

14

CHAPTER

Skill development for self employment generation as CSR activity



EMPOWERMENT OF WOMEN

EMPOWERMENT OF WOMEN

As on 01.01.2016, the total strength of female employees in CIL is 22822, constitute 6.99% of the total manpower. The number of women executives is 944 and skilled/monthly rated women employees are 5555 & 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 CSR related work etc.

The provisions of maternity-benefit Act and Equal Remuneration Act are being implemented, benefiting the women employees of in the organisations in the Ministry of Coal.

CIL has established nurses training institutes where training is imparted to the trainee nurses to find opportunity in or around the industry.

Mahila Mandals, Mahila Samiti 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. Symposiums, seminars, training programmes and cultural activities are being organised 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.

A forum for Women in Public Sector Cell (WIPS) has been set up in Kolkata and five subsidiary companies viz. ECL, BCCL, CCL, SECL and CMPDI. 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 achievement and exceptional talent.

- Activities undertaken by Coal India Ltd-WIPS(Hqs) in 2015-16
 - o In pursuit of Swacch Bharat Abhiyan conceptualized by the Hon'ble Prime Minister, WIPS CIL (HQs), has taken the initiative to install one sanitary napkin vending machine and incinerator at CIL new office complex, Rajarhat on 15 August 2015.
 - o Before Durga Puja, WIPS (CIL-HQs) gave shoes, bed sheets and wheel chair to Bodhona, New Town, and Rajarhat, a home for mentally retarded and destitute children.
 - o An annual seminar was organised on 4th December 2015 in Coal India Ltd. (HQs) on theme "Women in Corporate Sector-Issues and challenges". Smt Arundhati Bhattacharya, Chairman, State Bank of India was the Chief Guest of the seminar etc.

Neyveli Lignite Corporation Limited:

In Neyveli Lignite Corporation the total number of women employees on rolls as on 30th November 2015 is 1160 including 339 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.