

CHAPTER XIX

GENDER ISSUES

WOMEN EMPLOYEES STRENGTH

19.1. The strength of women employees in Department of Coal is 24 i.e. 14.12% of the total employees. Of these 8 are in Supervisory/Executive cadre The total strength of women employees in CIL and its subsidiaries as on 01.04.2004 is 30,212, which constitute about 6% of total manpower. These women workers have been employed on the surface in coalfields. Efforts have been made in the subsidiaries for gainful deployment of women not only in the conventional activities such as in the medical, welfare, Security, secretarial but also in non- conventional activities like HEMM operator, Pump operator, Fan operator, in the workshops, Motor winding. Cap lamp fitter helpers etc. In spite of this, large number of Women workforce is under utilized and surplus in the unskilled categories. Efforts are made to rationalize such women workforce

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, Department 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.

ACTION ON GUIDELINES BY NATIONAL COMMISSION FOR WOMEN

19.5. Based on the guidelines by the National Commission for women, GOI, NLC introduced a mechanism to protect the women employees from sexual harassment through an amendment made in the service rules (of employees) governing employment. A Committee consisting of senior women executives including a Doctor was formed based on Guidelines received in this regard, consequent to the Supreme Court Judgment on sexual harassment in work place. The Committee is functioning from 03.08.1998 and no case of sexual harassment has been reported so far.

CRECHE TO HELP WORKING WOMEN

19.6. For the benefit of the women employees “Anbalaya”, a well-equipped crèche is run in the Township with trained personnel.

TRAINING & DEVELOPMENT ACTIVITIES

19.7. Women employees are provided opportunity on a 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.

IN-HOUSE TRAINING

19.8. For updating skills to meet technological and social changes and to keep all women in tune with the changing times, number of short duration “In-house Programmes” are conducted, at periodic interval. NLC also conducts full time Workers Education Classes for 3 weeks including a study tour, exclusively for women employees. So far, 6 batches have been trained with 35 employees in each batch. Total of 928 woman employees were trained during the period April to March 2004.

DEPUTATION TRAINING (WITHIN INDIA)

19.9. From April’ 2003 to March’2004, 16 Women employees in certain key result areas are selected and sent for training in institutes 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 to acquire additional inputs of updated knowledge through interaction with their counterparts.

19.10. 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.

19.11. A separate training programme under workers Education scheme was exclusively conducted for 27 woman employees who were taken to Bangalore for Industrial visits for 5 days.

WOMEN, FAMILY HARMONY AND COUNSELLING

19.12. With the view to address the Family Related Grievances among women in general and working women in particular, a Seminar was held on 13.10.2003, wherein eminent personalities spoke on various aspects pertaining to “Family Harmony” and ways and means to achieve it. In order to ensure participation by maximum number of women, the Seminar was held in two Sessions and the sessions were instant success.

19.13. This apart, to impart the knowledge and skill of counseling to the women employees, lecture programmes are conducted and highly interactive sessions with eminent psychologists are held for the benefit of women enabling them to tackle their personal problems and to remove the negative emotions and grievances at the source itself.

19.14. 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 Counselling techniques offered by trained counselors. Their services are encouraged and supported by NLC.

WIPS ACTIVITIES IN NLC

19.15. NLC patronizes the forum of Women in Public Sector (WIPS), Neyveli Chapter created under the aegis of SCOPE. The NLC Chapter of WIPS has organised and conducted Sports and Cultural events for women employees on several occasions during 2002-03 and in current year.

19.16. In April 2003, WIPs Organised A Public Debate Programme on problems faced by working women in upbringing children and in June 2003 it organised an interactive programme on “Life Skills”. The Education Officer, Kendriya Vidyalaya Sangatam, New Delhi presided over the function and also acted as the Resource Person.

19.17. In an effort to draw the attention of parents, especially the working mothers on the need for Effective Parent ship to solve problems faced by children in Education, a “Student-Parent Counselling” was Organised by WIPS on 19.10.2003.

19.18. Presently WIPS function in 21 units of NLC and the women employees hold periodical Unit Level meetings, for better interaction and sharing of thoughts. Competitions are being held exclusively for WIPs members every year, on the eve of the International Women’s Day to attract Women with talents in various fields such as sports, music, literature etc. For the third successive year members of WIPS were invited by All India Radio, Pondicherry to present Cultural Programmes.

NEYVELI HEALTH PROMOTION AND SOCIAL WELFARE SOCIETY

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

NEYVELI LADIES CLUB

19.20. 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.

19.21. Apart from the building and infrastructure facilities, NLC offers continuous financial assistance for their various scheme/projects and during 2003-04 NLC donated a grant-in-aid of Rs.3.00 lakhs.

THE STITCHING CENTRE & SEWING SCHOOL

19.22. From the humble beginning, the stitching center (Tailoring Unit) established by the Ladies Club has blossomed in to an independent profit center. 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 destitute. Its success has led to starting a sewing school where women are taught on various aspects of tailoring leading to their self-reliance / economic independence.

PROPOSAL FOR ALL WOMEN EMPLOYEE SECTIONS / DEPARTMENTS

19.23. 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 manageable by women employees on trial basis.

WOMEN EMPLOYEES HEALTH AND FAMILY PLANNING

19.24. For the benefit of women employees, the General Hospital run by NLC has a Nationally, accredited OBSTETRICS AND GYNECOLOGY DEPARTMENT with 100 beds. The well equipped Maternity Dept. 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 through our Hospital during 2002-03, 544 were women employees.

SCHEME TO PROVIDE FAMILY RELIEF TO THE WIDOW OF THE DECEASED EMPLOYEE

19.25. A scheme for payment of family relief to the eligible dependent of employees (most of them are female) is in operation and Monetary relief of Rs.2000/2500 in the case of natural death or due to industrial accident is being paid to the widow/dependent of deceased. The widows of contract women are also covered under the programme provided the death is on account of industrial accident and a relief of Rs.1500/- is paid every month. It is to be mentioned that family relief is paid to around 250 dependents every year, and the financial outgo on account of the scheme works out to around Rs.3.5 crores.

SPORTS – SPECIAL CONTRIBUTION

19.26. Our employees, Smt. A. Seenath Munavar & Smt. Karlin have won one gold & two silver medals in the National Masters Athletic Championship held at Imphal from 16.04.2003 to 19.04.2003. Earlier, Smt. A. Seenath Munavar has won 4 gold medals in 12th Asian Veteran Athletic Meet held at China from 16.09.2002 to 21.09.2002. In the “All India Veterans Athletic Meet” at Bangalore from 13.05.2003 to 15.05.2003 she has won 4 gold medals.

19.27. NLC Sports Control Board had granted a Special Cash Award of Rs.2500/- to Smt. Zeenath Munavar in appreciation of her achievements and the State Sports Association has identified her for TN Chief Minister’s State Sport Award for 2002-03.

ALL WOMEN POLICE STATION

19.28. In order to address the problems of women, at the request of NLC, an ‘All Women Police Station’ has been opened inside Neyveli Township, which also cater to the needs of women in peripheral villages apart from Neyveli Township.

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