

## **CHAPTER XIX**

### **GENDER ISSUES**

#### **WOMEN EMPLOYEES STRENGTH**

19.1 The strength of women employees in Ministry of Coal is 24 i.e. 14.12% of the total employees. Of these 8 are Supervisory/Executive during the year 2004-05. Coal India provides employment to around 30,017 women (01-10-2004). This constitutes about 6.29% of total manpower. The number of women executives are around 530 and skilled women employees are 6100 the rest belong to unskilled 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.

19.2 The Directive principles of State Policy include adequate means of livelihood for men and women, equal pay for equal work, protection of health and strength of workers, protection of men and women.

19.3 In the economic and social fields a small section of women emerged as a vocal and successful lot with determination and spirit. Spheres of women's earning activity are no longer limited to teaching, nursing etc. Whether in science, technology, advertising, architecture or any other man sized profession, they are a factor to be reckoned with. Women have significantly increased their share of professional and managerial jobs, yet the stark reality is that women remain at the lower level and middle echelons of decision making and their access to top management jobs is severely restricted though they frequently matched or even exceeded their male counterparts in terms of formal qualification and technical know how.

#### **WOMEN IN PUBLIC SECTOR IN COAL INDIA LIMITED**

19.4 It was with the intention of pursuing the objectives of Directive Principle of State Policy, the Forum of Women of Public Sector (WIPS) was formed.

19.5 A forum of women in public Sector (WIPS) was established on 12<sup>th</sup> 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 organised a National Convention of women in Public Sector in October 1989, in New Delhi with a view to analyse 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.

19.6 This forum operate at a national level through its Central apex body at New Delhi and function through four regional centers at Mumbai, Chennai, Calcutta and New Delhi.

19.7 The membership of this forum is open to all women employees of public sector enterprises for a nomination fee of Rs. 25/- + Rs. 5/- for admission for a block of 2 years. Class IV employees can be its life members on payment of Rs. 5/- only.

Aims and objectives of this forum are :

- To promote growth and development of women in public sector.
- To assist the public undertaking in optimizing the full potential in women employees.
- To play a catalytic role in improving the status of women in and around public undertakings.

19.8 With a view to have a well co-ordinated 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 is to mobilise public sector units to become members of the forum, as also to encourage lady employees of their units to create WIPS cells.

19.9 The forum celebrates WIPS Day every year on 12<sup>th</sup> February by organizing a National meet which is attended by delegates from all over India, nominated by their respective companies.

#### **WELFARE SCHEMES FOR WOMEN IN COAL INDIA**

19.10 The Mines Creche 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 Creches Rules prescribe detailed norm of women employees, number of staff well ventilated rooms with specification given, toilets, medical facilities and medical checkup of children proper drinking working facilities and proper diet for children. Special emphasis has been given on cleanliness to safeguard the health of the children.

19.11 The provisions of Maternity Benefit Act and Equal Remuneration Act are being implemented benefiting the Women employees of the Company

#### **TRAINING**

19.12 A major thrust of the CIL and its subsidiary companies is on the skill upgradation of female employees. Female employees are given training on jobs like :

- Shovel/Dumper/Excavator/Pay-loader operators
- Haulage/Fan/Pump Operator

- Lathe machine/Moulder/Driler
- Swith Board Attendants
- Aramature winder

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

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

19.15 The Mahila Mondals, Mahila Samity and other such forums are working in different office and coalfield areas to look after the Welfare of female employees. They organize symposiums, seminars, training programme and cultural activities from time to time for women only.

19.16 Women employees take active part in the Sports events organized by CIL. Ms.Sunita Laha, has won laurels for the country in power lifting in various international meets.

19.17 As per the Wage agreement , female dependent of the employee who dies while on service were provided with employment or monetary compensation.

#### **NATIONAL COMMISSION FOR WOMEN**

19.18 The National Commission for Women was constituted vide the Women Act, 1996. The major responsibility assigned to this Commission is to review the safeguards provided for women under the constitution and other laws and make recommendation for making amendment to remove all inadequacies and shortcomings in those safeguards. It is also required to look into complaints relating to deprivation of women rights or non-implementation of laws enacted to provide protection to women and also to achieve the objective of equality and development.

19.19 The Commission has been vested with all powers of a Civil Court trying a suit. Based on the guidelines of National Commission for Women and GOI a Women's Cell complaint committees has been constituted to look into the complaints of women employees for discrimination and sexual harassment.

19.20 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.

#### **WOMEN IN PUBLIC SECTOR IN NEYVELI LIGNITE CORPORATION LIMITED**

19.21 The strength of women employees in NLC is 1582, which works out to 8.4 % (approx.) of the total work force. Of these, around 60% are in Supervisory / Executive

cadre and rest are non-Executives / labour. As the leading PSU in South India, NLC adheres to all statutory provisions and Govt. guidelines issued from time to time in respect of welfare of women employees.

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

**SEPARATE GRIEVANCE COMMITTEE FOR WOMEN**

19.22 Based on the guidelines from Government of India on sexual harassment, issued in the light of judgment of the Supreme Court, 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**

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

**TRAINING AND DEVELOPMENT ACTIVITIES**

19.24 Women employees are provided every opportunity 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**

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 intervals. Training programmes are conducted in special areas such as 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 Goals. During the year 2004-05 (upto December, 2004), 893 Women employees were trained in In-House training programmes.

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.

**Deputation Training**

During 2004-05 (upto December, 2004), 45 Women employees in certain key result areas were selected and sent for training in institutes with in India to gain latest knowledge on Technology & Science. This has helped serve a 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. During the year 2004-05 One executive was sent abroad for training.

#### **WOMEN, FAMILY HARMONY AND COUNSELING**

19.25 To impart the knowledge and skill of counseling to the women employees, lecture programmes are conducted and 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.

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 involvement is encouraged and supported by NLC.

#### **WIPS ACTIVITIES IN NLC**

19.26 NLC patronizes the forum of Women in Public Sector (WIPs), Neyveli Chapter has been 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 current year.

WIPs Organised A Public Debate Programme on problems faced by workingwomen in upbringing children and it also 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.

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, "Student-Parent Counseling" was Organised by WIPS.

Presently WIPS functions in 21 units of NLC and the women employees hold periodical Unit Level meetings, for better interaction and sharing of experiences. Competitions are being held exclusively for members of WIPS 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.

As a part of National Integration week celebration Women's day was celebrated on 24.11.2004 women's role in the present scenario was explained to the gathering by an eminent medical professional Dr. Mrinalini NareshKumar, Director, Harvey Heart Hospitals, Chennai.

#### **NEYVELI HEALTH PROMOTION AND SOCIAL WELFARE SOCIETY**

19.27 In an effort to address the problems of hapless widows and destitute women, the 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 selected grocery / provisions, being sold to the Industrial Canteens run by the Corporation, Separate outlets in different parts of Township have also been set up for selling such items for general public.

#### **NEYVELI LADIES CLUB**

19.28 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 and is functioning well. Apart from the building and infrastructure facilities, NLC offers continuous financial assistance for their various scheme/projects.

#### **THE STITCHING CENTRE & SEWING SCHOOL**

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

#### **WOMEN EMPLOYEES HEALTH AND FAMILY PLANNING**

19.30 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. Two hundred and eleven women adopted small family norms through the hospital during 2004-05.

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

19.31 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 labour are also covered under the programme provided the death is on amount 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**

19.32 Smt. A. Seenath Munavar & Smt. Karlin employees of NLC have won one gold & two silver medals in the National Masters Athletic Championship held at Imphal. Earlier, Smt. A. Zeenath Munavar had won 4 gold medals in 12<sup>th</sup> Asian Veteran Athletic Meet held at China. In the “All India Veterans Athletic Meet” at Bangalore she has won 4 gold medals.

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.

#### **ALL WOMEN POLICE STATION**

19.33 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 the Township.

#### **SOCIAL SERVICE**

19.34 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.

#### **BEST ENTERPRISE AWARD FOR WELFARE OF WOMEN**

19.35 NLC has bagged best enterprises award in the year 2001 from the forum of Women in Public Sector under the aegis of SCOPE for the laudable performance for the women’s cause and also bagged an award for the year 2003 for similar performance.