



EMPOWERMENT OF WOMEN

Empowerment of Women

The total strength of Ministry of Coal is 130 as on 31.01.2015, out of which 16 employees (i.e. about 12% approximately) are women. Out of 16 employees, 8 are gazetted officers.

- **Coal India Limited** provides employment to around 25,817 women as on 31.12.2014. This constitutes 7.67% of the total manpower. The number of women executives is around 946 and skilled/monthly rated women employees are 6033, 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 the Company.
- 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 Samity 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. They organise symposiums, seminars, training programmes and cultural activities 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 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 executes activities of the Forum with the help of a duly appointed Executive Committee. The company extends active support to 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 works in reaching out to grass roots level women employees, empowering them by suggesting gainful redeployment, training and uplifting their morale by recognizing and honoring outstanding achievement and exceptional talent.
- Special Activities undertaken by WIPS CIL (Hqrs.) during 2014-15
 - CILWIPS in association with Environment Cell of CIL organized Poster-making competition on World Environment day i.e 5th June 2014 for employees and their children.
 - An annual Seminar was organized on 10th July 2014 at the Bengal Chamber of Commerce and Industries. It was attended by about 150 participants from different subsidiaries, mostly women.
 - CIL WIPS members visited Niharika, a shelter for destitute children on 9th August 2014. Computer tables, dictionaries, globes, books etc. were donated during this occasion.
 - CIL-WIPS organized an elocution competition at Coal Bhawan on 20th August 2014. Many women employees participated enthusiastically in this competition.
 - CIL-WIPS visited 'Mother House' to pay homage to Mother Teresa on her death anniversary on 5th September 2014. Members of CIL-WIPS visited also the home for abandoned, destitute and special children maintained by Missionaries of Charity. CIL WIPS contributed to the lunch and dinner for children and also provided clothes.
 - Support to the Association for the development of the mentally handicapped-

- WIPS-CIL provided four specially made chairs for autistic Children.
- CIL-WIPS team arranged special training sessions on latest guidelines of the Sexual Harassment Act 2013 and Vishakha Guidelines on 18.12.2014.

In Neyveli Lignite Corporation the total number of women employees on rolls as on 30th November 2014 is 1225 including 352 executives. The following activities were organized for developing their potentials.–

- 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 on 06.08.2014
- The NLC chapter of WIP's has also organized and conducted several sports, cultural activities, group discussions for the benefit of women employees. From April to November 2014, 363 women employees have been imparted training in special workshops.

In Singareni Collieries Company Limited as on 31.12.2014, the strength of women employees is 2,018 out of a total of 59,074 employees on roll. Their strength in terms of Executive/Non-Executive cadre is given on the next page:–

Eleven Areas of SCCL	1653
Corporate & Hyderabad Offices	363
Total	2018

In Executive cadre	105
Non-Executive	1913
Total	2018

A number of welfare schemes are operating focusing on the following areas:–

- 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.

- Women's Cells have been constituted to redress problems of women employees relating to their employment.
- Corporate Women's Cells have been conducting quiz, cultural programmes etc. in connection with the International Day of Women on 8th March every year.
- Workshops on health & hygiene, literacy, children's education, safety, post retirement planning etc. are being held regularly in association with "Singareni Employees Wives Association" (SEWA).
- During 2014-15, 960 family planning operations (including 618 civilians) 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, with a large degree of participation of girl-children.

Degree College (only girls)	–	1
Junior College (only girls)	–	1
Polytechnic College	–	1
High Schools	–	9

- 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/ JEE(Main) etc..
- Vocational training is being imparted to children of SCCL employees and ex-employees by Singareni Seva Samithi (SSS) to make them self employable with special emphasis on girl-children.
- At SRKM College of Nursing, Mancherla, 50% of management quota seats are reserved for admission in B.Sc. Nursing Course for the children of SCCL employees.
- SCCL has launched a massive literacy programme with special emphasis on girl children and women.