and Growth through Art." Over 35 female executives from esteemed organizations such as BHEL, ECGC, HPCL, IOCL, NPCIL, ONGC, RCF, SCI, SECL, and WCL attended this engaging session. The program was also graced by esteemed guests, including Ms. Varsha Raut, President APEX, Ms. Anupama Anand Temurnikar, President WR, and other key office bearers and EC members of WR.



ESSAY AND SLOGAN COMPETITIONS

The Western Region organized an Essay and Slogan Competition for WIPS members across the region, which received an enthusiastic response from all life members and WIPS Cells of PSUs under Western Region.

The competitions were held at the organization level from October 15 to 30, 2023. The winners names were submitted to the Western Region by October 30, 2023. The final round was conducted online on November 30, 2023.

Notably, both competitions were held separately in Hindi and English languages

The final results are as follows:

ENGLISH ESSAY

FIRST
SECOND

KRITANJALI PAL
JANHAMI KURVE

SECL
WCL

HINDI ESSAY

FIRST
SECOND

OMNA PRIYA
NITI KOUR

RCF
SECL

ENGLISH SLOGAN

FIRST
SECOND

MS PARVEEN BANO
S MAHALAKSHMI

IOCL
ECGC

All the winners were awarded during 32nd Regional Meet of Western Region held on 30.11.2024 at Nagpur.



32nd REGIONAL MEET

The 32nd Regional Meet of WIPS Western Region was successfully organized at Sanskritik Bhawan, WCL, Nagpur on November 30, 2024. The event was graced by esteemed dignitaries, including:

- Chief Guest: Shri Jaiprakash Dwivedi, Chairman cum Managing Director, Western Coalfields Limited, Nagpur.
- Guests of Honor: - Shri AK Singh, Director (Technical), WCL, Shri Bikram Ghosh, Director (P/F), WCL
- Shri Ajay Madhukar Mhetre, Chief Vigilance Officer, WCL



The theme of the meet, "Mental Health & Wellness – A Key to Success," resonated deeply with the 215 participants from across the Western Region, representing PSUs from Gujarat, Maharashtra, Goa, Madhya Pradesh, and Chhattisgarh.

AWARDS



The inaugural session commenced with the WIPS pledge, led by Ms. Vandana Atram, Treasurer, WR. Ms. Anupama Anand Temurnikar, President, WIPS, WR, delivered the welcome address. Ms. Sugandha Patil, Joint Secretary, WR, elaborated on the theme of the meet, setting the tone for the event.



Chief Guest Shri Jaiprakash Dwivedi, Chairman cum Managing Director of Western Coalfields Limited, Nagpur, commended the Western Region's initiatives and praised the active participation of PSU representatives in WIPS activities during his address. His encouraging words acknowledged the dedication and enthusiasm of the participants, fostering a sense of community and motivation among the attendees.

Awards for Best Activities performed by the PSUs, during the period October 2023 to September 2024 were also presented , details of which is as follows :

First - Western Coalfields Limited (WCL)



Second – South Eastern Coalfields Limited (SECL)



**Shipping Corporation of
India Limited (SCI)**

Third

**Indian Oil Corporation
Limited (IOCL)**



**Oil & Natural Gas
Corp.Ltd (ONGC)**

Consolation

**Rashtriya Chemicals &
Fertilizers Ltd (RCF)**



**Hindustan Petroleum
Corp.Ltd (HPCL)**

**Award of
Appreciation**

**Nuclear Power Corporation of
India Ltd (NPCIL)**



**Export Credit Guarantee Corp.of
India Ltd (ECGC)**

**Mazgaon Dock Shipbuilders
Ltd (MDL)**



Inaugural session ended with formal vote of thanks by Ms. Manjiri Purandare, Secretary, WR. Four Working sessions were organized as per following details:-

Session I The Key to a Healthy Life is having the Healthy Mind

Session II Experiential Healing

Session II Mindfulness

Session IV Don't hesitate to meet me (Coping with Stress & Anxiety)

Program ended with small cultural program presented by WCL WIPS members,



UNDERGROUND COAL MINE VISIT BY REB MEMBERS OF WR

On November 29, 2024, the Regional Executive Body Members of Western Region undertook a fascinating visit to the Saoner Underground Coal Mine of Western Coalfields Limited (WCL). This industrial tour was meticulously organized to provide the members with a comprehensive understanding of the coal mining operations.



Following the insightful mine visit, the Regional Executive Body (REB) members of Western Region proceeded to explore the picturesque Eco Park developed by Saoner Mine of Western Coalfields Limited (WCL). This serene oasis, nestled amidst the industrial landscape, showcased the mine's commitment to environmental sustainability and ecological balance.

The REB members were impressed by the park's lush greenery, vibrant flora, and tranquil ambiance, which provided a striking contrast to the industrial surroundings. The Eco Park's thoughtful design and meticulous maintenance reflected WCL's dedication to minimizing its environmental footprint and promoting eco-friendly practices.

The visit to the Eco Park served as a fitting conclusion to the REB members' industrial tour, highlighting the importance of balancing industrial growth with environmental responsibility.



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ACTIVITIES BY WIPS SOUTHERN REGION

Bharat Earth Movers Limited

The ladies of BEML KGF under the aegis of WIPS forum visited Happy Home Orphanage. The team was engaged in interactive and creative activities with the children and also served a delightful and nutritious breakfast, which the children thoroughly enjoyed the program.



The Basic Life Support (BLS) training program was conducted on 9.12.2024, organized by WIPS, BEML LTD, KGF, in collaboration with Sparsh Hospital. The program was to empower the community with the knowledge and skills to respond confidently in medical emergencies.



Hindustan Aeronautics Limited

ANIMAL HEALTH CAMP & ENVIRONMENT CONSERVATION – FOREST CREATION BY DISPERSION OF SEED BALLS :

As the part of CSR Activity, A special Animal health camp was organised by WIPS-HAL on 14th December 2024 at Hulivana village, Mandya District of Karnataka in coordination with Animal Husbandry department of Mandya District led by Dr.Suresh (Dy Dir of Veterinary Dept) along with team of doctors and support staff. Around 150 animals were benefited by the camp. Medicines were administered and distributed to the owners.

HAL –WIPS in coordination with the University of Agricultural Sciences -Mandya , conducted Forest creation program by dispersion of around 1000 Nos of seed balls at Melkote Forest Area on 14th December 2024. It is one method which is more affordable, sustainable and effective conservative tool for establishing vegetation in difficult areas.



CANCER AWARENESS & SUSTAINABLE MENSTRUATION PROGRAMs:

A training program was organised on 10th December 2024 by WIPS-HAL on the topic "Awareness on ONCOLOGY" by Dr. Seema Rao, Director of Education & Research, Bangalore Hospice trust and head Karunashraya Institute for Palliative care Education and Research: Bengaluru & Bhubaneswar. Around 100 lady employees were benefited by this awareness program.



Indian Oil Corporation(IOCL) :

WIPS-IOCL conducted various activities for Social cause of Society.

- Support of Rs 50,000/- extended to Winning Birds Charitable Trust which is promoted by physically challenged women from weaker section of the society where in they had a collection of Rs 25,000/-.
- Rs.15,000/- to Smt.Viji Santosh for cancer treatment.
- Rs.25,000/- worth sports equipments contributed to Ms.Madonna Special School cum Residential Home for the Mentally Challenged
- Sponsored food to old age home.



Kudremukh Iron Ore Company (KIOCL) :

An In-house session on Reducing Stress, Increasing Focus & Promoting overall wellbeing of Employees was organized to all the employees on 21st December at Pellet Auditorium, Corporate Office, Bengaluru. The session was conducted by Ms. Revathi Hariharan from M/s Heartfulness, Bengaluru Smt B Ananthalakshmi, AGM (Projects) and Presiding officer, Internal Complaints Committee organised a meeting on Prevention and Redressal of Sexual Harassment of Women at Workplace on 07.12.2024 with ICC members and other women employees at Bengaluru. Meeting was preceded by Smt Hemalatha Mahishi, Sr. Advocate of High Court of Karnataka Member from NGO, Malleswaram at Bengaluru.



MADRAS FERTILIZERS LIMITED(MFL):

MFL conducted various programs related to Sports', Wellness for Lifestyle change and also program on environment conservation.



Mangalore Refinery and Petrochemicals Limited(MRPL)

Millet distribution , Diwali and Mahaparinirvana Diwas Celebrations and Ek Ped Maa Ke Naam' drive WIPS-MRPL members participated in the millet distribution activity at schools and hospital as part of CSR activity on 05.11.2024. WIPS – MRPL members participated in the Diwali celebration at MRPL in the month of October 2024.



To support 'Ek Ped Maa Ke Naam' drive, WIPS-MRPL members involved in distribution of tree samplings to common public, Panchayat offices and Government Schools in the month of September and October 2024.

Create Your Own Sunshine

In the garden of life, where shadows may fall,
Rise, O woman, heed the call.
With courage as boundless as the sky,
Let your spirit soar, let your heart fly high.

Through valleys of doubt, past mountains of fear,
You hold the power, the light is near.
No storm can quench your radiant might,
For you, dear woman, are born of light.

In every step, with strength and grace,
You carve your path, you set your pace.
The world may cloud, but still you shine,
A beacon of hope, a force divine.

In the face of adversity, be steadfast, be bold,
For your light is precious, a treasure untold.
Create your own sunshine, let it blaze bright,
A guiding star in the darkest night.

So, rise with passion, let no dream be small,
For you are the sun, the moon, and it all.
Celebrate your journey, your power, your voice,
In your brilliance, the world will rejoice.



Rekha Pandey

General Manager(Personnel)
Central Coalfields Limited
Vice President, WPS-ER

English Essay Competition

English Essay - 1

“There is no path to Happiness, Happiness itself 'is a path’”



Kritanjali Pal
ORG. - SECL HO

The quest for happiness is as old as humanity itself. Throughout history, people have pursued` wealth, fame, power and love, believing these achievements would finally bring them joy and fulfilment. However, the phrase "there is no path to happiness, happiness itself is a path" encapsulates a powerful truth: happiness is not something we reach at the end of a journey but something we cultivate along the way. This concept invites us to redefine happiness not as a destination to be arrived at, but as a way of living that can be realised here and now.

One of the fundamental problems in our modern understanding of happiness is that it is often tied to external circumstances. Society frequently teaches us that happiness depends on specific achievements, such as a high - paying job, a perfect relationship, or social status. Yet, history and psychology alike show that these outer symbols of success rarely guarantee lasting contentment. Despite extraordinary accomplishments, many people feel a sense of emptiness, as though happiness is always a step out of reach. This paradox suggests that happiness is not found in the things we possess or achieve, but in the way we live and engage with the world.

Seeing happiness as a path emphasizes the importance of mindfulness, the practice of being present and fully engaged in each moment. When we are mindful, we stop postponing happiness and instead find joy in everyday moments - a conversation with a friend, the sound of birdsong or the pleasure of learning something new. Happiness, when viewed as a path, encourages us to live in the present and appreciate life as it unfolds rather than constantly reaching for a distant future. This approach fosters a richer, deeper experience of life, as we learn to value each moment as part of the journey.

Viewing happiness as a path also encourages resilience and flexibility. Life is unpredictable, filled with both triumphs and setbacks, joys and sorrows. If we treat happiness as dependent on internal achievements, it becomes fragile and can disappear as soon as circumstances change. However, when happiness is a way of life, it endures even through difficult times, as it is based on an internal state of contentment, acceptance and gratitude. This resilient form of happiness allows us to face life's challenge without losing our sense of balance and purpose.

This perspective also leads to a shift from self-centred pursuits to a focus on meaningful connections with others. Studies show that human beings find deep happiness in acts of kindness, empathy and service. When we make happiness a path, we naturally seek to enrich the lives of others, creating a ripple effect that enhances our communities and strengthens our relationships. Happiness becomes a shared experience that connects people, fostering mutual support, compassion and understanding. The inter- connectedness brings a sense of belonging and purpose that is both rewarding and sustainable.

To be clear, viewing happiness as a path does not mean abandoning ambitions as goals. Setting meaningful objectives and aspiring for growth is a part of fulfilling life. However, when happiness itself is the path, we approach these goals with an attitude of appreciation and contentment, seeing them as steps in a journey rather than the sole sources of joy. This mindset encourages us to celebrate our progress and find satisfaction in the process, rather than postponing happiness until we reach a specific endpoint.

In conclusion the idea that " There is no path to happiness, happiness itself is a path" calls for a transformative approach to life. It encourages us to find joy and fulfilment in the present to build resilience and to connect meaningfully with others. By living this way, we can experience happiness not as a fleeting feeling or a distant goal, but as an ongoing state of being. Ultimately, making happiness a path allows us to live more balanced, purposeful lives, where joy, gratitude, and compassion guide us every step of the way. This is not a destination.

English Essay - 2

“Happiness is not what makes us grateful but gratefulness makes us happy”



Janhavi Milind Kurve
organisations WCL, HQ,
Nagpur

In today's global growing world, people are busy in their day to day hustle bustle running towards growth and are considering this juggling would as their happy place.

Happiness, a universal pursuit, has long been considered an elusive destination. We assume that happiness lies in reaching a destination, in simple words achieving our desired goals at the end of a long winding broad, filled with challenges and obstacles. However what if happiness isn't a destination at all? what if happiness itself is the path?

This profound concept challenges our conventional thinking. we typically associate happiness with external factors such as: wealth, success, relationships or material possessions. we believe that once we attain these things, happiness will follow. But this approach often leads to disappointment.

This can be understood as, true happiness arises from within. It's a mindset, a choice and a journey. Happiness is the culmination of moments, experiences, and decisions, that bring us joy, contentment and fulfilment. Its the path we tread everyday not the destination we reach. Embracing happiness as a path require

- Presence over anticipation:
Focus on the present moment. rather than waiting foy a future event to bring us happiness.
- Inner peace oner external validation:
Cultivate inner peace self-awareness and self-acceptance. Self-acceptance and inner peace are ready path to happiness.
- Gratitude over expectation:
Gratitude brings us peace. Appreciate what you have rather than constantly desiring more
- Mindfulness over distraction
Live in the moment, fully engaged with your thoughts, emotions. and surroundings.
- Self-care over Self Sacrifices:
Priorities your well-being taking care of your physical, emotional and mental health.

By recognising happiness as a path, we release the pressure to achieve an elusive goal, focus on the journey and not the destination, we can discover joy in everyday moments by doing so, we can radiate positivity inspiring others.

Conclusion:

Happiness is not Something we find, it if something we cultivate. By embracing happiness as a path, we can transform our lives into a journey of purpose, fulfilment and joy.

“The present moment is the only moment available to us. Be happy in the moment.”

Hindi Essay - 1



Niti Kour
Area-BSPR Area SECL

“ प्रसन्नता का कोई मार्ग नहीं, प्रसन्नता ही मार्ग है”

1. परिचय
2. प्रसन्नता का सार
3. सामाजिक दबाव व खुशी की तलाश
4. प्रसन्नता को टालने के परिणाम
5. प्रसन्नता को एक मार्ग के रूप में अपनाना
6. निष्कर्ष: प्रसन्नता की ओर यात्रा

1. परिचय— “खुशी का कोई रास्ता नहीं है खुशी ही रास्ता है” यह पंक्ति यह बताती है कि खुशी कोई मंजिल नहीं है जिसे पाया जा सके, खुशी एक यात्रा है जिसका अनुभव किया जाना चाहिए। यह गहन कथन व्यक्तियों के भविष्य के उपलब्धियों या उपलब्धियों के खुशी को टालने के बजाय हमें रोजमर्रा की जिंदगी में आनंद और पूर्णता के लिए प्रोत्साहित करता है। ऐसी दुनिया में जहाँ सफलता की खोज अक्सर संतोष की खोज पर हावी हो जाती है और जिससे हमें अपनी प्राथमिकताओं और दृष्टिकोण पर पुनर्विचार करने के लिए प्रोत्साहित करता है।

* मुख्य विचार :- खुशी का कोई रास्ता नहीं है, खुशी ही रास्ता है इस उद्धरण से हमें अपने भविष्य की सफलताओं का इंतजार करने के बजाय रोजमर्रा के जिंदगी में आनंद से रहने के लिए प्रेरित करता है।
→ संदर्भ: यह ऐसी आग मानसिकता को चुनौती देता है जिस पर सफलता को संतोष में अधिक प्राथमिकता दी जाती है।
* मुख्य बात: हमें अपने जीवन की प्रथमिकताओं पर पुनर्विचार करना और दैनिक अनुभवों की अपनाना चाहिए। ऐसी कार्यों की करना चाहिए जिससे वर्तमान में आनंद मिले।

2. प्रसन्नता का सार:- यह मूल उद्धरण इस बात पर जोर देता है कि खुशी एक अर्न्तनिहित गुण है जिसे हम अपने दैनिक अस्तित्व के रूप में अपनाना चाहिए। और यह हमें यह सुझाव देता है कि हमें अपनी कार्यों को और सफलताओं जैसे, करियर में उन्नति, वित्तीय स्थिरता एवं सामाजिक मान्यताओं के प्रति अपने दृष्टिकोणों, विचारों और कार्यों के माध्यम से पोषित करना चाहिए।

भगवत गीता हमें सिखाती है कि सच्चा सुख आत्मसाक्षात्कार हमारे मूल्यों और धर्म के अनुसार जीवन जीने में उत्पन्न होती है।

दलाई लामा द्वारा जी यह कथन दिया गया है।
“खुशी कोई पहले से बनाई गई चीज नहीं है,
यह आपके अपने कार्यों से आती है।”

3. सामाजिक दबाव व खुशी की तलाश:- समकालीन समाज में अक्सर लोग बाहरी उपलब्धियों के लिए खुशी को समान के जाल में फंस जाते हैं जिसमें कई कारण जिम्मेदार हो सकते हैं:-

* उपभोक्तावाद :- भौतिक संपत्तियों के लिए लोग बाहरी उपलब्धियों को खुशी के रूप में लेते हैं। और विज्ञापन इस धारण पर जोर देता है फिर चाहे अधिक पाना जैसे नवीनतम स्मार्टफोन या लगजरी कार। लेकिन कई अध्ययनों के मुताबिक बताया गया है कि एक निश्चित समय के बाद बढ़ती संपत्ति का बढ़ती हुई खुशी से कोई संबंध नहीं होता है।

* सोशल मीडिया: इंस्टाग्राम व फेसबुक जैसे प्लेटफॉर्म पूर्णता का भ्रम पैदा करते हैं। जिससे व्यक्ति अपने जीवन की तुलना दूसरे के द्वारा प्रस्तुत संस्करणों से करने लगता है जिससे अपर्याप्तता और असंतोष की भावना पैदा होती है। और खुशी को हमेशा के लिए टाल दिया जाता है।

→ सांस्कृतिक अपेक्षाएँ :- सामाजिक मानदंड में व्यक्ति अपनी अपेक्षाओं पर जोर देता है जैसे-विवाह, करियर की सफलता और माता-पिता बनाना। इस अपेक्षाओं के लिए व्यक्ति सामाजिक दबाव महसूस करता है। और अपनी इच्छाओं और आनंद की उपेक्षा करता है।

→ असफलता का डर: सामाजिक मानकों को पूरा न कर पाने से भी लोगों के बीच असफलता का डर बना रहता है। विकास को एक चुनौती के रूप में लेने से खुशी टालने के लिए प्रेरित करता है।

4. प्रसन्नता को टालने के परिणाम :- प्रसन्नता को दूरगामी लक्ष्य के रूप में देखने के कई कारण हो सकते हैं जो इस प्रकार हैं!-

* बढ़ता तनाव : भविष्य के लिए निरंतर प्रयास करते रहने से क्रोनिक तनाव व चिंताएं बढ़ती हैं। विश्व स्वास्थ्य संगठन के अध्ययन द्वारा बताया गया है कि मानसिक तनाव स्वास्थ्य से लगभग 7.5: भारतीय ग्रसित है जिसमें तनाव एक महत्वपूर्ण योगदानकर्ता है।

* जीवन संतुष्टि में कमी:- वर्ल्ड हैप्पीनेस रिपोर्ट 2023 के द्वारा बताया गया है कि जीवन में संतुष्टि के मामले में 146 देशों में भारत 136वें स्थान पर है जिससे यह साबित होता है कि कई लोग जीवन संतुष्टि के लिए संघर्ष कर रहे हैं।

* तनावपूर्ण रिश्ते:- आजकल रिश्ते में भी बहुत तनाव देखा जा रहा है और लोग प्रसन्नता से दूर होते जा रहे हैं।

5. प्रसन्नता को एक मार्ग के रूप में अपनाना : प्रसन्नता को एक लक्ष्य के बजाय एक मार्ग के रूप में अपनाने से व्यक्तियों के कई व्यावहारिक रणनीतियाँ हो सकती हैं।

* माइंडफुलनेस अभ्यास: माइंडफुलनेस अभ्यास में शामिल होने से व्यक्ति अपने दैनिक अस्तित्व पर सकारात्मक अनुभव कर सकता है। विपश्यना तकनीक से व्यक्ति बिना किसी निर्णय के अपने विचारों का निरीक्षण कर सकता है। जिससे आंतरिक शांति मिलती है।

* कृतज्ञता जर्नलिंग: कृतज्ञता जर्नलिंग अपनाने से व्यक्ति सकारात्मक अनुभव करता है और तनाव को कम करता है।

* जीवन को सरल बनाना : जीवन में भौतिक संपत्ति और प्रतिबद्धताओं दोनों में न्यूनतमवाद को अपनाना जिससे तनाव कम होता है और खुशी बढ़ती है।

→ रिश्तों को पोषित करना:- परिवार और दोस्तों के बीच सार्थक संबंध बनाना जिससे भावनात्मक खुशहाली बढ़ती है।

* जुनून का पीछा करना: ऐसी गतिविधियों में शामिल होना जिससे हमें आन्त्रिक प्रसन्नता मिलती है जैसे – पेटिंग करना, नृत्य करना, बागवानी करना इससे वर्तमान के क्षणों में आनंद मिलता है।

* विकास की मानसिकता अपनाना : चुनौतियों को विकास के अवसर के रूप में अपनाना और भविष्य के लिए सफलता को प्राथमिकता देना।

6. निष्कर्ष – प्रसन्नता की ओर यात्रा:-

“खुशी का कोई मार्ग नहीं, खुशी ही मार्ग है यह उदाहरण एक शक्तिशाली अनुस्मारक के रूप में कार्य करता है और खुशी कोई अंतिम मंजिल नहीं है बल्कि हमारे दैनिक अस्तित्व का अभिन्न अंग है।

जिसमें महात्मा गांधी द्वारा यह कथन भी दिया गया है:-

“खुशी तब होती है, जो आप सोचते हो, कहते हो, करते हो, जब सब एक साथ हो।”

रवीन्द्रनाथ टैगोर द्वारा भी कथन दिया गया है कि..

“जीवन में जो चीजें सबसे सरल होती हैं, वहीं सबसे असाधारण होती हैं।”

हमें प्रसन्नता को एक जीवनशैली के रूप में अपनाना चाहिए।

Hindi Essay - 2



Omna Priya
RCFL

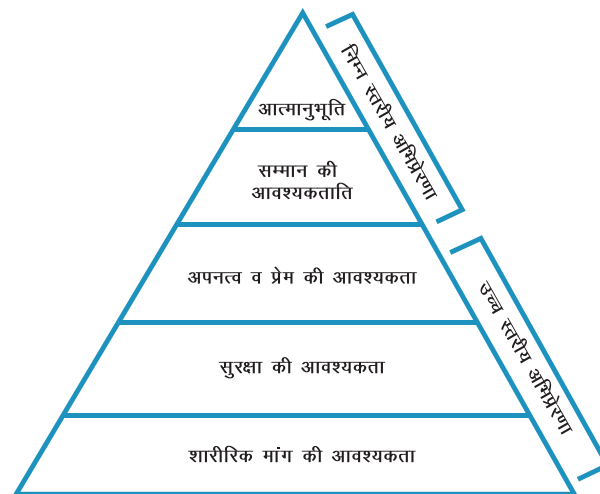
संस्कृत में एक श्लोक है— “वदनम् प्रसाद सदनम्, सदयम् हृदयम् सुधमुचो वाचः। करणं परोपकरणं येषां केषां न ते वन्द्याः। अर्थात् जिनके मुखमण्डल पर सदैव प्रसन्नता विराजमान रहती है जो अपने जीवन में शान्त संतुष्ट, और प्रसन्नचित रहते हैं। जो प्रसन्नता को अंतिम लक्ष्य न मानकर निरंतर उसको महसूस करते हैं। वे लोग इस ससार में वंदनीय हैं, धन्य हैं और पजनीय हैं। क्योंकि संसार में स्वर्ग की स्थापना उन्हीं के कर कमलों से संभव होती है जो प्रसन्न होते हैं।

तो यह प्रश्न उठता है, कि वास्तविकता में प्रसन्नता क्या है?

महान विचारक अरस्तु के शब्दों में “प्रसन्नता हम पर ही निर्भर करती है” प्रसन्नता एक ऐसी भावना है जो किसी व्यक्ति के जीवन के कई पहलुओं से प्रभावित होती है। इसमें व्यक्ति के शारीरिक और मानसिक स्वास्थ्य, उसकी व्यक्तिगत और व्यवसायिक उपलब्धियाँ और उसके जीवन के अर्थ व उद्देश्य सम्मिलित हैं।

जन्म से लेकर मृत्यु पर्यन्त मनुष्य अपने अनुरूप इसी प्रसन्नता के प्राप्त करने की जुगत में लगा रहता है। प्रसिद्ध अमेरिकी मनोवैज्ञानिक अब्राहम मैस्लो ने अपने आवश्यकता पदानुक्रम अभिप्रेरणा के सिद्धांत

इस आवश्यकता पदानुक्रम के पिरामिड में मैस्लो ने मानव जीवन को विभिन्न चरणों में बाँटा है, और हर पड़ाव के अनुरूप मनुष्य की प्रसन्नता के आधार को बखूबी समझा जा सकता है। यह यह भी दर्शाता है कि जो एक समय पर मनुष्य की खुशी के लिए अत्यंत आवश्यक था, उसके प्राप्त होते हैं वह नगण्य हो



जाता है, और मनुष्य की आकांक्षाओं का आधार कुछ और बन जाता है। जीवनपर्यन्त यह प्रक्रिया चलती ही रहती है। अर्थशास्त्री अल्फ्रेड मार्शल ने इस तथ्य को अपने सम-सीमान्त उपयोगिता के सिद्धांत (Theory of Marginal Utility) के द्वारा समझाया है। उनका कहना है कि जब तक मनुष्य को कोई वस्तु लक्ष्य प्राप्त नहीं होते तब तक उसको प्राप्त करना ही उसके लिए सर्वोपरि होता है, उसकी प्राथमिकता होती है, परंतु उस लक्ष्य को प्राप्त करते ही मनुष्य की दृष्टि में उसी वस्तु का मूल्य घट जाता है।

प्रसन्नता का कोई मार्ग नहीं है:—

इस गूढ़ उद्घरण के माध्यम से जीवन के एक महत्वपूर्ण तथ्य से अवगत कराने का प्रयत्न किया जा रहा है। कि इतने वर्षों के विकास के बाद भी किसी ने भी प्रसन्नता के एक नियत मार्ग को नहीं ढूँढ निकाला है। प्रसन्नता कोई गंतव्य नहीं है। यदि ऐसा होता हो हमारा समाज आत्मानुभूति के अंतिम पड़ाव को कब का प्राप्त कर चुका होता।

सामान्यतया हम प्रसन्नता को एक संकुचित भौतिकवादी वस्तुओं से जोड़ के देखते हैं। जो वस्तु बहुत ही अल्प समय के लिए टिकती है उससे जुड़ी प्रसन्नता भी क्षणभंगुर ही होती है। यह तो कारण है कि ऊँचे ऊँचे कोठियों में रहनेवाले लोगों को असल शांति/असल प्रसन्नता के लिए उस चमक दमक से बाहर निकलना पड़ता है।

रॉबिन शर्मा की किताब “प मॉक छ सोल्ड हिज फरारी” (The Man who sold his Ferrari) में यही बताया गया है कि लक्ष्यों को हासिल करते करते मनुष्य वास्तविक जीवन को जीना ही भूल जाता है।

हमारे चारों ओर प्रसन्नता को गंव्य मानने के कई उदाहरण देखने को मिलते हैं, जिसे मैं वैयक्तिक (Individual) – सामाजिक (Societal)– वैश्विक (Global) उदाहरणों के माध्यम से व्यक्त करूँगी।

→ यदि प्रसन्नता का कोई नियत मार्ग होता तो आए दिन हमारे समाचार पत्र बड़ी बड़ी उपलब्धियाँ प्राप्त कर चुके लोगों के आत्महत्या की खबरों से भरी नहीं होती। जैसे कैफे कॉफी डे के संस्थापक बी. जी. सिद्धार्थ, शून्य से शुरुआत कर बालीवुड में अपना नाम बनाने वाले सुशान्त सिंह राजपूत, बहुत बड़ी म्यूजिक ग्रुप “वन डाइरेक्शन” के गायक लियम पेन, मास्टशेफ आस्ट्रेलिया के जज जॉक जोन फ़िलो आदि बहुत से नाम हैं।

→ वर्षों तक कठिन परिश्रम करने के बाद प्रतिष्ठित कालेजों में दाखिला प्राप्त करने के बाद आत्महत्या करने वाले, अवसाद से घिरे हुए छात्र इसी का जीता जागता उदाहरण हैं। अवसाद, ADHD व अन्य मानसिक बीमारियों का बढ़ता हुआ ग्राफ तो यही दर्शाता है।

→ यदि यह भौतिकतावादी (materialistic) वस्तुएँ हमें प्रसन्नता दे पाती तो, विश्व की बढ़ी अर्थव्यवस्थाओं को विश्व खुशहाली सूचकांक (World Happiness Index) में प्रथम स्थान पर आना चाहिए। परंतु होता ठीक इसके विपरीत है। यह बड़ी बड़ी अर्थव्यवस्थाएँ विश्व भर के बाजार को, संसाधनों को हारीयाने में लगे हुए हैं फिर चाहे वह प्राकृतिक संसाधन हो या मानवीय संसाधन पर हैप्पीनेस इंडेक्स में उनका स्थान नहीं है। भारतीय होने के नाते हमारे लिए भी यह सोचनीय है क्योंकि विश्व खुशहाली सूचकांक में कुल 143 देशों में भारत का स्थान 126 है।

→ अंतर्राष्ट्रीय स्तर पर होनेवाले युद्ध भी दर्शाते हैं कि जिस प्रसन्नता को हासिल करने के लिए युद्ध चल रहे हैं वह प्रसन्नता किस कीमत पर हम प्राप्त कर रहे हैं। जहाँ एक ओर देशों का लालच समाप्त नहीं हो रहा है वहीं दूसरी तरफ सुंदर ऐतिहासिक शहर कंक्र्रीट के ढेरों में तब्दील हो रहे हैं, हमारे विश्व के भविष्य बच्चों को एक अधकारमय भविष्य की सौगात हम सौंप रहे हैं। यह तो निश्चित तौर पर प्रसन्नता मार्ग नहीं है।

→ अधिक से अधिक हासिल करने की अंधी दौड़ में ना सिर्फ हम स्वयं का, अपने बच्चों का जीवन अपितु पूरे पृथ्वी का नाश करने को आतुर हैं। दिनों दिन बढ़ता प्रदूषण, ग्लोबल वार्मिंग, संसाधनों का दोहन यह सब दर्शाता है कि प्रसन्नता का कोई नियत रास्ता नहीं है। महात्मा गांधी जी ने भी कहा है “पृथ्वी हर व्यक्ति की जरूरतों को पूरा करने के लिए पर्याप्त प्रदान करती है, लेकिन हर आदमी के लालच को पूरा करने के लिए नहीं”
तो हम यह निश्चित तौर पर कह सकते हैं कि प्रसन्नता गंतव्य नहीं है, क्योंकि यदि इसका कोई अंतिम गंतव्य होता तो आज इतनी भक्तिगत, सामाजिक व आर्थिक अराजकता नहीं होती।
प्रसन्नता ही मार्ग है:-

शायद ही कोई होगा जिसको तितली नहीं भाती होगी। परंतु सुंदर पंखों वाली तितली क्या एक दिन में वह रूप प्राप्त करती है। नहीं लार्वा से तितली बनने का सफर एक बहुत ही चमत्कारी सफर होता है। कैसे वह लार्वा विकास के विभिन्न चरणों से होता हुआ अपने सफर को तय करता है वह नमनाभिरामी होती है। यह प्रक्रिया जो आनंद को अपने भीतर समेटता है वह शब्दों में व्यक्त नहीं किया जा सकता। हम हमेशा अंतिम पथ पर ध्यान केंद्रित करते हैं परंतु उस यात्रा को अनदेखा कर देते हैं।

एक माँ और बच्चे के बीच का आत्मीय जुड़ाव उस दिन नहीं बनता जब वह जन्म ले लेता है बल्कि उनके बीच की जुड़ाव तभी बनना शुरू हो जाता है, जब वह गर्भ में अंकुरित होता है। उस 9 महीने के दौरान एक एक दिन वह जुड़ाव और गहरा होता जाता है। और इस पूरी प्रक्रिया से मिलने वाले प्रसन्नता को एक माँ ही व्यक्त कर सकती है। इसी प्रकार शून्य से शुरुआत करके अपने लक्ष्य प्राप्त करने का सफर जो प्रसन्नता दिलाता है उसको झुठलाया नहीं जा सकता।

महात्मा गांधी, गौतम बुद्ध सभी ने इस गूढ़ रहस्य को समझाया है पर आज की इस भाग-दौड़ भरी जिंदगी में कैसे इसको अपनाया जाए, अब विचार करते हैं:-

1) परिवारिक मृत्यु प्रणाली (Family Value System) – सर्वप्रथम परिवार के स्तर पर हमें कार्य करने की आवश्यकता है। एक शिशु का सबसे पहला विद्यालय परिवार होता है। और जीवन का आधारभूत ढाँचा भी परिवार ही होता है। इसलिए माता पिता, भाई-बहन होने के नाते यह हमारा दायित्व है कि प्रसन्नता के क्षणभंगुर सिद्धांत से ज्यादा हम उन्हें हर पल से कुछ सीखने, हर पक्ष का आनंद लेने को प्रेरित करें।

2) शैक्षणिक व्यवस्था (Education System) – परिवार के बाद विद्यालय ही शिशु के व्यक्तित्व के निर्माण में महत्वपूर्ण भूमिका निभाता है। नंबरों के खेल, हर कक्षा को पास करने की अंधी दौड़ के स्थान पर उन्हें हमें सीखने, चरित्र के निर्माण पर, असफलताओं से ना डर कर सफलता की प्राप्ति की प्रक्रिया को अपनाने पर जोर देना चाहिए। प्रसिद्ध फिल्म 3 इडियट्स का भी एक प्रसिद्ध वक्तव्य है जहाँ नायक कहता है कि “सफलता के पीछे ना भागो, बल्की उत्कृष्टता के पीछे भागो, सफलता तुम्हारे पीछे आएगी।” यँ तो यह वक्तव्य यँ तो सफलता को केंद्र में करके है परंतु यह इस निबंध के शीर्षक की पुष्टि भाल-भाँति करती है।

3) वर्तमान में जीना (Living in Present)– हम अक्सर अपनी प्रसन्नता को कल पर टाल देते हैं। यह होगा तो मैं प्रसन्न होंगी अधवा नहीं। इसे कल करूंगी वाले सोच से आगे बढ़कर हमें वर्तमान में जीने की कला को अपनाना चाहिए। महान विद्वान डेल कार्नागी ने भी कहा है – प्रसन्नता कोई ची ?ज नहीं है जिसे आप भविष्य के लिए टाल दें, ये कुछ ऐसा है जिसे आप वर्तमान के लिए डिजाइन करते हैं।”

4) आभासी नहीं, वास्तविकता के धरातल पर रहकर लक्ष्यों का निर्धारण (Setting up realistic goals) :- जाहिर सी बात है कि मनुष्य स्वयं को विभिन्न लक्ष्य देता है, उन्हें प्राप्त कर वह प्रसन्नता प्राप्त करता है। यही जीवन है और यही कर्म का मार्ग भी है। परंतु इस पूरी प्रक्रिया में यह ध्यान देने की जरूरत है कि हम वास्तविकता व अपनी योग्यता का सही आंकलन कर लक्ष्यों का निर्धारण करें। वह उसको प्राप्त कसे को अग्रसर हो। इससे ना सिर्फ हम एक स्वस्थ तरीके से लक्ष्य प्राप्त करते हैं, बल्कि उस पूरी यात्रा से जीवन के उपयोग में आने वाले गूढ़ रहस्य भी सीखते हैं।

5) निष्काम कर्म – भगवद्गीता में श्रीकृष्ण अर्जुन को उपदेश देते हुए कहते हैं – “कर्मण्येवाधिकारस्ते मा फलेषु कदाचन। अभ्युत्थानमधर्मस्य तदात्मानं सृजाम्यहम्।” यह श्लोक हमें प्रसन्नता के लोभ के पाश से मुक्त होकर “निष्काम कर्म” का मार्ग अपनाने पर जोर देता है। हमें कर्म करते रहना चाहिए तथा अपना पूरा ध्यान उसी पर केंद्रित करना चाहिए। इससे व्यक्ति लक्ष्य प्राप्ति के दबाव से निकलकर कार्य करता है, तो ज्ञानार्जन की प्रक्रिया निरंतर चलती रहती है। और यह ज्ञान हमें जीवन के जटिल समस्याओं से लड़ने में सक्षम नाता है।

6) योग का मार्ग – योग, ध्यान, माइंडफुल्नेस के मार्ग को अपनाकर हम प्रसन्नता के सही अर्थों को ना सिर्फ समझ सकते हैं, बल्की एक सुखी संतुष्ट जीवन को भी प्राप्त करते हैं। यह हमें वर्तमान में जीने का मार्ग दर्शाता है।

7) शासन स्तर पर – प्रसन्नता का प्रत्यक्ष संबंध शासन और नीति निर्माण से भी है। यदि सरकार जनहितैषी नीतियाँ बनाती है और सामाजिक न्याय, समानता तथा अवसरों की उपलब्धता को प्राथमिकता देती है, तो समाज में प्रसन्नता का स्तर बढ़ता है। आर्थिक विकास मात्र साधन है, ना कि अंतिम लक्ष्य।

8) विश्व के स्तर पर – वैश्विक स्तर पर नेताओं व देश प्रमुखों को को इस बात पर ध्यान देने की आवश्यकता है कि हम एकजुट होकर विश्व के उत्थान के पथ पर अग्रसर हो। संसाधनों को हथियाने के स्थान पर “वसुधैव कुटुम्बकम्” के सिद्धांत को अपनाएँ।

इस पूरे निबंध में मेरा द्वाष्टिकोण यही है कि हमें प्रसन्नता को गंतव्य नहीं मानना चाहिए, अपितु उस यात्रा से अपनी प्रसन्नता को जोड़ना चाहिए। यह सही अभिप्रेरणा के साथ साथ, आत्मिक शांति व स्थिरता आत्मानुभूति व मैस्लो के उच्च स्तरीय अभिप्रेरणा को अपनाने का मार्ग प्रशस्त करता है। वर्तमान समय में जहाँ अधिकांश मनुष्य अवसाद आत्महत्या, अकेलापन से जूझ रहे हैं, इस समम प्रसन्नता के गूढ़ रहस्य को समझना व अपनाना और महत्वपूर्ण हो जाता है। महान विचारक अरस्तू ने भी कहा है—“ जो चाहा तो मिल जाना सफलता है, जो मिला उसको चाला प्रसन्नता है”
अतः लक्ष्यों से स्वयं को आसक्त करने के बजाए हर पल का आनंद लेना सुनिश्चित करे और खुश रहें।

LIST OF APEX MEMBERS (2023-2025)

SI	NAME	WIPS Designation	Org. Designation	Organisation	Mobile No	Email ID
1	Varsha Raut	President	DGM(Aviation)	IOCL	9769419996	rvarsha@indianoil.in
2	Nanda N Kulkarni	Vice President	CGM(HRD)	RCF	9819718326	nanda_k@rcfltd.com
3	Asha Ramamurthy	General Secretary	AG(F)	BHEL	9940141249	asharam@bhel.in
4	C Kavita Sharma	Treasurer	AGM(HR-Adm)	BEL	9448646363	kavitasharmac@bel.co.in

FORUM OF WOMEN IN PUBLIC SECTOR (WIPS)

Northern Region – Regional Executive Body Members (2023–2025)

S. N.	Name	WIPS Designation	Org. Designation	Organisation
1	Shilpa Mayenkar	President, Northern Region	AGM(HR)	BHEL
2	Manju Gupta	Vice President, Northern Region	ED(QA&I, FQA)	PGCIL
3	Anita Gupttrishi	Secretary, Northern Region	GM	MMTCL
4	Ananya Kapur	Treasurer, Northern Region	GM(F)	IOCL
5	Akansha Wadhwa	EC Member	DCM(F)	NCL
6	Amrita Ghai	EC Member	Manager	ITPO
7	Pooja Sehwat	EC Member	Manager	PGCIL
8	Pragati Sharma	EC Member	AGM	CWC
9	Renu Choudhary	EC Member	Dy. Mgr.	ITPO
10	Renu Bhasin	EC Member	DGM(HR)	SPMCIL
11	Arpana Anand	EC Member	GM(L&D), PPL HO	IOCL
12	Niti Singh	EC Member	GSM	NHPCL
13	Anjali Sood	EC Member	Sr. Mgr.	GAIL
14	Binsi Babu	EC Member	Manager	THDC (I) L
15	Vedika Ritolia	EC Member	Manager	OIL

FORUM OF WOMEN IN PUBLIC SECTOR (WIPS)

Eastern Region – Regional Executive Body Members (2023–2025)

S. N.	Name	WIPS Designation	Org. Designation	Organisation
1	Ritu Mittal	President, Eastern Region	CM(IT)	BLCL
2	Rekha Pandey	Vice President, Eastern Region	GM(P)/Welfare	CCL
3	Swagata Sen Roy	Secretary, Eastern Region	AGM(CP&CC)	GRSEL
4	Neha Dugar Gupta	Treasurer, Eastern Region	SM(IA), ERO	IOCL
5	Nafisa Bano	EC Member	Dy. Dir.(HR)	DVC
6	Bhawini Tripathi	EC Member	Mgr.(P&A)	ECL
7	Elbin Deepika Doley	EC Member	DGM(HR)	NEEPCOL
8	Indrani Maji	EC Member	GM(HRD, MS & L&D), ERO	IOCL
9	Namrata Mehata	EC Member	GM(Corp. Plg.)	B AND R CO(I) L
10	Debalina Chowdhury	EC Member	AM(Contract Cell)	GRSEL
11	Ranjana Chakravorty	EC Member	DGM & HOD(Proj. In House)	NRL
12	Pratibha Paul	EC Member	Mgr.(F)	CMPDIL
13	Nirmala Kiran	EC Member	Sr. Mgr.(P)	BCCL
14	Dr Sumana Chakraborty	EC Member	GM(SC)	MECONL
15	Divya A Subarno	EC Member	Sr. Mgr. (P&A)	SCIL
16	Sushmita Sahai	EC Member	Sr. Mgr. (P)	MCL
17	Farahdiva Samsul Haque	EC Member	GM(HR Learning)	OIL

FORUM OF WOMEN IN PUBLIC SECTOR (WIPS)

Western Region – Regional Executive Body Members (2023–2025)

S. N.	Name	WIPS Designation	Org. Designation	Organisation
1	Anupama A Temurnikar	President, Western Region	Ch. Mgr.(P)	WCL
2	Priyanka P Patil	Vice President, Western Region	GM(HR)	HPCL
3	Manjri S Purandare	Secretary, Western Region	Dy. Mgr.(IS)	RCFL
4	Vandana Atram	Treasurer, Western Region	Mgr.(EY)	MDSL
5	Sugandha Patil	EC Member	Sr. HR Executive	ONGCL
6	Archanaa Yadav Kaza	EC Member	Sr. Mgr.	SCIL
7	Purnima G Kulkarni	EC Member	PS to CGM(RS), HO	IOCL
8	Ashwini Dalvi	EC Member	Mgr.	ECGC
9	Manjiri K Tapas	EC Member	Sr. Mgr.(F)	CIL RSO
10	Sherly Philip	EC Member	Mgr.(HR)	ONGCL
11	Varsha Parth Joshi	EC Member	Ch. Mgr.(P)	RCFL
12	Nita Singh	EC Member	Asso. Dir.	NPCIL
13	Medha B Hardas	EC Member	Ch. Mgr.(L)	WCL
14	Shailaja Dabhade	EC Member	Ch. Pharmasist	SECL
15	Dr. Anupama Dubey	EC Member	Dy. CMO	SECL
16	Shuchi Srivastava	EC Member	Sr. Mgr.	SCIL
17	Smita Hire	EC Member	Ch. Mgr.	MDSL
18	Rupam Bharati	EC Member	Mgr.	BHEL

FORUM OF WOMEN IN PUBLIC SECTOR (WIPS)

Southern Region – Regional Executive Body Members (2023–2025)

S. N.	Name	WIPS Designation	Org. Designation	Organisation
1	Y Mangaiyarkkarasi	President, Southern Region	GM(IB), TNSO	IOCL
2	D Mary Catherine Beena	Vice President, Southern Region	Sr. Mgr.(Works)	HAL
3	N Bhanu	Secretary, Southern Region	GM(Trg.)	RINL-VSP
4	M E Aparna	Treasurer, Southern Region	Sr. DGM(IS)	BEL
5	R Vanaja	EC Member	DGM(CO)	NLC (I) L
6	V J Indumathi	EC Member	Sr. Mgr.(M&C), SRO	IOCL
7	B Malavvizhi	EC Member	Sr. Secretarial Off.	MFL
8	Vidya Rajan	EC Member	DGM	CPCL
9	K Sarala	EC Member	DGM	RINL-VSP
10	D Sneha Latha	EC Member	Sr. Mgr.(F)	BDL
11	S Rashmi	EC Member	Supervisor(Plg.)	HAL

Compiled & edited by Ms. Anita Guptrishi, GM, MMTC.

List Of Corporate Life Members Of WIPS

SN	Name of PSUs	SN	Name of PSUs
1	Airports Authority of India	46	Lubrizol India Ltd.
2	Air India Ltd.	47	Madras Fertilizers Ltd.
3	Antrix Corporation Limited	48	Mahanadi Coalfields Ltd.
4	BalmorLawrio& Co. Ltd.	49	Mangalore Refinery & Petrochemicals Ltd
5	Bharat Cooking Coal Ltd.	50	Mazagon Dock Ltd.
6	Bharat Dynamics Ltd.	51	Metal Scraps Trade Corpn. Ltd.
7	Bharat Earth Movers Ltd.	52	Metallurgical & Engg Consultants Ltd
8	Bharat Electronics Ltd.	53	MMTC Ltd.
9	Bharat Heavy Electricals Limited	54	National Aluminium Ltd
10	Bharat Petroleum Corpn. Ltd.	55	National Fertilizers Ltd.
11	Bongaigaon Refinery & Petrochemicals Ltd	56	National Film Development Corpn. Ltd.
12	Brahmaputra Cracker and Polymer Limited	57	National Projects Construction Corporation Lid.
13	Bridge & Roof Co. (india) Ltd.	58	National Small Industries Corporation
14	Central Coalfields Lid	59	National Thermal Power Corpn. Ltd.
15	Central Warehousing Corporation Ltd	60	Neyvelli Lignite Corpn. Lid (NLC India Ltd)
16	Central Mine Planning & Design Institute Lid.	61	NHPC Ltd.
17	Chennai Petroleum Corpn. Ltd.	62	North Eastern Electric Power Corpn. Lid. (NEEPCO)
18	Coal India Limited	63	Northern Coalfields Limited
19	Cotton Corporation of India Ltd	64	Nuclear Power Corpn. of India Ltd.
20	Damodar Valley Corporation	65	Numaligarh Refinery Lid.
21	Dredging Corpn. Of India Ltd.	66	Oil & Natural Gas Corpn. Ltd.
22	Eastern Cooliolds Ltd.	67	Oil India Limited
23	Educational Consultants India Ltd.	68	ONGC Mangalore Petrochemicals Ltd. (OMPL)
24	Electronics Corporation Of India Ltd.	69	Power Finance Coron. Ltd.
25	Engineers India Ltd.	70	Power Grid Corpn of India Ltd.
26	Engineering Projects India Ltd. (EPIL)	71	Power System Operation Corporation Ltd
27	Export Credit Guarantee Corpn. Of India Ltd	72	Rashtriye Chemicals & Fertilizers Ltd
28	Food Corporation of india	73	Rashtriya Ispat Nigam Ltd.
29	Gas Authority of India Ltd	74	Rural Electrification Coron. Ltd.
30	Garden Reach Ship Builders & Engineers Ltd	75	Shipping Corporation of India Ltd
31	Goa Shipyard Ltd.	76	South Eastern Coalfields Ltd.
32	Heavy Engg Corporation Ltd.	77	Steel Authority of India Ltd. 78THDC
33	Hindustan Aeronautics Ltd.	78	The Cochin Shipyard Ltd. (CSL)
34	Hindustan Copper Ltd.	79	The State Trading Corporation of India Lid. (STC)
35	Hindustan Paper Corporation Ltd.	80	Western Coalfields Ltd.
36	Hindustan Petroleum Coron Ltd.		
37	Hindustan Organic Chemicals Lid	Insurance Companies	
38	Housing & Urban Development Corpn.	81	Oriental Insurance Co. Ltd.
39	Indian Airlines Ltd.	82	National Insurance Co. Ltd
40	Indian Oil Corporation Ltd.	83	Life Insurance Corporation of India
41	Indian Rare Earth Lid.	84	New India Assurance Co. Ltd
42	IRCON International Ltd.	Banks	
43	India Trade Promotion Organisation	85	Bank of Baroda Ltd.
44	Kochi Refineries Lid	86	Central Bank of India
45	Kudermukh Iron Ore Co. Ltd.	87	Indian Bank89 Indian Overseas Bank
		88	State Bank of India
		89	State Bank of Travancore