

# **CHAPTER XIX**

## **GENDER ISSUES**

### **WOMEN EMPLOYEES STRENGTH**

**19.1** The strength of women employees in Ministry of Coal is 25 i.e. 14.60% of the total employees. Of these 7 are in Supervisory/Executive cadre. Neyveli Lignite Corporation (NLC) has 1562 women employees, which works out to 8.24% (approx) of the total work force. Of these, around 60% are in Supervisory/Executive cadre and rest are labourers. Coal India and its subsidiary companies have on their rolls female employees numbering 31145 as on 1.12.2002 which constitutes 6% of the total employees strength. The Ministry and its PSUs adhere to all statutory provisions and Government guidelines issued from time to time in respect of women employees.

### **ACTION ON GUIDELINES BY NATIONAL COMMISSION FOR WOMEN**

**19.2** The Hon'ble Supreme Court in the case of Vishakha and others - Vs - State of Rajasthan interpreted gender equality of women in relation to work and held that sexual harassment of the working women is against their dignity and violative of Article 14, 15, 19(1)(g) and 21 of the Constitution of India.

**19.3** Based on the guidelines of National Commission for Women and GOI, Ministry of Coal has constituted a Women's Cell to look into the complaints of women employees for discrimination and sexual harassment. Complaint Committees have also been constituted in CIL and subsidiary companies in accordance with the guidelines contained in the Supreme Court Judgement. NLC has introduced amendment in the service rules (of employees) governing employment. A Committee consisting of senior women executives including a doctor has also been formed. The Committee is functioning from 03.08.1998 and no case of sexual harassment has been reported so far.

### **TRAINING & DEVELOPMENT ACTIVITIES**

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

- a) Shovel / Dumper / Excavator / Pay-loader operators
- b) Haulage / Fan / Pump Operator
- c) Lathe machine / Moulder / Driller
- d) Switch Board Attendants
- e) Armature winder

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

**19.5** In NLC women employees are provided opportunity on wholesome approach to develop their potential and use it in achieving Corporate Goals. This is done on a 3 Tier System; In-house, Deputation and Foreign Training.

**19.6** In-House Training: For updating skills to meet technological and social changes and to keep all women employees in operatable conditions, number of short duration “In-house Programmes” are conducted.

**19.7** Deputation Training (within India): Women employee in certain key result areas are selected and sent for training in institutes like NITIE, IIMs; NPCs; State and Central Labour Institutes; ASCI, Hyderabad, MDI, Gurgoan, etc., to gain advanced and latest knowledge on Technology & Science. This has helped to achieve two-pronged motivation strategy of updating individual knowledge and skills, besides helping employees acquire additional inputs of up-dated knowledge through interaction with their counterparts.

**19.8** Foreign Training: To acquire specialized "Know-how" and "Know-why" skills of design erection, operation and maintenance of equipments and machinery, selective workers, supervisors, executives in key areas are sent abroad for training.

**19.9** Training programmes are conducted in special areas such as Working Women Development, Managerial Excellence, Material Management, Leadership Development, Personal Growth and Effectiveness, Supervisory Development, Energy Conservation, Quality Development, Environment Management, Industrial and Domestic Safety, Self Development and Health Awareness etc., with an objective to empower the Women employees with effective managerial skills to be applied in the work place and achieve Organizational Goal.

### **COUNSELLING CENTRES AND THEIR SERVICES**

**19.10** To impart the knowledge and skill of counseling to the women employees, lecture programmes are conducted in NLC and highly interactive sessions with eminent psychologists are held for the benefit of women enabling them to tackle their personal problems and settle the negative emotions and grievances at the source itself.

**19.11** Personality Development through self-analysis, Home Management, Stress Management, Child Development, Inter Personal Relations, Positive Work Culture are some of the regular features of the counseling techniques offered by trained counselors. Their services are encouraged and supported by the Company.

### **WOMEN IN PUBLIC SECTOR (WIPS) ACTIVITIES**

**19.12** In Coal India Limited a large number of female employees have been contributing in earning laurels for the organization in the field of sport and welfare activities. NLC patronises the forum of women in public sector (WIPS) Neyveli chapter, created under the aegis of SCOPE. The NLC chapter, of WIPS has organized and conducted sports and cultural events for women employees on several occasions during 2002-03. It also arranged series of educative programmes including inviting guest lecturers to speak on issues affecting women.

**19.13** Apart from sponsoring the Office-bearers of WIPs. Neyveli Chapter to attend all National/Regional level Conferences. NLC sponsored 20 women employees to attend the two

days programme on PROGRESS OF WOMEN - EMPOWERMENT ECONOMICS & ETHICS organized by WIPS at National Level in 2002.

**19.14** Presently there are 21 units of WIPS in NLC. Women employees hold periodical meeting for interaction and sharing of thoughts and competitions are being held for WIPS members every year on the eve of international Women's day to attract Women with talents in various fields such as sports. Music, literature etc.,

### **HEALTH PROMOTION AND SOCIAL WELFARE**

**19.15** For the benefit of women employees the General Hospital run by NLC has a Nationally, accelerated OBSTETRICS AND GYNECOLOGY DEPT. with around 100 beds. The well equipped Maternity department has state of art Operation Theatre facilities for surgery and for conducting MTP, Tubectomy, abortions and other invasive Family Planning devices. Of the 584 employees who adopted small family norms during 2002-03, 544 were women employees.

**19.16** Coal India Limited established training schools and have given sewing machines to help needy women and girls of neighbouring villages to take sewing as a career. Many female employees have been engaged in these training schools. Coal India has also developed Nursing Institutes where training is imparted to the trainee nurses to find opportunity in or around the industries.

**19.17** To meet the Social, Cultural and the day-to-day recreational needs of women living in the township area in general and women employees in particular, an exclusive Club for ladies was established with the support of NLC as early as in 1956. A stitching centre (Tailoring Unit) established by the Ladies Club has blossomed into an independent profit centre. With the support and assistance by NLC, it now caters to the Uniforms/ Linen needs of all NLC School children apart from supplying Uniforms for the Hospital and curtains /upholstery for various offices in NLC. This unit employs widows and women destitutes. Its success has led to starting a sewing school, where women are taught various aspects of tailoring resulting in their self-reliance / economic independence.

**19.18** In an effect to address the problems of widows and women destitutes NEYVELI HEALTH PROMOTION AND SOCIAL WELFARE SOCIETY, was created with the patronage of NLC in 1984, where many widows / destitutes are self employed and they do the work of cleaning drying, powdering and packing of selection grocery / provisions, being sold in the Industrial Canteens run by the Corporation. Separate outlets in different parts of Township have also been established for selling such items for general public.

**19.19** For the benefit of the women employee's NLC runs a well-equipped crèche "Anbalaya" with trained hands. Apart from the building and infrastructure facilities, NLC offers continuous financial assistance for their various scheme/projects.

**19.20** In NLC a scheme for payment of family relief to the eligible dependent of employees and contract workers (most of them are female) is in operation and family relief of Rs.2500/2000 in the case of death due to industrial accident and Rs1500/- in normal death of the employee is being paid to the dependent of deceased including widows. Family relief is paid to 132 dependents every year with annual expenditure being around Rs.3.12 crores.

## **EMPOWERMENT OF WOMEN**

**19.21** In an effort to usher new awareness in EMPOWERMENT OF WOMEN and to maximize their qualitative productive skills without any inhibitions through conducive atmosphere, NLC has proposed to start an all women Section / Department exclusively manned and managed by women employees on trial basis during 2002-03.

## **ACHIEVEMENTS & AWARDS**

**19.22** NLC have bagged best enterprises ward in the year 2001 from the forum of Women in public sector under the aegis of SCOPE for laudable performance in the cause of women.

**19.23** Smt A. Zeenath Munavar, Head Asst., T.A Office, NLC, has participated in the National Level and Asian Level Athletic Championship Meets conducted at various countries viz. China, Australia (Brisbane), Malaysia (Kuala Lumpur) etc., and bagged a number of Medals and earned pride for the Nation. She has been recommended for the Tamil Nadu Chief Minister's State Sports Award for the year 2002-2003 by the State Sports Association. She is also selected for the XV World Masters Athletics Championship to be held at Carolina, Puerto Rico, USA from 1<sup>st</sup> to 13<sup>th</sup> July 2003.

**19.24** The women employees of NLC have been honoured with several Social Service Awards for paving a noble path in the restructuring of social and economic development of women in NLC.

----- X ----- X ----- X -----

**A Hydraulic Shovel being operated by a female Shovel Operator**

**Hydraulic / Rope Shovel at Jayant Opencast Project of NCL**

**A Green Nursery in a Coalfield Area**

**Mine -I Expansion Project of NLC**

**TPS-I Expansion Project of NLC**

**Sushree Uma Bharti Hon'ble Minister (Coal and Mines) inaugurating Overburden System of Mine -IA Project of NLC**

**Inspection of Ministry of Coal regarding progressive use of Hindi by Parliamentary Committee on Official Language**

**A Central School for Children in a Coalfield**

**Modern Coal Mining Machines in an Open Cast Mine**