



Meeting with Shri Pema Khandu, Hon'ble Chief Minister of Arunachal Pradesh

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CHAPTER

**EMPOWERMENT OF  
WOMEN**



# EMPOWERMENT OF WOMEN

Empowerment of women in CIL and NLCIL is given as under:

## Coal India Limited

As on 01.01.2017, the total strength of female employees in CIL is 21159, constitute 6.74% of the total manpower. The number of women executives is 1006 and the rest belongs to non-executive 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, CSR related work etc.

The provisions of maternity-benefit Act and Equal Remuneration Act are being implemented, benefiting the women employees of the company.

CIL has established nurses training institutes to impart training to the trainee Nurses to find opportunity in or around the industry.

Mahila Mandals, Mahila Samities and other such forums are working in different units/establishment of coalfields areas to look after the welfare of female employees and female spouses/dependents, symposiums, seminars, training programmes and cultural activities are being organized from time to time.

As per the Wage Agreement, female dependent of the employee who dies while in service is provided with employment or monetary compensation.

Based on the guidelines of the National Commission for Women, a women's cell has been constituted to look into the complaints of women employees against discrimination and sexual harassment.

**"Child Care Leave"** has been implemented for non-executive cadre female employees in coal industry.

A forum for Women in Public Sector Cell (WIPS) has been set up in Kolkata and subsidiary companies. Each WIPS cell is headed by a coordinator who plan and execute activities of the forum with the help of a duly appointed Executive Committee. The company

extends active support to activities of WIPS comprising of welfare, training & development activities, seminars, cultural programs, industrial awareness visits, health awareness programmes, etc. In recent years the WIPS cell have done commendable work in reaching out to 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.

- Activities undertaken by Coal India Ltd-WIPS(Hqs) in 2015-16
  - o Annual seminar was organized on 04.10.2016 in Coal India Limited (HQ) on the theme "Working Women of today – The Challenging Urban Scenario"
  - o Smt. Amita Agnihotri, IAS, Secretary, Ministry of Social Justice & Empowerment, New Delhi was the Chief Guest of the Seminar along with another eminent speaker, Smt. Jasodhara Roy Choudhary, Principal Director of Commercial Audit, Kolkata. Both are also noted Bengali authors whose work have been translated into many Indian languages.
  - o Two female employees were nominated for a workshop on "Soft skill Development" held on 23.09.2016 by the Regional Executive Body of WIPS, Eastern Chapter at Indian Oil Corporation Limited, Dharuria, Kolkata.
  - o On the occasion of Raksha Bandhan & Friendship day members of WIPS as a part of extending hand of friendship and family bonding organized an exhibition on 5th August,2016 at Coal India Limited office campus, in which few NGOs such as Ishwar Sankalpa, Mentaid, Pratyush, Bodhana, Behala Bodhayan etc. took participation with homemade products/ materials such as toys, bags, Jam, Jelly, Rakhis, friendship bands in reasonable prices.

- o A Winter Carnival was organized on the eve of Christmas by the same NGOs on 22.12.2016.
- o Behala Bodhayan one of the NGO organized a Grand Rally on "Children are Precious" on 22nd January, 2017 at Kolkata. These organisations are associated with the Parents for persons with mental retardation, autism, cerebral palsy + multiple disabilities & social integration of WIPS. CIL extended help with an amount of Rs. 30,000/- (Rupees Thirty thousand only) by way of granting 300 food packets to distribute for the participations during the rally.

**Neyveli Lignite Corporation of India Limited:**

In Neyveli Lignite Corporation of India Ltd., the total number of women employees on rolls as on 31st December 2016 is 1125

including 325 executives. The following activities were organized for developing their potential:

- 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.
- WIPS/Neyveli conducted a quiz competition programme to propagate the importance of breast-feeding.
- The NLC India Limited chapter of WIP'S has also organized and conducted several sports, cultural activities, group discussions for the benefit of women employees.