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WELFARE AND DEVELOPMENT AND EMPOWERMENT OF WOMEN

17.1 The total strength of Ministry of Coal is 155, out of which 27 employees [i.e. about 17% approximately] are women. Out of 27 women employees 11 are Gazetted Officers.

17.2 COAL INDIA LIMITED

17.2.1 Coal India provides employment to around 27,418 women [31.3 2010 Provisional]. This constitutes about 6.90% of total manpower. The number of women executives are around 488 [Provisional] and skilled/monthly rated women employees are 5892 [Provisional] 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 Forum of Women in Public Sector[WIPS]

With the intention of pursuing the objectives of Directive Principle of State

Policy, the Forum of Women in Public Sector (WIPS) was formed.

A forum of Women in Public Sector (WIPS) was established on 12th February, 1990 under the aegis of Standing Conference of Public Enterprises (SCOPE). The idea of "WIPS" was conceived when the Bureau of Public Enterprises in collaboration with SCOPE organized a National Convention of women in Public Sector in October 1989, in New Delhi with a view to analyse the problems of women in the Indian context. At this convention, it was decided to create a national network, a support system that would help women employees to harness their full potential and to enhance their contribution in the national development process in general and public enterprises in particular.

This forum operates at the national level through its Central apex body at New Delhi and function through four regional centers at Mumbai, Chennai, Calcutta and New Delhi.

The membership of this forum is open to all women employees of Public Sector Enterprises on a nominal fees of Rs.250/-

(Life Membership) and Class-IV employees can be its life members on payment of Rs.5/- only.

Aims and objectives of this forum are :

- To promote growth and development of women in public sector.
- To assist the public undertaking in organized the full potential in women employees.
- To play a catalytic role in improving the status of women in and around public undertakings.

CIL(Hq.) and five subsidiaries i.e. ECL, BCCL, CCL SECL and CMPDIL have nominated coordinators and constituted executive committees. These companies are giving active support for activities of WIPS which comprises different welfare activities, seminars & training programmes for development of women employees, health, financial and social awareness development programmes for grass-root level employees and their family members, organizing industrial tour for technical knowledge development, community development programmes and special support programme for disaster affected areas. (This year CIL, HQ extended their maximum support to Aila Storm victims). They are actively participating in the activities of the National Forum.

For last two years (2008-09 & 2009-10) Coal India(Hq.) is also convening an Annual Coordination Meeting of all subsidiary coordinators and representatives to share the information regarding their activities and to formulate annual action plan.

The National Convention of the Forum for WIPS is held every year on Feb. 12-13 at predetermined locations where Coal India Limited extends its full-fledged support and patronage by way of sponsorship, nomination of large number of delegates and also by competing for the Best Enterprise Awards instituted by SCOPE. In fact, South Eastern Coalfields Limited has bagged the said award for several years in a row and in 2009 Eastern Coalfields Limited also was given Special Recognition for development work.

Like previous years National Convention of WIPS will be held in 2010 at Eastern Zone Cultural Centre, Salt Lake, Kolkata. Coal India is providing maximum financial and delegate support to make the Convention a grand success.

17.2.3 Welfare Scheme for Women

The Mines Crèche 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 Crèches 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

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

- Shovel/Dumper/Excavator/Payload operation
- Haulage/Fan/Pump operation
- Lathe machine/Moulder/Driller
- Switch Board Attendant.
- Armature winding
- Security

17.2.5 Other Welfare Measures

a. Female employees are also employed on other jobs, as para-medical staff, doctors, computer professionals, security personnel etc.

- b. CIL has established nurses training institutes where training is imparted to the trainee nurses to find opportunity in or around the industry.
- c. Mahila Mondals, Mahila Samity and other such forums are working in different units/establishments and coalfield areas to look after the Welfare of female employees and female spouses/female dependents. They organize symposiums, seminars, training programme 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, won laurels for the country in power lifting in various international meets.
- 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 GOI a Women's Cell has been constituted to look into the complaints of women employees for discrimination and sexual harassment.
- g. In accordance with the judgement by the Hon'ble Supreme Court in the case of Vishakha and others - vs- State of Rajasthan, CIL and its subsidiaries have made amendment in the service rules/standing orders of employees.

17.3 NEVELY LIGNITE CORPORATION

17.3.1 WOMEN EMPLOYEES ON ROLLS:

Total number of women employees on rolls as on 31.12.2009 in NLC is 1393 including 284 executives.

17.3.2 Action on Guidelines by National Commission for Women

A Committee consisting of senior women executives' including a Doctor was formed based 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.

Women employees' grievances are redressed by way of skilful counseling.

17.3.4 Scheme Death Relief Fund

Out of this scheme 45 dependent of deceased employees got the financial assistance of totaling Rs. 1.685 Crs

17.3.5 Family Relief

The family relief is paid to around 49 dependants every year, and the financial

out go on account of the scheme works out to around Rs. 2.25 lakhs per month.

17.4 SINGARENI COLLIERIES COMPANY LIMITED

17.4.1 Women Employees Strength

The strength of women employees in SCCL as on 31.12.2009 is as under:

In Ten Areas of SCCL	2060
Corporate & Hyderabad Offices	404
Total	2464

In Executive cadre	86
Non-Executive	2378
Total	2464

17.4.2 Welfare Scheme

- 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.
- In all the Areas, Women's Cells has been constituted with the women employees for effective function and to redress problems of women employees relating to their employment in writing to the Convener of Women's Cell concerned. 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.

- c. Corporate Women's Cell have been celebrating the International Day for Women on 8th March every year by conducting quiz, cultural programmes etc.
 - d. In order to create awareness of the company as well as of the outside world among workmen and their families about savings habit, health and 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 Wives of employees.
 - e. 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**
- a. During 2009-10 (April'09 to Dec.'09) 707 family planning operations were conducted in SCCL Company hospitals. A cash incentive of Rs.1000/- for each Vasectomy operation and Rs.800/-for each Tubectomy operation has been paid. This is in addition to the incentive amount given by the Government of Andhra Pradesh.
 - b. SCCL has been providing educational facilities to the children of its employees. The following educational institutions are being run by SCCL.
 - i. High Schools & Upper primary Schools - 13 Nos.
 - ii. Degree College (Women) - 01 No.
 - iii. Junior College (Women) - 01 No.
 - iv. Polytechnic College - 01 No.
 - c. Every year merit scholarships of Rs. 6000/- 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. Financial assistance @ Rs.4000/- to 12000/- are being sanctioned to the children of SCCL employees who qualify for UPSC main exams.
 - d. Vocational training is being imparted to the children of SCCL employees and ex-employees by Singareni Seva Samithi (SSS) to make them self employable.
 - e. At SRKM College of Nursing, Mancherla, 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.
 - f. SCCL has launched a massive literacy programme for its illiterate workmen and their spouses.
 - g. 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.