

WOMEN FOCUS

- **Message from Dr. R Nandini, Chairwoman, IWN Southern Region**

- **IWN Regional Council 2015-2016**

- **IWN Activities Calendar – April to June 2015: A Recap**

- **Articles from Resource Persons**

- **Forthcoming Activities in the Southern States**



MESSAGE FROM DR. R NANDINI CHAIRWOMAN, IWN SOUTHERN REGION

Warm Greetings to you from CII's Indian Women Network!

I am pleased to communicate with you through the first edition of this e-newsletter "Women Focus" which is a good platform for IWN and IWN members to share information about the various activities and issues focusing on women.

Today, women play leading roles in every field of work and over the years there is substantial increase in the percentage of women joining the workforce or starting their own ventures thus contributing to a greater extent to the economy of the country. However, I came across certain surprising facts about women's participation in the work force which I would like to share with you (Source: *IMF Working Paper, March 2015*):

- India has one of the **lowest rates** in the world among emerging markets and developing countries
- **India had 33 percent** of women in labour force at the national level in 2012 which translates to **125 million** of the roughly 380 million working-age Indian females are seeking work or are employed
- Female labour force participation in India is **below the global average** of around 50 percent and East Asia average of around 63 percent

Considering that India has a large pool of educated and talented women, women need to play a vital and leading role in every field of business or profession and be economically empowered thus contributing to the economic development of the nation. CII recognizes that the talk and the need of the hour is women leadership across the world as an increasing number of young girls and women are pursuing higher education and entering the work force.

Confederation of Indian Industry (CII) felt that there needs to be a focused and an all-inclusive approach to create gender parity for women in Indian business & Society. Moreover professional women require a structured network for them to discuss their experiences and challenges.....to become better professionals at work.

After brainstorming the key deliverables of an organisation for women and benchmarking similar organisations across the world, CII launched the **Indian Women Network - an**

exclusive platform for Career Women in 2013... currently IWN is in its third year with a rapidly expanding presence across the nation in 11 states and 2 zones.

Over the past 2 years IWN has been continuously striving to deliver value added services to its members. In the southern region, IWN's regional council has mandated that the services would be provided via activities and events delivered by the 2 taskforces viz. Learning & Development, and Health & Wellbeing. The learning and development task force has devised a work plan for Freshers, Mid Management & Senior Management in Corporates, for entrepreneurs, for students and faculty from educational students.

A key area of intervention by IWN is Policy related initiatives such as Session on the Prevention of Sexual Harassment Act, the Internal Complaint's Committee & Orientation Workshops to create a broad base of qualified Women Independent Directors who could take up positions on the boards of companies. We also propose to bring out advocacy reports/ compendiums which will serve as a ready reckoner for women this year.

The Health & Well-being Task Force is another important vertical of the Indian Women Network. This task force aims to deliver information and updates on a wide range of medical and well-being issues affecting women today through health camps, webinars, services from the health and well-being partner for the benefit of members etc.

On membership, IWN has a membership of 1257 women from the southern states. To expand the membership, IWN has been reaching out to CII member companies, educational institutions to nominate women colleagues to IWN and benefit from being part of this exclusive organization formed exclusively for working women.

This first edition of the IWN newsletter will update you on the new office bearers of IWN in the southern region, glimpses of events done over the past two months and the forthcoming activities over the next two months. We also have a column of interesting articles on the Prevention of Sexual Harassment Act at Workplace, Women & Heart Diseases & an article on how women need to realize and achieve their true potential without having any barriers in their mind.

I hope you enjoy this edition and we would like to hear from you on your feedback and suggestions.

We wish you exciting times at IWN!

Thank you.

R Nandini
Chairwoman, IWN Southern Region

INDIAN WOMEN NETWORK- REGIONAL COUNCIL 2015-2016

SOUTHERN REGION

CHAIRWOMAN



DR. R NANDINI
Managing Director
Chandra Textiles Pvt Ltd

DEPUTY CHAIRWOMAN



MS. ANU SRIRAM
Co-Founder & Joint Managing Director
Integra Software Services Pvt Ltd

IWN STATE OFFICE BEARERS

Andhra Pradesh



MS. SAROJA VIVEKANAND
Chairwoman, IWN Andhra Pradesh & Telangana
&
Managing Director, Visaka Group of Companies



MS TEJASWINI YARLAGADDA
Vice Chairwoman, IWN Telangana
&
Director, Malaxmi Group



DR V NAGALAKSHMI
Vice Chairwoman, IWN Andhra Pradesh
&
Joint Managing Director
IMIS Pharmaceuticals



MS UMA RAO GANDURI
Convenor, Learning & Development Task
Force
&
VP-HR, HIL Limited



MS SHUBHRA SHARMA
Co-Convenor, Learning & Development Task Force
&
Head Human Resources – Vizag, HSBC Technology and Services
Service Delivery



DR. V. HEMAMALINI PRASAD
Convenor, Health & Wellbeing Task Force
&
Director Operations, Lotus Children's Hospital



DR UMA AYSOLA
Co-Convenor, Health & Wellbeing Task Force
&
Head – Health & CSR, Athena Ventures Pvt Ltd

Karnataka



MS GAYATHRI VASUDEVAN
Chairwoman, IWN Karnataka
&
CEO, Labournet Services India Pvt Ltd



MS GEETHA PANDA
Vice Chairwoman, IWN Karnataka
&
Director, GSD India & Malaysia
Hewlett-Packard



DR ANJU JAIN
Convenor, Learning & Development Task Force
&
Country HR Manager, Caterpillar



DR GITHA HEGGDE
Co-Convenor, Learning & Development Task
Force
&
Senior Associate Dean, Marketing,
WeSchool

Kerala



MS RINA VIVEKANANDAN

Chairwoman, IWN Kerala
&

CEO & Managing Director,
Sinura Health Information Process Solutions



MS REENA SABIN

Vice Chairwoman, IWN Kerala
&

Director, Specialists' Hospital



MS SANDHYA SYAMA

Convenor, Learning & Development Task
Force
&

Senior HR Business Partner, Oracle India
Development Centre, Trivandrum



MS MAITHRI SRIKANT ANAND

Co-Convenor, Learning & Development Task Force
&

Executive Director, New Business Initiatives,
SFS Homes, and Founder and
Creative Head, Vedhika Store



DR SANDHYA KS

Convenor, Health & Wellbeing Task Force
&

CEO, S K Hospital

Puducherry



MS ANJALI SCHIAVINA

Chairwoman, IWN Puducherry
&

Founder & Managing Director, Mandala Apparels



MS RADHIGA RAGU

Vice Chairwoman, IWN Puducherry
&

Associate Director, Chemin Controls &
Instrumentation Pvt Ltd



MS DAISY MICHAEL

Convenor, Learning & Development Task Force
&

VP, International Operations & Quality,
Integra Software Services Pvt Ltd



MS A. BHARATHY

Co-Convenor, Learning & Development Task Force
&

Assistant Professor, Dept. of Management Studies,
Pondicherry University Community College



DR. JAYALAKSHMY

Convenor, Health & Wellbeing Task Force
&

Assistant Professor, Preventive & Social
Medicine,
JIPMER



DR. VANAJA VAITHIANATHAN

Co-Convenor, Health & Wellbeing Task Force
&

Regional Medical Director,
Vasan Eye Care Hospitals

Tamil Nadu



DR THANGAM MEGANATHAN
Chairwoman, IWN Tamil Nadu
&
Chairperson, Rajalakshmi Group of
Institutions



MS RAJANI SESHADRI
Vice Chairwoman, IWN Tamil Nadu
&
Vice President, Tata Consultancy Services



MS RANI MURALIDHARAN
Convenor, Learning & Development Task
Force
&
Executive Director, GK Sons Engineering
Enterprises Pvt Ltd



MS SHOBHANA RAVI
Co-Convenor, Learning & Development Task Force
&
Chief-Information, Technology, Innovation,
Learning, Infotech, TAFE



PROF A REKHA
Convenor, Health & Wellbeing Task Force
&
Associate Dean (Students), Professor of Surgery,
Sri Ramachandra University

Coimbatore



MS MALARVIZHI SHANMUGAM
Zonal Convenor, IWN Coimbatore
&
Chairperson and Managing Trustee,
Sri Krishna Institutions



MS SUJATHA KRISHNAN
Zonal Co-Convenor, IWN Coimbatore
&
CEO, Suvai Foods Pvt Ltd



IWN ACTIVITIES CALENDAR – APRIL, 2015 TO JUNE, 2015

Event Date	Event Particulars	Event Location
6 th April 2015	Star Talk Series: Interactive session with Mr. Madhupal- Film Director, Screenwriter and Actor	Kerala
7 th April 2015	IWN-TCS Blood Donation drive	Kerala
11 th April 2015	IWN Second Annual Day	Karnataka
13 th April 2015	Business Knowledge Sharing Session by Ms V Dharneeswari, Assistant Manager-HR, The Supreme Industries	Puducherry
21 st April 2015	Women Entrepreneurship conclave	Kerala
27 th April 2015	IWN's Session on Legal Rights for Women	Andhra Pradesh
27 th April 2015	Holistic Health Session by Ms Josephine, Vice President, Holistic Health & Humor Association & IWN Members meet	Puducherry
28 th April 2015	IWN- Eye Screening Camp at Altius Technologies	Coimbatore
6 th May 2015	Star Trek - An Inspirational Journey towards leadership	Andhra Pradesh
23 rd May 2015	Holistic Health Session at Jothi Eye Care Centre by	Puducherry

Ms Josephine, Vice President, Holistic Health & Humor Association

29th May 2015

Interactive Session with Dr Iris on Preventive Healthcare and General Risk Assessment

Tamil Nadu

30th May 2015

Session on Eye Care for Computer Professionals by Dr Vanaja Vaithianathan, Co-Convenor, Health & Wellbeing, IWN Puducherry

Puducherry



30th May 2015

Session on Work Life Balance by Ms Bharathy, Co-Convenor, Learning & Development, IWN Puducherry

Puducherry

9th June 2015

Session on Self Defense Techniques for Women by Ms Sonika Vickraman

Coimbatore

10th June 2015

Interactive Session with Dr Guru Prasad on Cardiac Rehabilitation

Tamil Nadu

11th June 2015

Health Camp Screening

Tamil Nadu

15th June 2015

Online Session on Stress & Heart Disease by Dr E D Arul

Tamil Nadu

16 th June 2015	Online Session on Diabetes and Weight Management by Dr Usha Ayyagari	Tamil Nadu
20 th June 2015	Stretch Your Way to Bliss - Session on Yoga for Health and Productivity	Coimbatore
21 st June 2015	CII/IWN/Yi Yoga session	Kerala
23 rd June 2015	Talk by Hindol Sengupta on entrepreneurship. (In association with Yi)	Andhra Pradesh
24 th June 2015	Launch of IWN in Sri Manakula Vinayagar Institute of Technology	Puducherry
24 th June 2015	Road Show in Sri Manakula Vinayagar Engineering College	Puducherry
25 th June 2015	IWN-ISHA Yoga Workshop	Kerala
25 th June 2015	Workshop on Protecting your Personnel - Companies and their Preparedness under the Prevention of Sexual Harassment Act	Tamil Nadu
26 th June 2015	IWN-SK Hospital Urology Session Camp	Kerala
26 th June 2015	Session on Women Rights & IWN members meet	Puducherry

GLIMPSES: IWN SOUTHERN REGION ACTIVITIES

REGIONAL INITIATIVE

IWN Second Annual Day

11th April 2015, Bangalore

CII's Indian Women Network, Southern Region organised its second annual day on 11th April 2015 at Bangalore on the theme 'Celebrating Women Leadership'. Ms Lalitha Kumaramangalam, Chairperson, National Commission for Women and Ms Ms Usha Ananthasubramanian, Chairman and Managing Director, Bharatiya Mahila Bank delivered the 'Guest of Honour' address at the inaugural session on Role models - The Road Map to Success for Women Leadership. During her address, Ms Lalitha Kumaramangalam urged participants to have a passion to pursue outside of their jobs and family. She said that it was essential for women to focus on their health and nutrition and also take time out for physical exercise. Ms Kumaramangalam mentioned that women should involve themselves in policy and planning at the national level and she urged women to advertise their achievements. Ms Usha Ananthasubramanian, made a strong case for raising the number of women directors on the boards of listed companies.

Why just one woman on boards? BMB chief asks

CII meet dispenses practical tips for women on the move

BANGALURU: The Confederation of Indian Industry's Indian Women Network (IWN) marked its second annual day with a conference on 'Celebrating Women Leadership' in the city on Saturday.

The IWN meet was attended by a cross section of women from different professions in the southern region. The day-long meeting discussed issues relating to women on boards, work-life balance, secret of successful career women, future of women's healthcare and well-being, and women entrepreneurship.

Addressing the gathering, Usha Ananthasubramanian, Chairman and Managing Director of Bharatiya Mahila Bank (BMB), made out a strong case for raising the number of women directors on the boards of listed companies. Why should this position be restricted to just one woman director, she wondered.

While welcoming Seha's directive, she asked why it was



Bharatiya Mahila Bank (BMB) CMD Usha Ananthasubramanian

ing time out for regular exercise," she said.

Male-dominated areas — She also exhorted women to involve themselves in public and planning at the national level instead of staying away. "We as a nation collectively do why not be there for planning in what are otherwise cities and male-dominated areas. Women, she suggested, need to put themselves in such positions. In the same context she urged women to advertise their achievements and make noise as they are now getting heard.

Suchitra Ella, chairwoman IWN Southern Region and Joint Managing Director Bharath Biotech International highlighted the strides made by IWN.

According to her, IWN has spread to 11 states and seven zones while boasting of a membership exceeding 1,500. These ranged from consultants, entrepreneurs to high ranking professionals.

Suchitra Ella further said women had proved their mettle in different sectors and the latest directive to listed companies to induct at least one woman on their boards was a case in point.

CII News Service



National Commission for Women Chairperson Lalitha Kumaramangalam took part in a conference 'Celebrating Women Leadership', in the city on Saturday

Meet rues women's absence in top posts

Special Correspondent

BANGALURU: Why should listed companies be mandated to have just one woman director on their board? Why not make it four?

Making this point at the second annual day of CII Indian Women's Network here on Saturday, Usha Ananthasubramanian, Managing Director of Bharatiya Mahila Bank, regretted that (half of the) listed companies did not bother to comply with stock market regulator SEBI's directive — that they should name a woman

competent professionals in every field, a global study found that India was almost at the bottom of the list of countries vis-à-vis women leaders.

Lalitha Kumaramangalam, Chairperson of the National Commission for Women, noted that from NITI Aayog, company boards to village panchayats, very few women were in planning, policy and decision making. Suchitra Ella, chairwoman of the IWN Southern Region, said the network has spread to 11 States and 1,500 members. Around 200 women professionals from



ANDHRA PRADESH & TELANGANA

Session on Legal Rights for Women

27th April 2015, Hyderabad

Indian Women Network Andhra Pradesh & Telangana organized a Session on Legal Rights for Women at Normak Fashions, on 27 April, in Hyderabad. The session was attended by around 70 women of the company. The session was addressed by

Ms. Satyavathi, Founder, Bhumika and Ms. Priya Iyengar, corporate lawyer on issues such as Sexual harassment at workplace, domestic violence and importance of collective bargaining and open communication system at workplace.



Star Trek - An Inspirational Journey towards leadership

6th May 2015, Hyderabad

IWN Andhra Pradesh & Telangana organized a Star Trek session with Mr. G V Prasad, Co-Chairman & CEO, Dr. Reddy's Laboratories, on his inspirational journey towards Leadership. Mr. Prasad discussed about how the initial years of the organization were focused on viability and then how gradually it entered into its growth trajectory. People practices, Science & Technology and corporate governance have been the key strengths of Dr. Reddy's. He explained the importance of defining the processes of the organization well in its initial phase as it leads to consistent delivery all the way along. He also discussed about the importance of mentorship and how women professionals should strive to build their own path. Ms. Saroja Vivekanand, Chairwoman, IWN AP & TS & Ms. Tejaswini Y, Vice

Chairwoman, IWN AP & TS also addressed the session. The session was attended by around 90 IWN Members and was well appreciated.



IWN-Yi: Talk on Entrepreneurship

23rd June 2015, Hyderabad

Mr Hindol Sengupta, an Indian Journalist, Writer, Entrepreneur and author of the book: 'Recasting India: How Entrepreneurship is Revolutionizing the World's Largest Democracy' took a session for Yi and IWN members on 23 June 2015. Mr Hindol's book has also been shortlisted for the prestigious Hayek Prize that is awarded by the Manhattan Institute each year to writers whose work best celebrates the principles of Austro-Hungarian Nobel laureate in Economics, Friedrich von Hayek. He became the youngest writer ever at 34 to be nominated for the Hayek Prize and the first ever from India. Hindol's speech and talks are as terrific as his writings and was an interesting opportunity for all budding entrepreneurs.

women matter.

KERALA

Star Talk Series: Interactive session with Mr. Madhupal- Film Director, Screenwriter and Actor

6th April 2015, Trivandrum

As part of "STAR TALK SERIES", Yi

Thiruvananthapuram

Chapter in association with

IWN Thiruvananthapuram

Zone organized an exclusive

interactive session with Mr.

Madhupal (Eminent

Malayalam Film Director,

Screenwriter & Actor) on 6th

April, 2015 at SFS Home

Bridge, Thiruvananthapuram.

Mr. Madhupal explained

about the importance of

female oriented lead roles in his films and how the gender issues can be addressed through

cinema. He also added about that the major role of cinema in society about gender

equality. The sessions were interactive with the several members of the audience and

delegates taking active part in the session. The seminar was well attended by participants

including IWN, Yi and selected non-members. A total of 23 participants attended this

session.



IWN-TCS Blood Donation Drive

7th April 2015, Cochin

IWN held a blood donation drive along with TCS at Infopark, Kochi on 7 April, 2015. The

drive was held with the support of IMA Blood bank, Kochi.

Over 80 people participated in the blood donation drive.



Women Entrepreneurship Conclave

21st April 2015, Thrissur

CII Thrissur Zonal Council jointly with IWN organized “Women Entrepreneurship Conclave” with the theme Economic & Social Development through Entrepreneurship at

Hotel Lulu International Convention Center, Thrissur on 21 April 2015.



Ms Nishanthini, IPS, Commissioner of Police, Thrissur City was the Chief Guest. While delivering the Inaugural Address she opined that women

are capable of much more than what they believe themselves to be capable of. She also said that it is the responsibility of each and every woman to protect themselves and women, as a community. She also mentioned that women should have the courage to raise their voice and react, when their pride and modesty are questioned. The conclave also had women entrepreneurs from various fields sharing their entrepreneurial stories. Judging from the feedback received from the participants, the Conclave was a resounding success. The Conclave was attended by 200 Women delegates from across Kerala.

CII/IWN/Yi Yoga Session

21st June 2015, Cochin

On the occasion of 'International Day for Yoga', a joint yoga session was organized by CII/IWN/Yi. The session was organized in association with Yes to Spirituality (Y2S) Experience Center. Sudakshna Thampi, Co Founder, Y2S agreed to host the session at her center.



The session started with welcoming everyone to the session wherein the importance of the day and supporting the ideology of India's Prime Minister Narendra Modi were talked about. Prashant A N, Deputy Director & State Head, Kerala spoke a few words too, reiterating the importance of yoga.

Nithin, a trainee of Ms. Sudakshna and a yoga instructor, undertook the session. He showed 7-8 asanas (yoga techniques) during the session and all individuals actively participated in the session. At the end of the session a memento was presented to Nithin.

A total of 17 members took part in the session which included 2 IWN members. The session ended with snacks and refreshment.

IWN-ISHA Yoga Workshop

25th June 2015, Trivandrum

IWN in association with the ISHA foundation organized a 90 minutes yoga workshop at Bhavani Atrium, Technopark, Trivandrum on the 25th of June, to observe the importance of the invaluable gift of yoga. The session commenced with an introduction followed by videos that were played and which showed various yoga asanas which were to be followed by the participants. The participants included employees from Technopark mostly, while there was one IWN member who was present for the session. The total number of participants at the session was 178.



IWN-SK Hospital Urology Session Camp

26th June 2015, Trivandrum

IWN partnered with SK Hospital in organizing a Urology Session Camp on the 26th of June at SK Hospital premises. The programme aimed at spreading awareness about various urological issues as well as addressing all urology cases, both medical as well as surgical cases



including ESWL. Individuals experiencing symptoms such as swelling of the prostate gland; Kidney Stone; Dysuria (pain or burning sensation during urination and frequent urination, including waking up at night to urinate, sometimes referred to as nocturia) were encouraged to participate in this session.



The session was led by a panel of three doctors, Dr. Vinod K.V MS, MCH (Uro), Chief Consultant Urologist, Dr. Anup G.R MS, MCH (Uro) Consultant Urologist, and Dr. Deepak Chandran MS, (MRCS Edinburgh), MCH, Consultant Urologist. Dr. Vinod led the session on creating awareness about various urological diseases, followed by the check

up of patients. During the inaugural session, Ms. Maithri Srikant, Co-Convenor, Learning and Development Task force for IWN, introduced IWN and talked about its various activities. The programme saw participation from around 30 people.

PUDUCHERRY

Session on Business Knowledge Sharing

13th April 2015, Puducherry

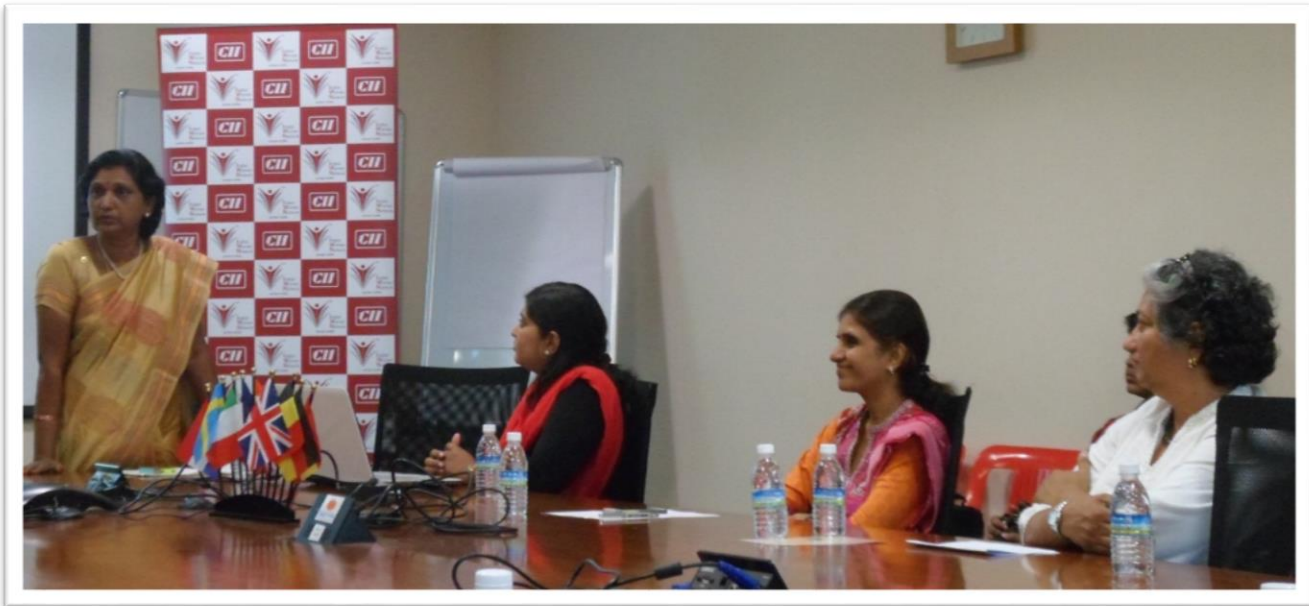


The objective of the Session was to share business knowledge to students in various Management related topics. Ms V Dharneeswari, Assistant Manager-HR, The Supreme Industries addressed the students on HR practices in Manufacturing Industries. Around 60 students attended the Session in Community College.

Holistic Health Session & IWN Members meet

27 April 2015, Puducherry

The Objective of the Holistic Health session was to make people aware of one's own



Intelligence, thereby helping them realize their true nature of excellence. Around 35 IWN members participated in the Health Session and members meet in Integra Software Services Pvt. Ltd. Ms Josephine, Vice President, Holistic Health & Humor Association and a Mind Power trainer addressed the IWN members on Holistic Health.



Holistic Health Session at Jothi Eye Care Centre

23rd May 2015, Puducherry

The Objective of the Holistic Health session was to make people aware of one's own intelligence thereby realizing their true nature of excellence. Around 35 Women employees in Jothi Eye Care Centre had participated in the Health Session. Ms Josephine, Vice President, Holistic Health & Humor Association and a Mind Power trainer addressed the Women employees on Holistic Health.



Session on Eye Care for Computer Professionals

30 May 2015, Puducherry

The Objective of the Session was to create awareness to the working professionals on Eye Vision Syndrome and Eye Donation. The session was addressed by Dr Vanaja Vaithianathan, Co-Convenor, Health & Wellbeing, IWN Puducherry, for the working professionals in Integra Software Services Pvt.Ltd. Around 60 professionals participated in the session.



Session on Work Life Balance 30 May 2015, Puducherry

The objective of the Session was to address work life balance to the women employees in Jothi Eye Care. Around 30 employees attended the session. Ms Bharathy, Co-Convenor, Learning & Development, IWN Puducherry, addressed the session.

IWN Launch & Session on Success Frequency 24 June 2015, Puducherry

Indian Women Network was launched at Manakula Vinayagar Institute of Technology on Wednesday, 24 June 2015, with 45 student memberships and 5 faculty memberships, followed by a session on Success Frequency by Ms Josephine who addressed the IWN members on Holistic Health. She is the Vice President, Holistic Health & Humor Association, and a Mind Power trainer.

Road Show on Indian Women Network at Sri Manakula Vinayagar Engineering College

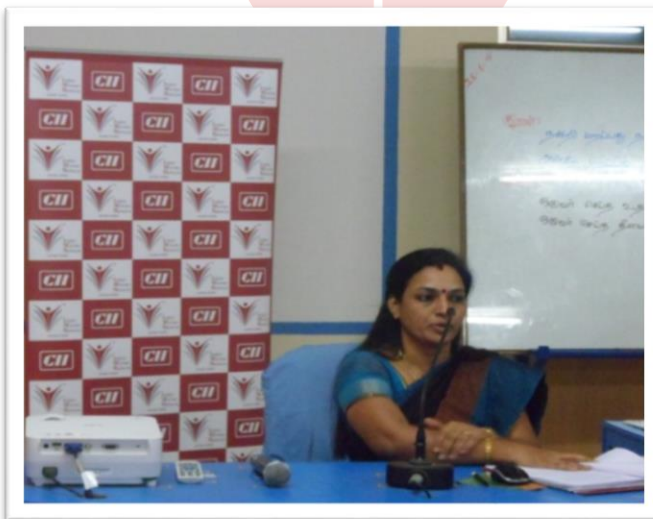
24 June 2015, Puducherry

Road show on Indian Women Network at Sri Manakula Vinayagar Engineering College was held on 24 June 2015 to enable participants to network, learn, share and seek better opportunities and guide them through career options; and also to provide them an opportunity to be mentored by successful women achievers who have climbed up the professional ladder in their respective careers.



Session on Women Rights & IWN members meet

26th June 2015, Puducherry



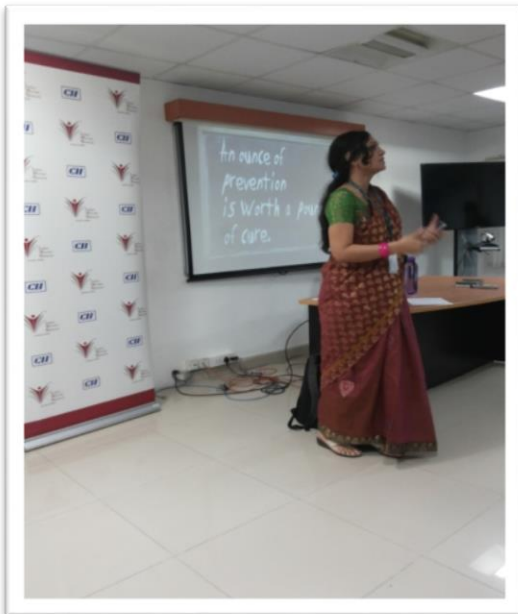
The objective of the session was to make members aware of their Legal Rights. Around 25 IWN members participated in the Session and members meet in Chemin C&I Pvt. Ltd.

Ms Kamala Kumar, Advocate & Notary Public addressed the members on Women Rights.

Tamil Nadu

Interactive Session on Preventive Healthcare and General Risk Assessment

29th May 2015, Chennai



Dr. Iris C, Family Medicine Specialist, Apollo Hospitals addressed on the theme of 'prevention is better than cure' and addressed on topics such as Nutrition, Vitamins & Diet, gastrointestinal woes, epidemic prevention, sleep disorders and coping with stress, obesity and exercise. There were 20 employees from UDS Pvt Ltd who participated in this interactive session.

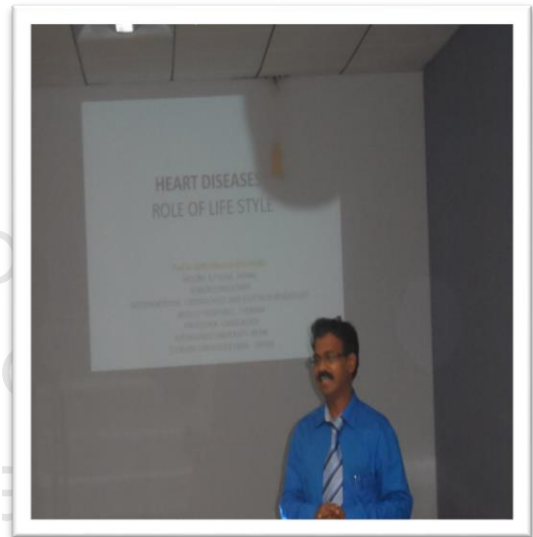
Interactive Session on Cardiac Rehabilitation

10th June 2015, Chennai

Prof. Dr. S. Guru Prasad, HOD -

Cardiology, Apollo Specialty Hospitals, OMR, Senior Interventional Cardiologist and Electrophysiologist, (Certified in Device Therapies & Heart Failure) addressed the session. Dr S Guruprasad spoke on understanding heart disease, how to protect your heart, about cardiac rehabilitation, why cardiac rehabilitation is important, and introduction to non-invasive approach to long lasting cardiac health.

Around 65 employees of TVS Infotech Ltd participated on this interactive session.



Health Camp Screening

11th June 2015, Chennai



The IWN Health Camp was organized at TVS Infotech Ltd. Apollo Hospitals did the screening on Blood Sugar, BP, ECG, Height, Weight Etc., Around 115 participants participated in the health screening.

Online Session on Stress & Heart Disease

15th June 2015, Chennai

Dr E D Arul, Consultant Cardiologist in Apollo Specialty Hospitals spoke on the topic: "Heart is the seat of all emotions". He mentioned that stress is the reaction to change. It results in psychological, physiological, endocrinological and immunological changes that may have consequences on one's health by affecting the heart. This online session impacted 30 participants.

Online Session on Diabetes and Weight Management

16th June 2015, Chennai

Dr. Usha Ayyagari, Consultant, Department of Endocrinology, Apollo Hospitals spoke on diabetes, obesity and diet. She said that diabetes is frequently thought of as a problem of ageing. However, across the world, the greatest numbers of people with diabetes are under the age of 60. Over 50% of people with diabetes remain undiagnosed, but can still have silent damage from the high blood sugar levels. The increasing rates of diabetes, especially in younger age people, closely mirror the increasing rates of overweight and obesity. The

session looked at topics such as: the risk factors for diabetes, who should think of being screened, monitoring in people who already have diabetes and the risks of poor control. It also looked at options for maintaining a healthy lifestyle and weight management. 35 participants participated in the session.

Workshop on Protecting your Personnel - Companies and their Preparedness under the Prevention of Sexual Harassment Act

25th June 2015, Chennai

A Workshop and Interactive Session was organized on “Protecting your Personnel - Companies and their Preparedness under the Prevention of Sexual Harassment Act” to understand and focus on the obligations, requirements and responsibilities under the Act and improve knowledge skills for handling such issues within the organization to ensure compliance. Kochhar & Co. was the knowledge partner.

The sessions covered hypothetical case studies to better understand the relevant concepts and discuss how companies may address such situations within an organization. The topics discussed included: understanding the Basics to ensure Compliance by a Company; Anti- Sexual Harassment Policy of the Company; Mandatory Trainings for Employees; Committee Requirements – Formation, Role, Powers and Training; Dealing with Complaints –Inquiry Process, Confidentiality, Action and Appeal etc.

There were presentations from various eminent speakers from industries. It was well received by the participants and there were many take away points for the participants through this workshop. Around 73 participants from various industries from southern region participated.



COIMBATORE

IWN- Eye Screening Camp

28th April 2015, Coimbatore



IWN Coimbatore Zone organized a One Day Eye Screening Camp at Altius Technologies associating with Aravind Eye Hospital to initiate and follow the social welfare activity for the Corporate Members. It was based on awareness about eye safety and prevention about eye problems, and was attended by 120 employees of the organisation.

Session on Self Defense Techniques

9th June 2015, Coimbatore

As an Initiative of Coimbatore Zone, there was a session on Self Defense Techniques for Women by Ms Sonika Vickraman, a practicing master of Taichi and Reiki. She won the karate world cup thrice and brought laurels to India by winning a bronze medal in 2006 at





Greece and silver medal in 2007 at Bulgaria; she also was an International Karate judge both at the Asian and World level in the year 2015. The session was for women safety, social skills, confidence, learning and getting in shape, and was attended by 42 women.

Stretch Your Way to Bliss: Session on Yoga for Health and Productivity 20th June 2015, Coimbatore

IWN Coimbatore Zone organized a yoga session for health and productivity with the theme: Stretch Your Way to Bliss, as part of the celebration of International Yoga Day. The session was led by Mr Reeshikumar Santhosh, a yoga master blessed with amazing energy, art and wisdom of yoga and who teaches Hatha yoga, Yoga psychology, Yoga physiology, Internal yoga (Pratyahara, Dharana and Dhyana) and Yoga therapy. The objective of the session was to help participants become familiar with body stretching practices (Asana), breathing practices (Pranayama) and meditation, Kirtan and Mantra. The session was held



at Hotel 'The Residency', Coimbatore and was also addressed by Ms. Malarvizhi, Convenor, IWN Coimbatore; Mr. Ajay Yadav IAS; and Ms. Sujatha Krishnan, Co-Convenor, IWN Coimbatore, besides Mr. Reeshikumar. The session was attended by 170 participants.

THE NEW SUNDAY EXPRESS
COIMBATORE 21 JUNE 2015



CII members participating in a yoga session on the eve of International Day of Yoga in the city on Saturday | S KAMALAKANNAN

'Balances Material and Spiritual Life'

Express News Service

Coimbatore: Yoga is a mechanism to cure all physical and mental problems, and promote inner harmony and peace, said Ajay Yadav, Joint Commissioner of Commercial tax, Coimbatore here on Saturday.

Speaking at programme in commemoration of World Yoga Day, 'Stretch Your Way to Bliss', organised by Indian Women Network of CII, he said, "The problem in every organisation is stress. It is mainly because of the changes in working conditions. We are living in a materialistic world and cannot escape from our daily commitments. Stress is inevitable but we have to know how to overcome it."

He said that yoga helps the body to detoxify itself and develop one's self discipline through achieving a balance between the material and spiritual life.

"The uniqueness of yoga is that it can be practiced by people from all age group. Every Indian should learn, practice, promote yoga and its rich heritage," he urged.

Meanwhile, several organisations will conduct yoga session across the city on Sunday.

The Art of living, Coimbatore will organise a free yoga session at Race Course walkers path on Sunday morning.

"The session will comprise of simple asanas, pranayama and meditation. About 5,000 people are expected to participate," said Anand Puroshottaman, Apex Body member of the foundation.

The walkers path will be divided into bays where 25 people will be slotted with dedicated instructors guiding them.

NCC Group Headquarters Coimbatore is holding Yoga for cadets of their camp in various schools and colleges at Nehru Stadium.

"We have planned for an approximate cadet strength of 1,000 as well as senior NCC officers to get into the Guinness Book of Records," said S Mathew, Lieutenant colonel (Lt Col), officer commanding.

Akhil Bharatiya Vidyarthi Parishad is holding a district level yoga event to showcase the talents of school students at flower market in the city.

தினந்தந்தி
சென்னை 21-6-2015



இந்திய யோகாக்கூட்டம் தொடர்ச்சியாக சென்னை நகரில் நடைபெற்று வருகிறது. இது மூலம் மன அமைதி மற்றும் உடல்நலனை மேம்படுத்தும் வகையில் யோகா பயிற்சி வழங்கப்படுகிறது. இதுவரை சென்னை நகரில் 21 இடங்களில் யோகாக்கூட்டம் நடைபெற்றுள்ளது. இதுவரை சென்னை நகரில் 21 இடங்களில் யோகாக்கூட்டம் நடைபெற்றுள்ளது. இதுவரை சென்னை நகரில் 21 இடங்களில் யோகாக்கூட்டம் நடைபெற்றுள்ளது.

யோகா பயிற்சி வழங்கும் போது, மன அமைதி மற்றும் உடல்நலனை மேம்படுத்தும் வகையில் யோகா பயிற்சி வழங்கப்படுகிறது. இதுவரை சென்னை நகரில் 21 இடங்களில் யோகாக்கூட்டம் நடைபெற்றுள்ளது. இதுவரை சென்னை நகரில் 21 இடங்களில் யோகாக்கூட்டம் நடைபெற்றுள்ளது.

COIMBATORE
THE HINDU • SUNDAY, JUNE 21, 2015

Yoga Day programme held

Staff Reporter

COIMBATORE: Indian Women Network (IWN) of the Confederation of Indian Industry (CII) recently organised an International Yoga Day programme - 'Stretch Your Way to Bliss'.

A release from the organisation said that Joint Commissioner, Commercial Taxes, Ajay Yadav, who inaugurated the programme, spoke on the importance of yoga practice saying yoga helped balance the inevitable stress in this fast-paced materialistic life.

The good thing about yoga was that unlike other exercises, people of all ages could easily practice the postures. And considering the fact that yoga originated in India, it was the duty of every Indian to promote yoga and propagate its rich heritage.

The CII, Young Indian and IWN, Coimbatore Zone, had partnered with 136.1 Yoga Studio for yoga sessions, which it had planned to organise at Hotel Residency, G.V. Residency, Kumaraguru College of Technology and a few other places in the city.

Reesikumar Santhosh, yoga master, 136.1 Yoga Studio, demonstrated 'asana', 'pranayama', meditation, and other aspects of yoga. S. Malarvizhi, convenor, IWN, and Sujatha Krishnan, co-convenor, also spoke.



WOMEN FOCUS

The following section features articles from resource persons from various professional backgrounds.



Anti-Sexual Harassment law – Applicable?



Women and Heart Diseases



Can Elephants Dance?

ANTI-SEXUAL HARASSMENT LAW – APPLICABLE?



Article contributed by:
Ms. Hufriz Wadia
Partner, Kochhar & Co.

Concepts such as ‘Happy Workplace’, ‘work-life balance’, ‘gender neutral workplaces’ are often touted amongst companies globally. Unfortunately, this does not necessarily translate into better compliance with mandatory employment law requirements. In fact, despite the growing public awareness and indignation against sexual harassment at the workplace, several businesses in India continue to turn a blind eye to the requirements of the new anti-sexual harassment law in India. It is not uncommon to hear senior management discuss how their company has hardly any or no female employees and that therefore the law does apply to them or how they have never had complaints of sexual

harassment and why invite trouble where none exists.

In truth, most cases of sexual harassment go unreported or are covered up. The problem needs to be addressed and is unlikely to go away if we just stick our heads in the sand. A failure to address sexual harassment at the workplace has huge hidden cost implications for an organisation and the sooner management address this issue, the more likely it is that the organisation will become a safer and happier and therefore more productive workplace. Sexual harassment at the workplace affects profits in a big way: loss of employee morale, decline in productivity, absenteeism and employee losses / turnover are only some of the HR related costs, but perhaps bigger and more hard-hitting is the loss of public image and brand value that follows negative publicity for failures to provide a safe work environment or quick and effective action against perpetrators of sexual harassment.

All organisations (whether in the organised or unorganised sector) and irrespective of form i.e. a company, partnership firm, trust, association or any other body, whether for profit or

not for profit, whether in business or not, whether an educational institution or a hospital or a hotel, are all required by law to have in place an anti-sexual harassment policy dealing with the prevention and redressal of sexual harassment at the workplace. Organisations with 10 or more employees (whether women or men) are required to also appoint an internal complaints committee with a certain minimum number of members including at least one external member well acquainted with the relevant law, to address complaints of sexual harassment and conduct inquiries and investigations where necessary. The law also mandates that employee trainings to ensure employed under contract or not, whether paid employees or volunteers or trainees or apprentices, detailed trainings and workshops sensitising employees on the law against sexual harassment and discrimination and promoting a safer and more equal workplace. Not just the company /organisation, but also senior management may also be held responsible for non-compliances or inaction by the Company under this law and it is therefore prudent for companies to ensure compliance with The Sexual Harassment of Women at Workplace (Prevention, Prohibition

and Redressal) Act 2013 (“Act”) and the rules thereunder.

A few tips and pointers main points for organisations to be in compliance with the main provisions of the law are as under: Note that these requirements apply to all organisations, whether domestic entities or foreign entities with only branches or offices in India. It also applies to each office of an organisation in India.

- a. Constitute an Internal Complaints Committee with a minimum of four members, of which one must be a non-employee member with relevant expertise in law or social service or from a non-governmental organisation in this field;
- b. Ensure that the company has a written anti-sexual harassment policy. In addition to this, ensure that the names and contact details of the Internal Complaints Committee members and the penal provisions under the law are clearly displayed on notice boards in every office or unit;
- c. Organise trainings and workshops for all employees on the provisions of this law at regular intervals during the

year. Conduct trainings in the local language where required. The key is that all employees should understand and grasp the trainings.

- d. Organise orientation workshops for the members of the complaints committee to ensure they understand the law, their role and decision-making powers, the inquiry and investigation process etc. sensitising the committee on dealing with the complainant, the accused and the witnesses, understanding the concepts of natural justice and judging without bias.
- e. Prepare and file Annual Reports – Certain details on sexual harassment complaints received need to be included in the Annual Report of the Company and in the report to the relevant District Officer. Companies need to ensure this is done.

A failure to abide by these provisions of the law may lead to fine and cancellation of the registration and license of the relevant company and given the recent press releases by the government, it is expected that strict

action may be taken against organisations that fail to comply. Also, it remains unclear to what extent senior management may be held liable for failures of the Company to comply with this law. The detrimental effect of public scrutiny and ridicule for failures by a company to provide adequate protection against sexual harassment at its workplace and to its employees is perhaps more of a deterrent and will hopefully push more and more companies to comply at the earliest. In today's quick paced world of digital media and instant messaging, perhaps proactive and preventive action is the need of the hour.

Indian
Women
Network

women matter.

WOMEN AND HEART DISEASES



Article contributed by:
Prof. Dr. Guruprasad.S.
MD, DM, FISC.
Senior Cardiologist, Apollo
Hospitals

1. Why focus on women and health?

India is one of the few countries in the world where women and men have nearly the same life expectancy at birth. The fact that the typical female advantage in life expectancy is not seen in India suggests there are systematic problems with women's health. Indian women have high mortality rates, particularly during childhood and in their reproductive years. Women and girls have particular health needs and that health systems are failing them. Women's health matters not only to women

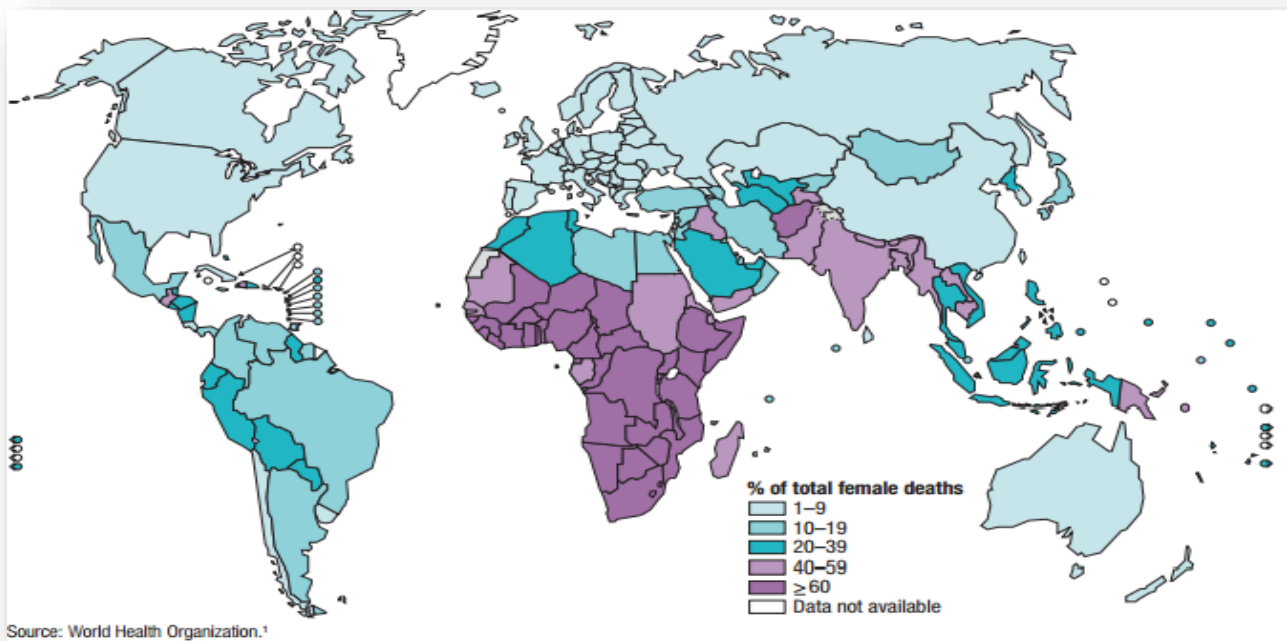
themselves. It is also crucial to the health of the children they will bear.

The United Nations ranks India as a middle-income country. Gender is one of many social determinants of health—which include social, economic, and political factors—that play a major role in the health outcomes of women in India. A latest survey mapping the trends of cardiovascular diseases in south India has revealed that there is an alarming 10-15% rise in cardiovascular disease (CVD) among young women. A substantial 81% of the doctors surveyed felt that women are less proactive about getting diagnosis and treatment done compared to men and many doctors felt women choose to ignore symptoms of heart disease. In the survey 'Visualising the extent of heart disease in Indian women', 65% of doctors from south India said that women heart patients report late or fail to reach the hospital.

Today the lives of females of all ages and in all countries are being shaped by a series of factors – epidemiological, demographic, social, cultural, economic and environmental. These same factors influence the lives of males but some adversities affect

girls and women in particular. Every day, approximately 1000 women die due to complications during pregnancy and at childbirth.

Women's deaths from communicable, maternal, perinatal and nutritional conditions as a percentage of total women's deaths, 2004



There have been major improvements in life expectancy among women over the past half-century but not all women have benefited.

2. What diseases can affect the heart?

The most important diseases consist of

- Congenital Heart Diseases (Heart diseases / defects that occur by birth eg. Atrial and Ventricular septal

defects – known as holes in the heart; Fallot's Tetralogy – known as blue babies)

- High blood pressure
- Coronary Artery Disease (popularly known as Heart attack)
- Rheumatic Heart / Valvular disease (where heart valves get damaged permanently causing blockage or leakage of the valves)

- Arrhythmias (abnormal beating of the heart)
- Cardiomyopathies (genetic related damage to the heart muscles)

Fig- A heart scan showing the hole in the heart called Atrial Septal Defect (ASD)

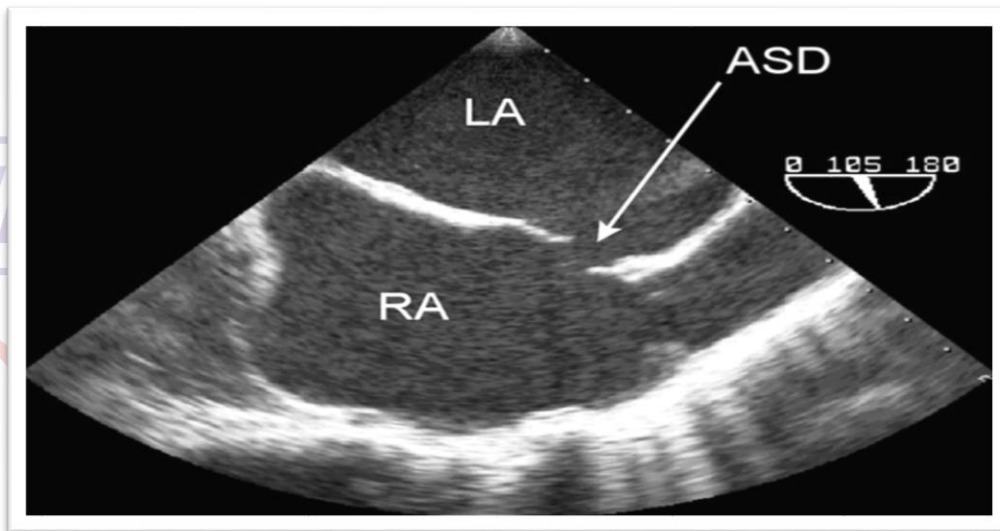
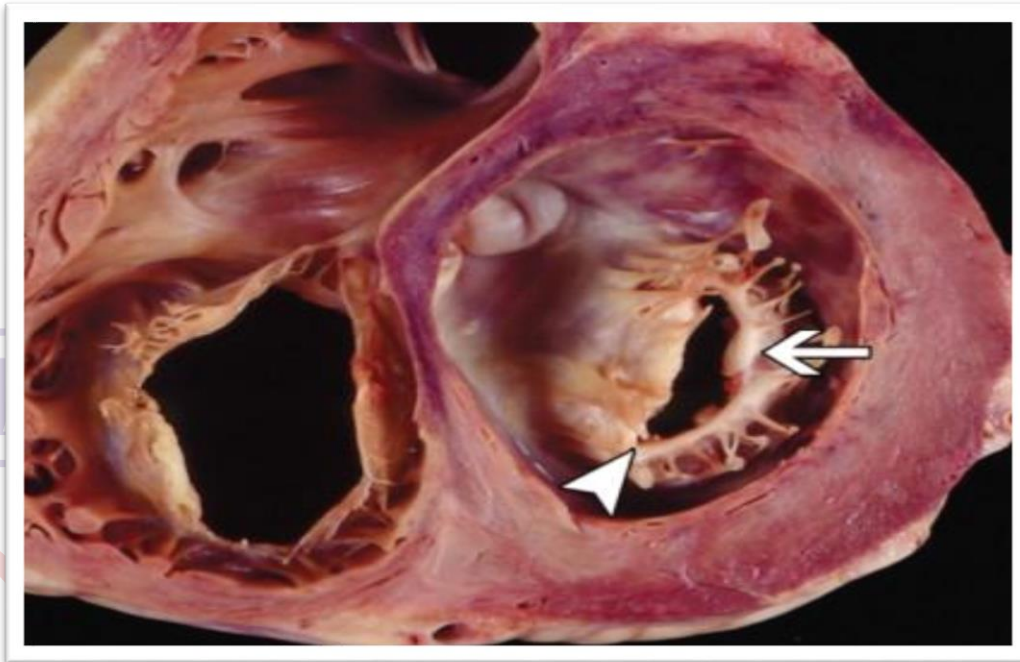


Fig - Bleeding in the brain shown by the CT scan because of high blood pressure. (The white area inside)



Fig - Mitral valve of the heart damaged by Rheumatic Fever.



3. What symptoms (complaints) can denote heart diseases?

It would be nice to consult a cardiologist if you notice any of the complaints

- Unexplained chest discomfort / pain
- Sudden and unexplained pain or numbness of left (sometimes right) arms
- Breathing difficulty
- Leg swellings
- Unexplained fatigue
- Giddiness on walking or of sudden onset offset any time

- Fast heart beating (palpitation) with or without giddiness
- Unexplained falls due to sudden unconsciousness
- Bluish discolouration of the body

Even if you don't have a heart disease, it is important to consult a doctor if you have one or more of these risk factors

- Family history of heart attacks at younger than 65 years of age
- Family history of sudden or unexplained deaths
- Any abnormal parameters or lab values like high cholesterol /

sugar / thyroid levels on routine medical check-up.

4. How women are different from men as heart diseases are concerned?

Females generally live longer than males – on average by six to eight years. This difference is partly due to an inherent biological advantage for the female. But it also reflects behavioural differences between men and women.

Heart diseases like Rheumatic fever and Mitral valvular diseases are more common in Young women. Though women during their reproductive are protected from heart attacks, due to natural estrogen and progesterone hormones, their protective effect is lost when they become diabetic, after removal of uterus for other reasons and after natural menopause.

Cardiovascular disease is a major contributor to female mortality in India. Indians account for 60% of the world's heart disease burden, despite accounting for less than 20% of the world's population. Cardio-vascular

diseases in women in India, where a large percentage of the population is diabetic, are likely to increase by 17 per cent in the coming 10 years.

5. What is heart attack? (Coronary Heart Disease)

CHD is a disease in which cholesterol plaque builds up on the inner walls of coronary arteries. These arteries carry oxygen-rich blood to the heart. When plaque builds up in the arteries, the condition is called atherosclerosis

Plaque is made up of fat, cholesterol, calcium, and other substances found in the blood. Over time, plaque can harden or rupture (break open).

Hardened plaque narrows the coronary arteries and reduces the flow of oxygen-rich blood to the heart. This can cause chest pain or discomfort called angina.

If the plaque ruptures, a blood clot can form on its surface. A large blood clot can mostly or completely block blood flow through a coronary artery. This is the most common cause of a heart attack.

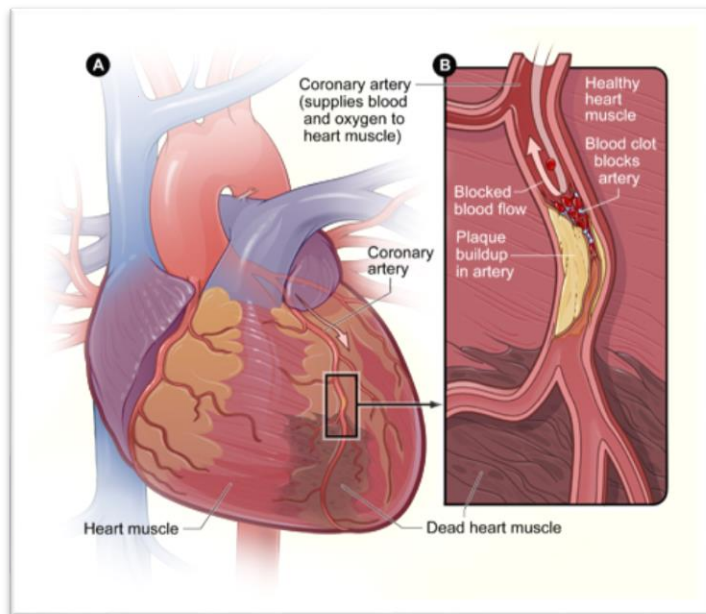


Figure: A is an overview of a heart and coronary artery showing damage (dead heart muscle) caused by a heart attack. Figure: B is a cross-section of the coronary artery with plaque build-up and a blood clot resulting from plaque rupture.

6. Why heart attacks are increasing in Indian women?

The most important reasons for the heart attack are – Diabetes, High calorie diet, High cholesterol levels, Obesity, lack of physical exercise, family history of heart attacks, smoking and excess alcohol consumption.

Change in the life style of younger women in India has changed the hormonal status of women, so that the protective hormonal effects to the heart may be lost. Lack of oestrogen hormone is among the top five reasons for younger women in the age group of 20-40 years developing heart attacks. More over working women are under

tremendous stress, which in our study has shown the most important cause of heart attacks in younger population including women.

The survey, Visualising the Extent of Heart Disease in Indian Women (VEDNA), mapping the trends of cardiovascular diseases among women and conducted among 577 cardiologists from across the country, has revealed that 54 per cent of the doctors observed a 16 to 20 per cent rise in CVDs among women in the last five years. An estimated 65 per cent of the doctors surveyed also revealed that they had found low level of oestrogen to be one of the main causes for younger women developing heart diseases. The survey was conducted

by Heal Foundation. The most worrying factor is that it is affecting more women in the reproductive age group now, unlike in the past when women got it mostly after menopause.

7. Should women be worried about their heart health?

Certainly yes. Women have higher mortality rates relating to cardiovascular disease than men in India because of differential access to health care between the sexes. One reason for the differing rates of access stems from social and cultural norms that prevent women from accessing appropriate care. For example, it was found that among patients with congenital heart disease, women were less likely to be operated on than men because families felt that the scarring from surgery would make the women less marriageable.

Furthermore it was found that families failed to seek medical treatment for their daughters because of the stigma associated with negative medical histories. This difference leads to diverging health outcomes for men and women.

8. What are the treatment options for the heart diseases?

The good old saying “Prevention is better than cure”, should always be respected. Any risk factor related to heart disease should promptly recognized and treated, thereby avoiding major heart problems. Strict compliance to the medicines advised is mandatory.

Once something major event has happened to the heart expert heart specialist treatment is advisable. The important therapies or procedures we use to treat heart diseases are

- Device or surgical closure of the holes in the heart
- Balloon angioplasty for the stenosed (blocked) valves
- Angioplasty and stenting to the blocked arteries in the heart that caused heart attack
- Bypass heart surgery if blocks of the blood vessels in the heart are many
- Valve repair or replacements for the damaged heart valves
- Pacemakers for the slow beating of the heart
- Radio-frequency ablation therapy for palpitations due to abnormal electrical circuits in the heart.

Other novel and state-of-the art treatment modalities include

- Stem cell therapies

- Device therapies for the heart failure
- Robotic surgeries
- Total artificial hearts
- Heart / Heart-Lung transplantation etc.

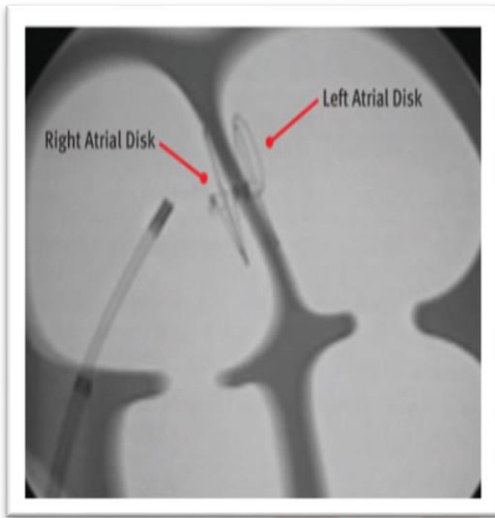


Fig: Button device used to close a whole (ASD) in the heart

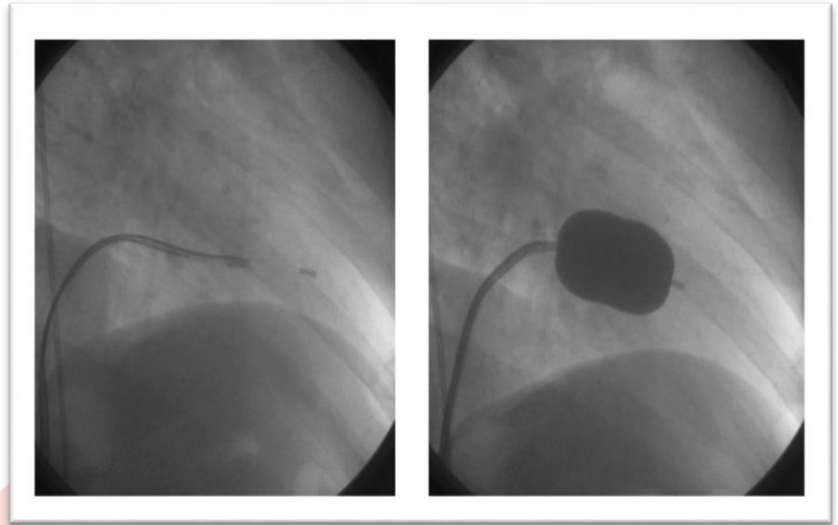


Fig: Balloon angioplasty of the stenosed heart valve

Fig: Angioplasty and stenting in a patient of heart attack (before and after)

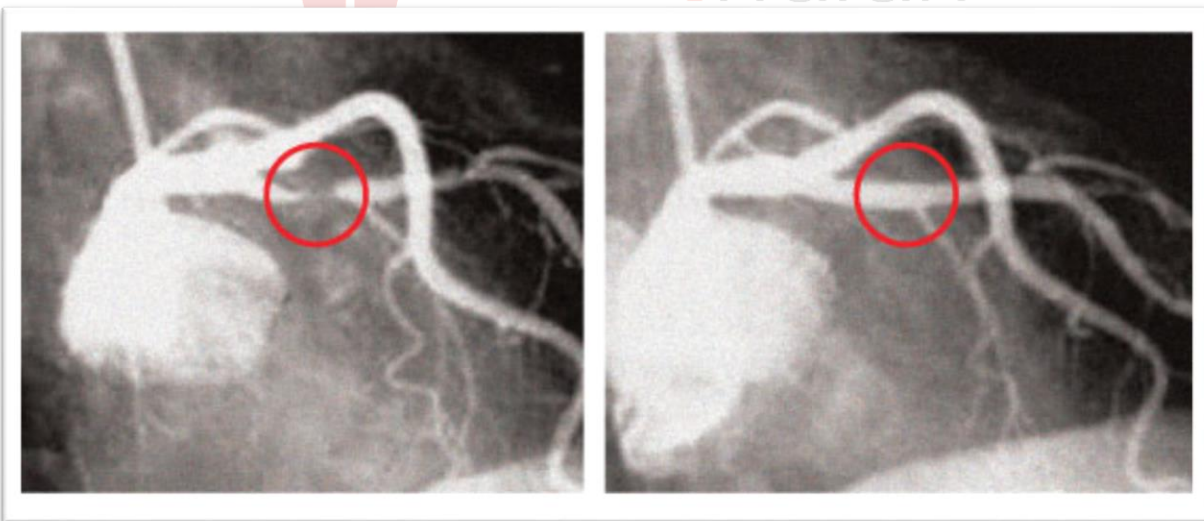


Fig: Schematic view of the angioplasty and stenting procedure.

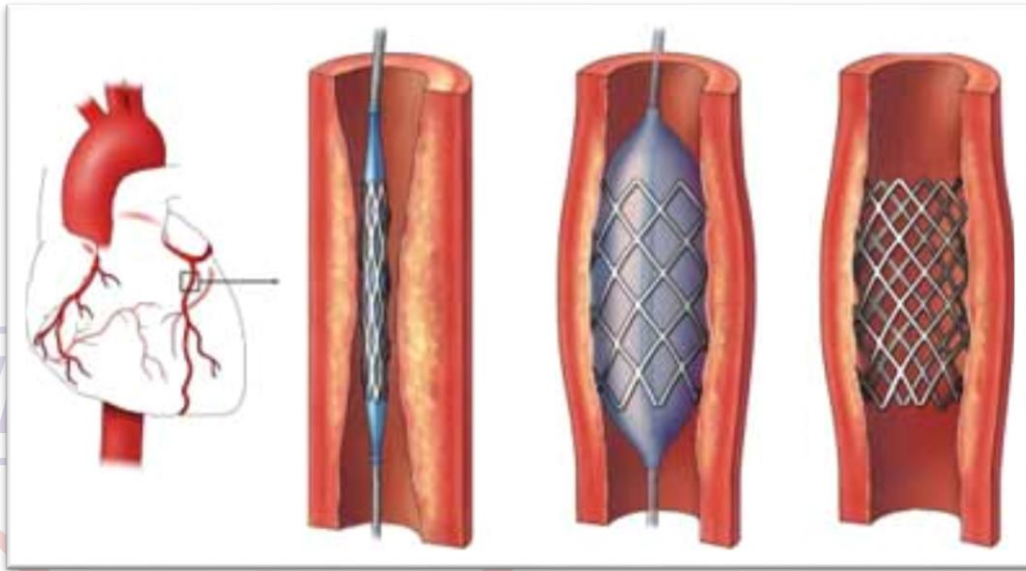


Fig: Pacemaker therapy (artificial and external battery) to the heart

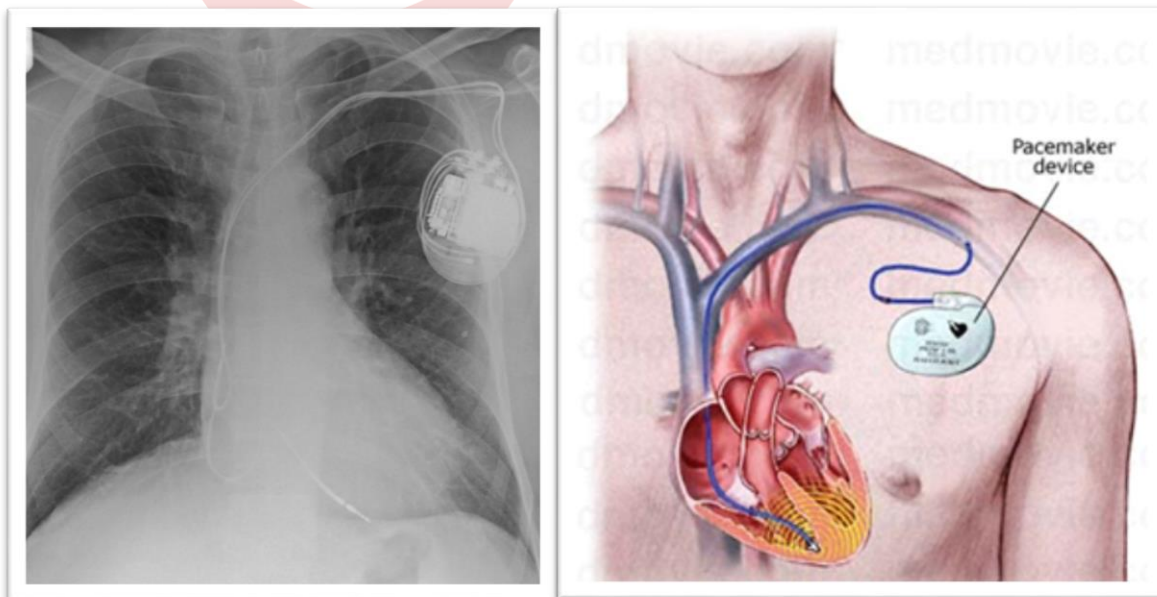


Fig: Radio-frequency Ablation therapy of the heart – done for electrical ‘leaks’ in the heart

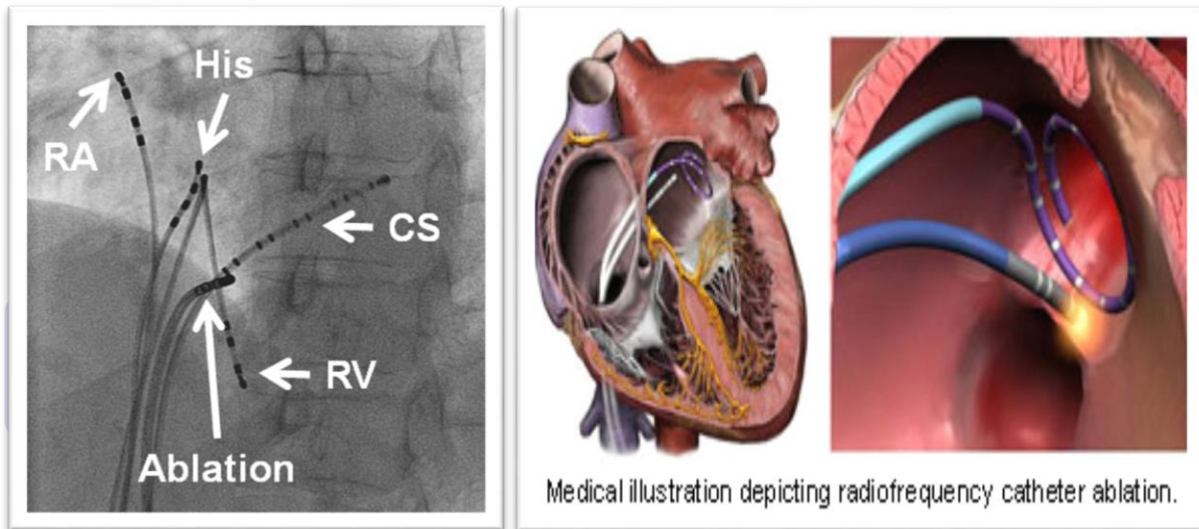
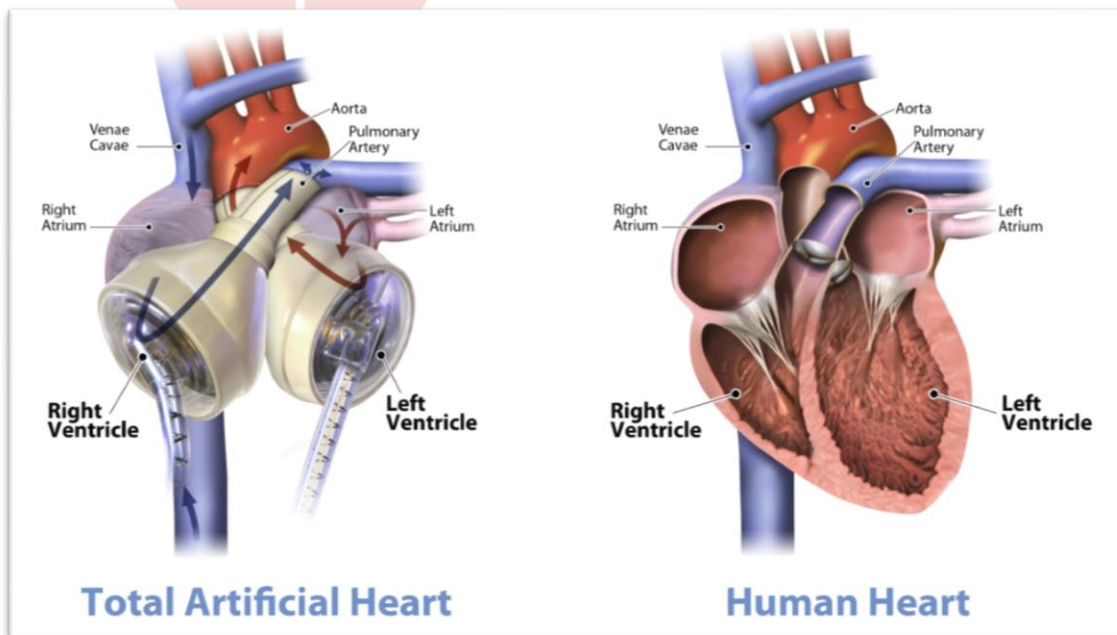


Fig: Total Artificial Heart



CAN ELEPHANTS DANCE?



Article Contributed by:
Ms. Madhumati N.
CEO, MPower Learning

Have you seen Elephants dance? Many of us would have seen them dance in a controlled environment such as a circus or a animal show. Few of us who are lucky would have seen them in their natural settings, dance in a rhythm moving their body and the trunk all the time...

The metaphor of an Elephant dancing, is used to present the case of an Indian woman who has a huge weight of responsibilities all over her, yet trying to smile and make a mark. She truly has numerous balls in the air and is expected to deftly play with them and not just manage them. Yet, like an elephant it is not the weight that is

keeping her away from her happiness, but most of the times, it is her own thoughts and beliefs that disempowers her.

If you had keenly watched, an elephant calf is tied to a small peg and every time it tries to move, it is held back by that peg. As it grows, it stays in its mind that it is being held by that peg and that it cannot pull that peg and move on. A huge elephant carrying logs of wood weighing tons of kilos does not pull the small peg that is it is attached to. Aren't we also being held by so many small pegs which we have many a times not even realized... These are some of the pegs that we often use.. "I just don't have the time", "I don't think I can make it", "I don't have a family that supports this", "I need a lot of money to do it" "I am not patient enough to do it" I don't Think I have the communication skills required" "My English is not good" and many many more.

Let me tell you a short story: Once upon a time, there was a sage who was well respected by everyone. One day, a youth decided to become his disciple. So he went to the sage and asked him,

“Guruji. Have you seen God?” When the Guru replied in affirmative, he continued with another question. “Can you show me God?” The Guru smiled and told the youth to go along with him. They reached a river. The Guru asked the youth to get into water and hold his head under water till he is asked to come out. The youth did that and to his shock, the Guru got into the water and held the youth’s head under water. The youth started gasping for breath... He was desperately trying to get his head out of water and breathe.. After a few minutes, the Guru let the youth come out and asked him “How did you feel when you were held under water? The youth replied “It was very difficult to be under water... at one point I was so desperate that I

decided to push you and get out. I thought otherwise I would die”

The Guru smilingly told him, “Only when you get that desperate to see God, you can.” This is exactly what the truth is. We can achieve anything only when we are truly WANTING to achieve. Till we have the pegs around us, it is quite impossible to achieve anything in life.

Understanding that there are pegs, adopting various proven methods to remove them from our minds, building an ability to dream, aspiring to accomplish are very critical to true Happiness. Moving from IMPOSSIBLE to I'M POSSIBLE is the first step to make Elephants Dance!!

Indian
Women
Network

women matter.

FORTHCOMING EVENTS IN THE SOUTHERN STATES

S.No	Name of Event	Date	Event Location	Contact Details of IWN Staff
1	Road Show & Session on Nutrition at Sonata Software	8th July, 2015	Telangana (Hyderabad)	Gauri Mahendra; gauri.mahendra@cii.in/ 040 27765964
2	Session on Negotiation & Conflict Management	11 July, 2015	Telangana (Hyderabad)	Gauri Mahendra; gauri.mahendra@cii.in/ 040 27765964
3	Session on Women's Safety (Tentative)	15 July, 2015	Andhra Pradesh (Vijayawada)	Gauri Mahendra; gauri.mahendra@cii.in/ 040 27765964
4	Special session on women safety	30th July, 2015	Andhra Pradesh (Hyderabad)	Gauri Mahendra; gauri.mahendra@cii.in/ 040 27765964
5	Special session on women safety	31st July, 2015	Andhra Pradesh (Vizag)	Gauri Mahendra; gauri.mahendra@cii.in/ 040 27765964
6	IWN Members Meet	10th July, 2015	Coimbatore	Saranyalakshmi R; iwn.cbe@cii.in/ 0422 4044555
7	Women Nutritional Needs	July, 2015	Coimbatore	Saranyalakshmi R; iwn.cbe@cii.in/ 0422 4044555
8	Membership Roadshow & Learning Session at Kathir College of Engineering	July, 2015	Coimbatore	Saranyalakshmi R; iwn.cbe@cii.in/ 0422 4044555

9	Session on Developing Marketing Skills to SHG Women	July, 2015	Coimbatore	Saranyalakshmi R; iwn.cbe@cii.in/ 0422 4044555
10	Session on Stress Busters for Corporates by Actor Vivek	August, 2015	Coimbatore	Saranyalakshmi R; iwn.cbe@cii.in/ 0422 4044555
11	Special Session on Women Safety	5th August, 2015	Karnataka (Bangalore)	Shruthi Devaraj; shruthi.devaraj@cii.in / 080 42889595
12	Membership Road Show	19th August, 2015	Karnataka (Bangalore)	Shruthi Devaraj; shruthi.devaraj@cii.in / 080 42889595
13	Interactive session with writer Ms. Jaishree Misra	July, 2015	Kerala (Trivandrum)	Siny Maria Skaria; siny.skaria@cii.in/ 0484 4012300
14	Roadshow at Asian Business School	July, 2015	Kerala (Trivandrum)	Siny Maria Skaria; siny.skaria@cii.in/ 0484 4012300
15	Road Show at All Saints College for student memberships	July, 2015	Kerala (Trivandrum)	Siny Maria Skaria; siny.skaria@cii.in/ 0484 4012300
16	Road Show at NUALS	July, 2015	Kerala (Cochin)	Siny Maria Skaria; siny.skaria@cii.in/ 0484 4012300
17	Session on Cyber Security at Infopark	July, 2015	Kerala (Cochin)	Siny Maria Skaria; siny.skaria@cii.in/ 0484 4012300

18	Blood Donation Camp at Technopark	July, 2015	Kerala (Trivandrum)	Siny Maria Skaria; siny.skaria@cii.in/ 0484 4012300
19	An Awards Programme to honor Prominent Women for their Outstanding work	July, 2015	Kerala (Cochin)	Siny Maria Skaria; siny.skaria@cii.in/ 0484 4012300
20	Special Session on Women Safety	6 th August, 2015	Kerala (Cochin)	Siny Maria Skaria; siny.skaria@cii.in/ 0484 4012300
21	Webinar on Work Life Balance	15 th July, 2015	Puducherry	K Sudhamathi; k.sudhamathi@cii.in/ 0413 2226201
22	Blood Donation Camp at Chemin C&I Pvt Ltd	21 st July, 2015	Puducherry	K Sudhamathi; k.sudhamathi@cii.in/ 0413 2226201
23	Train the Trainers for Better Work life	23 rd & 24 th July, 2015	Puducherry	K Sudhamathi; k.sudhamathi@cii.in/ 0413 2226201
24	Survey on Favourable Ecosystem that will make a difference	July, 2015	Puducherry	K Sudhamathi; k.sudhamathi@cii.in/ 0413 2226201
25	Handbook on Best Practices of Diversity	July, 2015	Puducherry	K Sudhamathi; k.sudhamathi@cii.in/ 0413 2226201
26	Special session on Women Safety	4 th August, 2015	Puducherry	K Sudhamathi; k.sudhamathi@cii.in/ 0413 2226201

27	Webinar on Employment's Law	12 th August, 2015	Puducherry	K Sudhamathi; k.sudhamathi@cii.in/ 0413 2226201
28	Webinar on Health and Well-Being	July, 2015	Tamil Nadu (Chennai)	K Savitha; savitha@cii.in/ 044 42444555
29	Special session on Women Safety	1 st August, 2015	Tamil Nadu (Chennai)	K Savitha; savitha@cii.in/ 044 42444555





Confederation of Indian Industry

The Confederation of Indian Industry (CII) works to create and sustain an environment conducive to the development of India, partnering industry, Government, and civil society, through advisory and consultative processes.

CII is a non-government, not-for-profit, industry-led and industry-managed organization, playing a proactive role in India's development process. Founded in 1895, India's premier business association has over 7400 members, from the private as well as public sectors, including SMEs and MNCs, and an indirect membership of over 100,000 enterprises from around 250 national and regional sectoral industry bodies.

CII charts change by working closely with Government on policy issues, interfacing with thought leaders, and enhancing efficiency, competitiveness and business opportunities for industry through a range of specialized services and strategic global linkages. It also provides a platform for consensus-building and networking on key issues.

Extending its agenda beyond business, CII assists industry to identify and execute corporate citizenship programmes. Partnerships with civil society organizations carry forward corporate initiatives for integrated and inclusive development across diverse domains including affirmative action, healthcare, education, livelihood, diversity management, skill development, empowerment of women, and water, to name a few.

In its 120th year of service to the nation, the CII theme of '**Build India- Invest in Development, A Shared Responsibility**' reiterates Industry's role and responsibility as a partner in national development. The focus is on four key enablers: Facilitating Growth and Competitiveness, Promoting Infrastructure Investments, Developing Human Capital, and Encouraging Social Development.



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Confederation of Indian Industry

With 64 offices, including 9 Centres of Excellence, in India, and 7 overseas offices in Australia, China, Egypt, France, Singapore, UK, and USA, as well as institutional partnerships with 300 counterpart organizations in 106 countries, CII serves as a reference point for Indian industry and the international business community.

Confederation of Indian Industry

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Women
Network
women matter.



CII launched the Indian Women Network (IWN) for Career Women. The Indian Women Network is that engaging and effective networking model that all professional women are always looking to be part of. IWN works towards enabling women become better professionals and achievers in their respective fields of expertise. Today's business demands require not only core competence but also continuous and comprehensive learning, adapting to worldwide best practices, cater to domestic markets with global standards and competition. IWN also recognizes the national importance of nurturing women's health and well-being in a holistic manner to bring about a "good work-life balance" thereby contributing to social inclusiveness, economic growth & development of the country.

On the whole IWN is that one platform that will provide learning and knowledge enhancement programmes, training, skills development, mentorship & networking opportunities. It is an environment of likeminded career women to share experiences, overcome challenges and provide solutions.

www.indianwomennetwork.in

For feedback/advertisements in this enewsletter, please contact:

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