

CHAPTER

14



EMPOWERMENT OF WOMEN

ANNUAL REPORT 2017-18

EMPOWERMENT OF WOMEN

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

Coal India Limited

As on 01.12.2017, the total strength of female employees in CIL is 20385 out of 302785, which constitute 6.73% of the total manpower. The number of women executives is 969 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 discipline like Personnel, Finance, CSR related etc.

The provisions of Maternity benefit Act, Child Care leave and Equal Remuneration Act are being implemented, benefiting the women employees of the organizations in the Ministry of Coal.

CIL has established Nurses Training Institutes where training is imparted to the trainee nurse to find opportunity in or around the industry.

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.

Mahila Mandals, Mahila Samiti 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.

A forum for Women in Public Sector in Public Sector (WIPS) has been set up in Kolkata and subsidiary companies. Each WIPS cell is headed by a coordinator who plans and execute activities of the forum with the help of a duly appointed executive committee. The company extends active support to the 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 female performance.

Activities undertaken by Coal India Limited - WIPS (HQ) in 2017-18 (till date) :

- A workshop on "Health and Financial Awareness" was organized for the benefit of WIPS members in CIL (HQ) on 3rd August 2017. Financial experts from State Bank of India were invited to share their knowledge with the WIPS members. Dr. Saktikana Mitra of ECL spoke on matter related to health awareness and gave handy tips to improve fitness. The focus of the workshop was mainly to improve lifestyle and work related physical ailments and financial health and decision making ability of the women.
- 4 Women employees were nominated to attend The Regional Meet of WIPS which was organized at Mahanadi Coal fields Limited (MCL), Sambalpur on 28th October 2017.
- 3 Women employees were nominated to attend seminar organized by The Eastern Region of WIPS on 16.11.2017 on the theme 'I aspire-personal effectiveness'.
- Many WIPS member came forward and individually contributed fund to distribute Sarees to the underprivileged women living in Gosaba, Sunderbans. Through this effort a total of 60 Sarees could be distributed and brought big smiles to the faces of underprivileged women on the auspicious occasion of Durga Pooja.
- Food packets were distributed to a centre for special children i.e. Behala Bodhayan, as they participated in a rally to create awareness on environment and safety.

- 30 Mattresses were donated to a home of Specially-Abled children named Bodhana Mentally Retarded Home in Rajarhat.
- Raw Materials like cloth, threads and needles were donated to Calcutta Blind School for helping them with a tailoring project and giving vocational training.
- To encourage women volleyball teams various equipments like jersey, shoes, volley ball net, and volleyball were distributed to the Women Volleyball academies like "Mogra Volleyball Academy" and "Howrah khurut Dharmatala Barwari Samity Volley Ball Academy" and a friendly match was also organised for them.
- An Industrial visit to Dankuni Coal Complex was organised by WIPS , CIL on 16th December 2017. It was a great learning experience as they were given detailed description of the various stages of production of coal gas and various bi-products like Coke etc.
- During the peak winter season WIPS, CIL (HQ) distributed 100 blankets to the needy in Mogra , Dist. Hooghly (WB)
- Special nutritional supplements were distributed to the People Living with HIV(PLHIV), as it is important for them to maintain a balanced diet. The package containing protein rich food like Soyabean nuggets , protein powder, oil, daal ,daliya etc. were distributed to 200 PLHIV's.

Neyveli Lignite Corporation Limited

In NLC India Limited the total number of women employees on rolls as on 31st December 2017 is 1045 including 327 executives.

The following activities were organized for developing their potentials.–

- 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.
- 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.

Training Programmes conducted for women

- Health and hygiene for women employees.
- Healthy living for women employees.
- International women day celebration.
- Road safety for women employees.
- Safe driving practice for women.
- Stress management for women.
- Sustainability development for women.
- Women empowerment.
- Work life balance for women employees.