

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

**17.1** The total strength of Ministry of Coal is 145 as on 31.01.2011, out of which 25 employees (i.e. about 17%) are women. Out of these, 10 are gazetted officers.

### **17.2 Coal India Limited**

**17.2.1** Coal India Limited provides employment to around 28356 women (31.12.2010). This constitutes about 7.34% of total manpower. The number of women executives is around 540 and skilled/

monthly rated women employees are 6066, 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 analyze 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 a National level through its Central apex body at New Delhi and function through four regional centers at Mumbai, Chennai, Kolkata and New Delhi. Aims and objectives of this forum are :

- To promote growth and development of women in Public Sector.
- To assist the Public Undertaking in organizing the full potential in women employees.
- To play a catalytic role in improving the status of women in and around Public Undertakings.

With a view to have a well coordinated action at enterprise/regional units and an effective network with the regional chapters and Apex Body. WIPS Cells are set up in each enterprise headed by co-ordinators nominated by respective enterprise. The co-ordinator of each cell keeps liaison with the respective region and apprises them of the activities to mobilize public sector units to become members of the forum, as also to encourage lady employees of their units to create WIPS Cells. The forum celebrates WIPS Day every year in February by organizing a National Meet, which is attended by delegates from all over India, nominated by their respective companies.

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 & 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 activities, training & development activities, seminars, cultural programmes, 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 fledged 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 competing for the BEST ENTERPRISE award. As a matter of fact, in previous years SECL, ECL & BCCL have won the coveted award for outstanding women oriented/gender friendly activities. In recent years the WIPS cell has done commendable work in reaching out to the grass root level women employees by suggesting the in gainful redeployment, training and uplifting their morale by recognizing outstanding achievement.

### 17.2.3 Welfare Schemes 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

1. Shovel/Dumper/Excavation/Pay loader operation
2. Haulage/Fan/Pump operation
3. Lathe machine/Moulder/Driller
4. Switch Board Attendant
5. Armature winding
6. 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 organise symposiums, seminars, training programme and cultural activities from time to time for women.
- (d) Women employees take active part in the Sports events organised by CIL. Ms.Sumita Laha, has 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 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 Vishakha and 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 Ltd.

#### 17.3.1 Women Employees on Rolls

Total number of women employees on rolls as on 31.12.10 in NLC is 1347 including 292 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 32 dependent of deceased employees got the financial assistance for ₹ 1.165 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 about Rs.1.35 lakhs per month.

### 17.4 Singareni Collieries Company Limited

#### 17.4.1 Women Employees Strength

As on 31.12.2010, the strength of women employees is 2417. Total employees on roll in SCCL is 67,980.

|                               |             |
|-------------------------------|-------------|
| Areas of SCCL                 | 2003        |
| Corporate & Hyderabad Offices | 414         |
| <b>Total</b>                  | <b>2417</b> |
| Executive cadre               | 84          |
| Non-Executive                 | 2333        |
| <b>Total</b>                  | <b>2417</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 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.

Corporate Women's Cell have been celebrating the International Day for Women on 8th March every year by conducting quiz, cultural programmes etc.

- (c) In order to create awareness about the company as well as of the outside world among workmen and their families about savings habits, 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 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 2010-11 (April'10 to Dec.'10) 546 family planning operations were conducted in SCCL Company hospitals.

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 – 11 Nos.

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/AIEEE(NIT) etc..

Financial assistance @ ₹4000/- to 12000/- are being sanctioned to the children of SCCL employees who qualify for UPSC main exams.

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.