

NORTHERN



REGION

WIPS NEWS LETTER



FORUM OF WOMEN IN PUBLIC SECTOR

April-June 2013
(issued every 2nd quarter)

From the Desk of President, NR



Greetings from the President,

DEAR WIPSITES,

The year 2013 for WIPS-NR could well be termed as a year of great achievement. We hosted the National Convention on 12-13th February 2013 at FICCI Auditorium, New Delhi on the theme Breaking the Mould-Women Organisation Reciprocity which was a grand success and set many bench marks. Our

esteemed and eminent speakers deliberated on how women and the organisations work as partners in mutual value creation. Smt. P. Laxmi, Minister of State for Petroleum & Natural Gas, Govt. of India, inaugurated the Convention. The participation of large number of delegates more than 700 representing various organisations and regions contributed to make the Convention an outstanding experience. It also proved that our organisation is a thriving organisation.

WIPS-NR takes pride in facilitating the design of logo of WIPS which was released at this Convention. In addition, the top award winners of the awards in the individual category and the enterprise category are from Northern Region.

I hereby send our heartiest thanks to the management of enterprises who sent such strong contingent of their workforce to participate in the two day deliberations and also their magnanimous support by way of Sponsorship, advertisement and by actual presence of senior male colleagues in our midst.

Networking has been an important element in all our activities. I am proud to share that our region has got many young members enrolled as life members and it is not wrong to say that new enrolments are because of the commitment and dedication of our regional executive committee members who set themselves as role models to the younger generation. We will be celebrating our silver jubilee in the year 2015 and Northern region has been assigned the responsibility of co-hosting this mega event in Delhi.

I take this opportunity to thank each and every member of the region for their contribution in making the Northern region a dynamic and vibrant region once again. We are looking forward to many years of working together for the development of this forum.

Nishi M. Khurana





Farewell to Ms. Preeti Kaur, CGM, MMTC & Ex-President APEX-WIPS & WIPS-NR

A fond farewell was given to Ms. Preeti Kaur by EC-NR on 13.5.2013 who superannuated on 30th April 2013 from official service of MMTC after working for more than 30 years. The farewell took place at India Habitat Centre, Lodi Road, New Delhi over lunch. Ms. Preeti Kaur has been associated with the Forum since its inception and has been one of the very strong pillars of it. Her approach has been of dealing with issues heads-on and still find an amicable solutions while upholding the spirit of WIPS. Her devotion & spirit is still envied by us all. She has been a role model and mentor to many in MMTC & WIPS.

It was heartening to listen to Ms. Preeti Kaur who shared fond memories of her time spend in WIPS over more than two decades. She also suggested few areas very WIPS can contribute to further the growth of women employees in respective PSU's.

The WIPS-NR Teams greeted her with a bouquet of flowers as well as a token gift. The gift had contribution of both CGB of WIPS & WIPS-NR. WIPS- Northern Region wishes her all the very best to a peaceful, healthy and contented retired life. Looking at her, one will say 'retired – what is that?'. The forum expects continued guidance and support from her in its future endeavors.



WIPS Northern Region Executive Committee members with Ms. Preeti Kaur



WIPS Northern Region Executive Committee members with Ms. Preeti Kaur

Ms. Preeti Kaur superannuated on 30th April, 2013 from the official service of MMTC after working for more than 30 years. She was awaited with the forum since its inception has been one of the strong pillars of WIPS. She has contributed to development of women through the forum in various capacities as President-Northern Region, President Apex. She has been the role model and mentor to the women not only in MMTC but the other PSUs. While sharing her fond memories, Ms. Preeti Kaur stressed the need to make senior Government officials especially of Dept. of Public Enterprises, Ministry of Human & Child Welfare etc. aware of the antecedent issues of Women in corporate World, so as to bring about policy/rule changes according & make the Corporate World women friendly. She also once again urged the members present not to let the strong network of women i.e. WIPS become weak.

A moment contributed by WIPS-NR & WIPS-APEX members was presented to Ms. Preeti with the best wishes for a healthy, peaceful & contented life in the years aheads also with a request to keep guiding & supporting WIPS in future also.





Galore of Awards to Northern Region

During the National Convention held in Feb. 2013, Delhi, the Best Enterprise Awards & Best Women Employee Award (in Executive & non-executive Categories) were bagged by the organisation & employees of Northern Region.

	Maharatna Category
1st Prize	ONGC
2nd Prize	IOCL
Consolation Prize	BHEL

	Officer Category	Non Officer Category
1st Prize	Ms. Ruma Baruna, IOC	Dr. Meeta Sharma, IOC
2nd Prize		Ms. Dipti Vaidya, ONGC
3rd Prize	Ms. A.Nalini, NHPC	
	Ms. Vizaya Sree, ONGC	

NR bagged the Best Supporting Region Award





International Women Day Celebrations At MMTC Limited, New Delhi



The International Women's Day was celebrated at the Corporate Office of MMTC on 8th March 2013. This year as a special initiative, an outdoor activity was planned by WIPS Cell, MMTC. The thought behind the initiative was to encourage women employees to see, understand, appreciate and participate in CSR initiative both at personal level and professional level.

A team of about 35 women led by Ms. Anju Gupta, GM visited "Shirdi Sai Baba School, Faridabad" 8th March 2013. This school was established in 2004 for providing free education along with breakfast, mid-day meal, uniform, study material

and health care to children from lowest of income strata by Sh. Motilal Gupta. The efforts to motivate the families and children have bore fruit and the number of children has since risen to more than 1050, out of which over 40% are girls.

The founder chairman of the school, principal, few teachers & children gave a warm welcome to the delegation with traditional tilak with drums playing in the background.

The founder chairman of school Sh. Motilal Gupta in his address gave details of his vision, idea and philosophy in establishing & running the school. MMTC women then visited the school and saw children studying in classes, engaged in Computer, Chemistry and Physics Labs. We also saw Sports, Assembly area and Kitchen of the school. MMTC team had the opportunity to interact with few children.



To provide an opportunity to girls/women, hailing from under-privileged segment of the society, the institution is also imparting free training on industrial electric sewing machines to them and within 3 months of training, have been able to arrange placements of the trainees in export houses at a monthly salary of Rs. 5,000/- per month with ESI & PF benefits and free crèche facilities for a child who is below one year of age. MMTC team had the opportunity to see this facility and even talk to girls/ women undergoing this free training.

For MMTC Team, a cultural program was also presented by children of the school. It was mesmerising to see children

dressed in different attires and dancing on well choreographed and sufficiently practised songs. Looking at the performances, on one can differentiate these children from any other public school children.

Touched by all the warmth, devotion, spirit to serve the humanity through this noble medium and vision of an individual, MMTC team returned back as humbler & better individuals and thoughts of returning back to society in whichever way they can. Participants were extremely glad to have undertaken part in this celebration and considered it to be their "best ever women day celebrations".

It was indeed a special treat on "International Women Day" for MMTC women employees.





MMTC felicitated India's junior women hockey team – winner of Bronze medal at the Junior Women's hockey World Cup in Monchengladbach, Germany

Shri D.S. Dhesi, CMD of MMTC congratulated the coach and the members of India's junior women hockey team on winning the country's first ever bronze medal at the Junior Women's hockey World Cup in Monchengladbach, Germany.

In 2012-13, MMTC had extended financial support to the Markandeshwar Hockey Stadium, Shahabad as a CSR initiative for the promotion of sports among the Indian youth. The amount had been utilized to purchase goalkeeper kits and hockey sticks. A number of members from the winning junior women's hockey team hail from the Shahabad hockey centre.

The Shahabad group of players from the winning team visited MMTC Limited on 8th August 2013, including Rani Rampal, Monika Malik, Navjot Kaur, Navneet Kaur and Manjeet Kaur. They thanked MMTC consistent support to women's hockey in Shahabad and were felicitated by the CMD and the Directors of MMTC for their achievement.

NEW COPORATE MEMBERS

WIPS is happy to inform that we have two more new Corporate Life Members in our list and both are from WIPS-Northern Region.

- 1) Power Finance Corporation, New Delhi – Membership Papers and Cheque received.
- 2) RITES, New Delhi- Membership Papers received. Cheque awaited.

WIPS NORTHERN REGION WELCOME BOTH THESE CORPORATE MEMBERS.

MEETING OF EXECUTIVE COMMITTEE MEMBERS OF WIPS- NORTHERN REGION

Meeting of executive committee members of Northern region WIPS for first quarter of 2013-14 was held on 13.5.13 at New Delhi and was attended by 13 EC members of WIPS-NR including Ms. Preeti Kaur Ex-President, APEX & Northern Region who joined the EC meeting as SPECIAL INVITEE. The main topic of discussion was the activities to be undertaken by WIPS-NR in the year 2013-14. Gender sensitivity and Financial Planning /investment decision by women were two way forward topics chosen by NR along with other activities including CSR initiatives that can be undertaken by WIPS-NR.

Meeting of executive committee members of Northern region WIPS for second quarter of 2013-14 was held on 26.7.13 at IOC, New Delhi and was attended by 8 EC members of WIPS-NR. The main topic of discussion were inter-orgainsational training cum seminar in September 2013 and few specific CSR initiatives known to EC members.

NEW MEMBERS of WIPS-NR

During 2012-13 ___ new women employees working in various PSU's become member of WIPS-NR. From 1.4.2103, ___ new members have joined WIPS-NR.





Call for greater Self-Belief and Courage on International Women's Day



The International Women's Day was celebrated in ONGC Delhi on March 8, 2013 with a call for 'greater self-belief' and 'necessary intrepidity' in the face of a society that is in the possession of a worryingly disoriented moral compass.

The inaugural function was attended by all woman ONGCians in Delhi (including OVL). Ms. Priti Mathur, ED - Head ONGC Energy Centre, Ms. Vanita Kumar, GGM-Head CSR, Ms. Manju Sood, GM-Head Networks, Dr. Alka Mittal, DGM (HR)-I/c HR/ER, Ms. Manjri Nigam, DGM (HR) & I/c Hospitality

and Ms. Kaveri Chakraborty, DGM-Medical Services were some of the key women executives who marked their presence on the occasion.

Ms. Priti Mathur, ED - Head ONGC Energy Centre and the senior-most woman executive in ONGC spoke about need for "woman to embrace the person that they are". she stated that A woman contains in her a tremendous capacity to excel in different roles - that of a mother, a sister, a wife or a working professional, and it is important for each individual to identify her priorities so that a healthy balance in life is maintained and one need to see what are the things that one is doing is making life a happy place",

She stressed the need for women women to communicate more among themselves and mentor/educate whoever they can within their limited radius on the ways to be self-reliant and safe.

Dr. Rekha Gulabani and Dr. Priya Parmar from the Indian Cancer Society also delivered talk on Cervical and Breast Cancer, she emphasized for self checks to assess physical health which are especially crucial for cases of cancer that have higher chances of being cured and early detection of their onset is the best way to start the curative process. Dr. Alka Mittal, DGM (HR)-I/c HR/ER & Secretary WDF in her welcome address apprised the gathered audience of the activities that were undertaken by WDF in ONGC over the last year in their efforts to contribute to the safety and empowerment of women and urged the p-articipants to break free from the straitjacket of traditional representation. She also underscored Women in Public Sector (WIPS)'s commitment to the cause of 'creating a vision for an emancipated woman for the future' and 'facilitating an environment where the glass ceiling can be broken through by more women'. She also highlighted the need to have an honest discussion on the gender agenda and mobilise support for action against violence committed against women given the unsafe climate in which the woman of today has to negotiate her day-to-day realities.

On this occasion, a quiz featuring questions on General Awareness and ONGC was also held which received energetic and keen participation from the all-women audience.





ONGC Dehradun

International women's Day was also celebrated on 8th March 2013 in Nehru Auditorium, ONGC Academy, Dehradun where more than 200 women employees posted at various offices of Dehradun participated with full zeal and enthusiasm .

Sh Sachin Sain, GGM, Chief HRD while conveying his greetings and best wishes to all women employees on International women's day expressed his concern for deterioration in the moral and social values for women empowerment. He urged that women's safety must be taken on top most priority.

Sh Sundar Lal, Ex-Chief ER, ONGC stressed upon the need to evaluate the progress made by women of the country for past fifty years. and called upon the need of building awareness





Celebration of International Women Day Indian Oil - Pipeline Division



A panel discussion on 'Career Women: Contemporary Issues and Challenges' was organised to mark the International Women's Day at IndianOil Pipelines Division Head Office, Noida today. Mr. V.S. Okhde, Director (Pipelines) observed that a woman's role in the workforce has changed significantly over the period of time, and now women are approaching their career with increased planning and focus. The eminent panelist Dr. Aruna Broota, Dr. Sunita Chugh, Ms Herjeet Dutt Chibber, Ms. Nishi Khurana gave an excellent coverage to the

theme Career Women: Contemporary Issues and Challenges.

"The growing number of women professionals, better education, greater emancipation and their inherent desire to succeed has led to a new outlook among women professionals," Mr. Okhde said. One of the most visible trends of social change in IndianOil is growing number of women in the workforce, he said. The women employees are qualified, sincere, efficient and are ready to take on positions of higher responsibilities added Mr. Okhde.

Members of WIPS Indian Oil Pipelines H.O., Noida also visited 'Saksham Daksh Blind School', Noida and donated Stationary items and food to the students of the school from the fund collected among themselves on March 12, 2013.



Indian Oil - Panipat



The theme of the event on International Women's Day was Breaking the mould: At the intersection of Women-Organization reciprocity at IndianOil Northern Region Pipelines, Panipat, on 8th March 2013. Mr. R Thakur, Deputy General Manager (Technical) inaugurated the programme along with tree plantation in NRPL Panipat premises. In the inaugural address, he exhorted one and all to put in their 100% efforts in ensuring that safety, dignity and progress of women is not compromised in any way. As a part of the

women's day celebrations, a half-day interactive session was arranged for deliberating various areas that concern modern day working women. The session was conducted by Dr. Tanuja Sharma, Associate Professor on HRM and organization behaviour at MDI Gurgaon.





The women employees of IndianOil NRPL, Panipat, visited Mother Teresa Home at Panipat and handed over consumable items, both edible and durable, as part of charity, donated generously by employees at Panipat, initiative taken by WIPS, IndianOil, Panipat.



BHEL

BHEL organized a residential programme for Women Executives from 26.06.2013 to 28.06.2013 at their Human Resource Development Institute in NOIDA. The programme focused on **enhancing leadership capacities & potential and identifying gender entrapments that constrain one's potential**. Participants from across the company and different streams participated in the programme.

The programme targeted three main issues, viz., Different Roles, Leading Self and Leading Others.

The participants were taken for an outbound module to Indian Mountaineering Foundation wherein they participated in the adventures of Commando Net, Burma Bridge, Ladder climbing and Wall climbing. The participants also got an opportunity to interact with Director(HR).

The programme was a great learning experience for all the participants and was highly appreciated by one and all. Participants shared their learning during valedictory session. Some of their learning in their own words are listed below:



- The programme was Encouraging and Reenergizing
- It was helpful in removing fears
- It was worth coming and investing time in learning and networking
- It was a well-planned, organized and executed programme with special focus on need of women professionals.





Photo Features





Photo Features





Breaking the Glass Ceiling in High Seas (contributed by ONGC)

Ms. Dipti Gautam, Chapping Lowang and Jyoti Rana will now be known in the annals of ONGC for being the first women to have been posted in offshore, scripting a new saga in the glittering history of ONGC. This occasion is a proud moment for ONGC as the trio broke the Glass Ceiling in High Seas, bringing about a new cultural paradigm in offshore operations.

Breaking the convention of women not working on regular shift duty in offshore was quite difficult for them. They had been discouraged by many. But

this kind of an accomplishment was possible only because of the immense support from their families. Out of sheer desire to work and the curiosity, they were motivated to take up the challenge.

With little or no idea about offshore functions, the three of them prepared themselves for a very exciting journey which began on May 7, 2013. "The difference is that there is a very inelastic and



hierarchical system of working at office while, in offshore, for the place that it is, everyone works as a team and is treated equally", said Dipti Gautam, a B.Tech graduate from NIT Sultanpur, UP. "Everyone is very cooperative and helpful", said Chapping Lowang, a B.Tech graduate from NIT Silchar, Assam. There is so much to learn and we can now have a first-

hand experience of what we have learnt in during academics and office stint, she shared.

"During induction training, the Petroleum

Engineers were faring better than me. That's when I pondered what was I doing here., said Jyoti Rana, a Mechanical Engineer from Jorhat Engineering College, Jorhat, Assam.

Mr. P.K Gosh, ED AM-MH Asset, played a very important role in motivating and posting WOMEN IN offshore ASSIGNMENTS. Mr. Ghosh believes that every individual must be given equal opportunity to do what they desire. AND ALSO It is the responsibility of organisation to train youngsters of all streams without gender bias

Everyone feels that it is a very positive development towards integration of Women in the mainstream.





WIPS-ER Activity Report

Meeting Of Regional Functional Committee Regional Executive Body & Co-ordinator Of Eastern Region Wips



The 5th meeting of Forum of Women in Public Sector, Eastern Region Functional Committee, Executive Committee Members and Co-ordinators of the Region was held on 25th May 2013 at BALMER LAWRIE & CO.LTD,KOLKATA. The theme, venue, budget were discussed. President briefed the members present about the minutes of previous CGB meeting of WIPS held at Mumbai. Action Plan of Future Activities of the Region including CSR project of 2013 were discussed. New Auditor for 2012-13 & 2013-14 was appointed.

Annual General Body Meeting of Wips of Coal India Limited

Annual General Body Meeting of WIPS-CIL (HQ) was held at Coal Bhawan on 5th April, 2013 in presence of Chairman, Director (P&IR), Director (Technical), Director (Marketing), Director (Finance), ED (Internal Audit) and GMs of CIL.The activity report and budget vis-à-vis expenditure reports of 2012-13 was placed.Chairman & Directors of CIL appreciated the activities of WIPS, and put forward their views for further improvement of WIPS.



HIV/AIDS AWARENESS PROGRAM AT EASTERN COALFIELDS LIMITED



HIV/AIDS Awareness Program was held at Satgram Area Hospital of Eastern Coalfields Ltd on 22nd April, 2013. Eminent faculties spoke to the listeners explaining about the disease and dispelling the misunderstandings regarding the syndrome. The programme was attended by 95 delegates and widely appreciated.

MEDICAL CAMP AT BHARAT COKING COAL LIMITED

A medical camp was organised in Lodna Area of BCCL on 10th April, 2013 by WIPS, BCCL at Aadarsh Balika Vidya Niketan (a school near Jealgora Hospital). Free health checkup of school children was conducted. Health education was given. Gifts were distributed amongst children. C.M.S. Dr A.K.Sinha (JRH) was the Chief Guest for the event.





Activity Report of Western Region

Regional Executive Body Meeting of EC Members and Coordinators

A Regional Executive Body meeting was held on 5th April, 2013 at The Shipping Corporation of India. The WR Audit Report 2012-13, Regional Meet venue, theme, faculties, suggestions for CSR activities for the year etc. were deliberated.



Indian Oil - (Marketing) WR



WIPS IOC WR on 19th April, 2013, under the CSR, undertook the initiative of preventive health measures by distributing Vitamin supplements and medicines to Trustee of National Association of Blinds Workshop, Shri Pramod Warty and workshop principal, Shri Murlidhar under the leadership of Shri S. S. Bapat. ED(RS), WR. National Association of Blinds is a parent body institute. Under the rehabilitation & empowerment of blinds/partial blinds, various in-house trainings are given to blinds from mainly lower income groups. The blinds, age group of 16 to 40, are trained for

brail stenography, telephone operating, motor winding, electrical & mechanical engineering courses etc. in the workshop.

TRAINING PROGRAMME:

TO EMPOWER women to take multiple roles A one-day workshop was organized WIPS – Western Region Chapter in Indian Oil OFFICE on 25th June, 2013. Learning how to manage time, dealing with stress, dealing with feelings along with group dynamics were major takeaways by the participants, inasmuch as they formed a strong bond with each.

Shipping Corporation of India (SCI)

A session on 'Work - Life Balance' exclusively for women employees WAS ORGANISED on May 10, 2013 at SCI. The session focused on dimensions of Health and Self/Time/Stress/ Change/Leisure Management as aspects of Work Life Balance. Dr. Pallavi Khare, a renowned Family Physician, consultant Apollo Hospital, Satyam Hospital and Reliance Communication was the facilitator.

School Kit Drive:

WIPS in association with Seva Sahayog Foundation organized a School Kit Collection drive in SCI premises. Seva Sahayog Foundation is an NGO which aims at engaging socially conscious





corporate, groups and individuals, with NGOs of matching interests.

The School Kit drive aims at providing schoolbag + notebooks + drawing book + geometry box to needy students and educational aids and laboratory equipment to needy schools. Each school kit costs Rs. 300/- and our handholding would help improve the education needs of these underprivileged kids. There is requirement of up to 50,000 kits from various schools and NGOs. The intention is not to send away any child disappointed.

On 27th & 28th June, 2013 SCI assisted Seva Sahayog in their collection of funds (to buy school kits) by allowing them to set up a stall in our premises and received an overwhelming response from SCI employees. We successfully collected an amount of Rs. 25,500/- from our employees which helped us in donating school kits to needy children.

Activities of ONGC



TIBETAN YOGA:

With the help of Dr. Razia Rustom Patel a yoga session on 4th April 2013 was organized attended by 35 participants. The 3 hrs. programme comprised of Theory and Practical session on various yogic exercise and breathing exercises beneficial for maintaining the body and healthy and stress free.

MEDITATION PROGRAMME:

A meditation programme was organised in May 2013 for WIPS Members for handling stress. The programme consisted of audio-visual session exhibiting the live example of cases on stress and also physical exercises. The programme was attended by WIPS Members and well appreciated.





Positioning of Women in Society



BHEL Bhopal had organized lectures on 26.04.2013 on the topic 'Positioning of Women in Society' by Dr. Asha Shukla, HOD Women's Study, Barkatullah University. The objective of this programme was to motivate more and more women to take higher responsibilities by breaking the glass ceiling and other stereotypes associated with them. Dr. (Smt) Sarla Menon, Unit Co-ordinator WIPS, BHEL Bhopal Cell addressed the programme participants.

Work Life Balance

On 24.05.2013, a programme on the topic 'Work Life Balance' was organized by WIPS. The Faculty Member was Dr. Sunita Singh, AGM, Power Management Institute, Noida, Apex Training Centre of NTPC. The objective of this programme was to improve one's workplace productivity, morale and employee experience through improved individual coaching, specific health and well-being goals and higher engagement. Smt. Sunaina Sharma, Co-coordinator WIPS, BHEL Bhopal Cell addressed the participants.

Workshop on 'leading A Stress-free Life'

The Forum organized a two-day Workshop on the theme 'Leading a Stress free life on Emotional, Mental & Physical Wellness' on 07th and 08th June 2013 at Bhopal. The Chief Guest of the Programme was Shri S. R. Prasad, Executive Director, BHEL Bhopal and the Guest of Honour was Shri Girish Shrivastava, GM (HR).

Another Workshop was conducted by the Manzilean Team. 'Manzilean' is an Institute which conducts workshops on various topics of Capacity Building & Personality Development. The participants had a heart touching experience of living life with positivity.



CGB Meeting at IOCL, Mumbai

The Meeting of Central Governing Body of WIPS (2012-14) was held in IOCL, Mumbai on 12th April, 2013 and was attended by all the 4 WIPS Western Region CGB Members. Mr. S. S. Bapat, ED inaugurated the meeting and stressed the need for WIPS to be involved in sustainable development of the projects they undertake.

The outgoing President, Ms. Rachel Mathew, DGM (IA) IOCL handed over charge to the new President Ms. Selvi Ravindran, Sr. DGM (Projects) BHEL and wished the Forum success. Ms. Krishna Sainanee handed over charge of Treasurer to Ms. Sarita Verma.





Regional Executive Body 2012-2014 (Northern Region)

SN	DESIGNATION IN WIPS	NAME (Ms)	DESIGNATION	ORGANISATION	CONTACT NO	E-MAIL & Alternate e-mail id
1	President	Nishi Khurana	DGM(HR)	IOC Ltd., New Delhi	9999300315 011-42125374	khurananm@indianoil.in nishi_khurana@hotmail.com
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