

## WELFARE AND DEVELOPMENT AND EMPOWERMENT OF WOMEN

**17.1** The total strength of Ministry of Coal is 156 as on 31.01.2014, out of which 19 employees (i.e. about 14% approximately) are women. Out of 19 employees, 10 are gazetted officers.

### **17.2 COAL INDIA LIMITED**

**17.2.1** Coal India Limited provides employment to around 26,559 women (31.03.2014). This constitutes about 7.75% of total manpower. The number of women executives is around 849 and monthly rated women employees are 6102, the rest belong to unskilled / daily rated category. One of the reasons for low ratio of women as compared to men in Coal India is the nature of the profession itself. Coal mining by its intrinsic nature is an arduous and hazardous profession. Moreover, there is a regulation preventing women employees from entering the underground mines. Most of the women executives are in administrative disciplines like personnel, finance etc.

#### **17.2.2 Welfare, Development and Empowerment of Women**

In Coal India Limited there is a Forum

for Women in Public Sector Cell at Company Headquarter- Kolkata and five subsidiary companies viz. ECL, BCCL, CCL, SECL and CMPDI. Each WIPS Cell is headed by a Coordinator who plans and executes the various activities of the Forum with the help of a duly appointed Executive Committee. The company extends active support to the various activities of WIPS comprising of welfare, training & development activities, seminars, cultural programme, industrial awareness visits, health awareness programme etc for the WIPS members, women workers, their families and society at large.

Coal India Ltd and its subsidiary companies are extending full support and patronage to the National Conference of Forum of WIPS held every year in February at predetermined locations by sponsorship of the event, nomination of maximum number of delegates and also by participating in the competition for the Best Enterprise award. In recent years the WIPS cell have done commendable works in reaching out to the grass root level women

employees, empowering them by suggesting gainful redeployment, training and uplifting their morale by recognizing and honoring outstanding achievement and exceptional talent.

**Special Activities undertaken by WIPS CIL (Hqrs.) during 2013-14:**

- a) Seven members from CIL (HQ) took part in the National Meet held at New Delhi on 12th and 13th Feb 2013 and shared their views with other members taking part from all over India and other PSUs.
- b) A 'Cleanliness Drive' was undertaken at Coal Bhawan with the help of CSR dept. on the occasion of the World Environment Day, when the sites were supervised by WIPS Members and special cleaning of the Office premises, as a clean Environment is the abode of a Healthy Body and mind. 150 dust bins were installed in different parts of Kolkata

**17.2.3** The Mines Creche Rules 1946 aim at providing healthy growth and welfare of children of women employees. There are provisions for special care and protection of children

up to the age of six years. The Mines Act and the Mines Creches Rules prescribe detailed norm of women employees, number of staff, well ventilated rooms as per specification given, toilets, medical facilities and medical check-up of children, proper drinking water facilities and proper diet for children. Special emphasis has been given on cleanliness to safeguard the health of the children.

The provisions of Maternity Benefit Act and Equal Remuneration Act are being implemented benefiting the women employees of the Company.

**17.2.4 Training**

The major thrust of CIL and its subsidiary companies is on the skill development and up-gradation of female employees. Female employees are given training on jobs like:

- i) Shovel / Dumper / Excavation / Pay loader operation.
- ii) Haulage / Fan / Pump Operator.
- iii) Lathe Machine / Moulder / Driller / plumber
- iv) Switch Board Attendant.
- v) Armature / motor winding
- vi) Security.

### 17.2.5 Other Welfare Measures

- a) Female employees are also employed on other jobs, as para-medical staffs, Doctors, Computer professionals, security personnel etc.
- b) CIL has established Nurses Training Institutes where training is imparted to the trainee Nurses.
- c) Mahila Mandals, Mahila Samity and other such forums are working in different units/ establishments of Coalfield areas to look after the Welfare of female employees and female spouses/ dependents. They organise symposiums, seminars, training programmes and cultural activities from time to time for women.
- d) Women employees take active part in the Sports events organized by CIL. Ms Sumita Laha, who won laurels for the country in power lifting in various international meets, has also achieved good performance.
- e) As per the Wage Agreement, female dependant of the employee who dies while in service is provided with employment or Monetary compensation.
- f) Based on the guidelines of National Commission for Women and Government of India a Women's Cell

has been constituted to look into the complaints of women employees against discrimination and sexual harassment.

- g) In accordance with the judgment by the Hon'ble Supreme Court in the case of Vishakhan others - vs - State of Rajasthan, CIL and its subsidiaries have made amendment in the service rules/standing orders of employees.

## 17.3 NEYVELI LIGNITE CORPORATION

### 17.3.1 Women Employees on Rolls

Total number of women employees on rolls as on 31st March 2014 in NLC is 1260 including 350 executives.

The Breast Feeding Week was celebrated in NLC General Hospital from 1st – 8th August 2013.

- i. WIPS conducted Women's Health Programme on 18-09-2013. Dr. Padmini, MD. DGO, Chief Guest delivered a lecture on the topic "Pennin Arokiam Kudumbathin Aatharame" at out Employee Developing Centre Main Auditorium.
- ii. WIPS/NLC Chapter in association with Aravind Eye Hospital, Pondicherry conducted a free Eye Camp at Danish Mission School on 31.10.2013.

- iii. On 18-11-2013 “Women Wellness Programme” was organised at NLC General Hospital. This programme covered Cancer screening and working women underwent the following tests like Papsmear, USG breast, Bone density. By this programme 1092 Women employees of NLC benefited.
- iv. Women’s Day was celebrated on 24.11.2013–“National Integration celebration.
- v. WIPS also conducted an awareness and Educative Programme for the girl students and teachers of Neyveli Schools and their parents on the topic “Differentiate touches – Good & Bad – “Thoduthalum – Thavirthalum” on 09.12.2013 at NLC campus.

**17.3.2 Action on guidelines by National Commission for Women:**

A Committee consisting of senior women executives’ including a Doctor was formed to protect women employees from sexual harassment in work place.

For the benefit of the working women employees “Anbalaya” a well-equipped Creche with trained personnel is in operation.

**17.3.3 Training & development activities for women employees.**

The NLC chapter of WIP’s has organized and conducted several sports, cultural, group discussions for the benefit of women employees. 82 women employees had been deputed for training within India during the year 2013-14. Women employees’ grievances are redressed by way of skillful counseling.

**17.3.4 Scheme Death Relief Fund**

Out of this scheme 73 dependents of deceased employees got the financial assistance of totaling ₹ 6.16 Crore.

**17.3.5 Family Relief**

The family relief is paid to around 18 dependants every year, and the financial out go on account of the scheme works out to around to ₹ 1.22 lakhs.

**17.4 SINGARENI COLLIERIES COMPANY LIMITED**

**17.4.1 Women Employees Strength:**

As on 31.03.2014, the strength of women employees in SCCL is 2,114 out of 61,778 on roll.

Eleven Areas of SCCL	1731
Corporate & Hyderabad Offices	383
<b>Total</b>	<b>2114</b>

In Executive cadre	89
Non-Executive	2025
<b>Total</b>	<b>2114</b>

#### 17.4.2 Welfare Scheme:

- a) The provisions of Maternity Benefit Act are being implemented benefiting the Women employees of the Company. Under this Act, Women employees are sanctioned Maternity Benefit Leave.
- b) In all the Areas, Women's Cells have been constituted with the women employees for effective function and to redress problems of women employees relating to their employment. The Convener of the Women's Cell of the Area concerned conducts regular meetings with the Committee members for redressal of the grievances of the women employees.  
Corporate Women's Cell have been conducting quiz, cultural programmes etc. in connection with the International Day of Women on 8th March every year.
- c) In order to create awareness about the company as well as of the outside world among

workmen and their families about savings habit, health & hygiene, literacy, children's education, safety, post retirement planning etc, an association called "**Singareni Employees Wives Association**" (SEWA) has been constituted in all the Areas with the active participation of the Wives of employees.

- d) Every year Quiz programmes and elocution competitions are conducted for women employees, spouses of employees and children of employees in each Area and mementos are presented on the occasion of International Day for Women.

#### 17.4.3 Special Development Programmes:

During 2013-14, 1012 family planning operations (including 578 civilians) were conducted in SCCL Company hospitals.

This is in addition to the incentive amount given by the Government of Andhra Pradesh

SCCL has been providing educational facilities to the children of its employees.

The following educational institutions are being run by SCCL.

Degree College (only girls)	-01 No.
Junior College (only girls)	-01 No.
Polytechnic College	-01 No.
High Schools & Upper primary Schools	- 10 No.

Every year merit scholarships of ₹ 10,000/- per year per student are being sanctioned in the event of the children of SCCL employees getting admission in Engineering and Medical courses with a rank below 2000 in the EAMCET / IIT/ JEE(Main) etc..

Vocational training is being imparted to the children of SCCL employees and ex-

employees by Singareni Seva Samithi (SSS) to make them self employable.

At SRKM College of Nursing, Mancherial, 50% of management quota seats are reserved for admission in **B.Sc. Nursing Course** for the children of SCCL employees from the year 2008-09.

SCCL has launched a massive literacy programme for its illiterate workmen and their spouses.

Sports and games are being conducted for women employees and wives of employees during the annual day celebrations i.e., 23rd December every year in all the Areas of SCCL.