

EMPOWERMENT OF WOMEN

MINISTRY OF STEEL

A statement showing the total employees in position as on 31.3.2004 group-wise, the number of women out of them and their percentage to the total is given below:

Position as on 31.3.2004.

Group	Total No. of employees in Ministry of Steel	No. of Women	% of women
Group 'A'	37	6	16.22
Group 'B'	81	25	30.86
Group 'C'	76	16	21.05
Group 'D'	67	2	2.98

Complaints Committee

The National Commission for Women have evolved a code of conduct for the work place in accordance with the directives of the Supreme Court. In terms of this, the head of an organisation shall constitute a Complaints Committee headed by a woman and not less than half of the members of the Committee shall be women. The code further prescribes that to prevent the possibility of any undue pressure or influence from senior levels, such Complaints Committee should involve a third party- either a non-government organisation or any other body familiar with the issue of sexual harassment. In compliance with these directions, a Complaints Committee has been constituted in which a senior lady officer of M/o Steel has been designated as its Chair in Person with four other functionaries including a representative of the Human Rights Law Network an NGO

The Committee's responsibility is to ensure time-bound treatment of complaints made by the victims and submission of its recommendations to the Secretary, Ministry of Steel and to submit an annual report to the Secretary, Ministry of Steel. The Committee held its first meeting on 8.2.2002 and second meeting on 5.5.2004 with the women employees of Ministry of Steel. No complaint has been received from women alleging sexual harassment in the Ministry of Steel during the year under report.

STEEL AUTHORITY OF INDIA LIMITED (SAIL)

The Company's promotion policy provides equal opportunity for both the sexes to be promoted at any level in the organization. The managements of the steel plants seek to remove barriers faced by women in selection, recruitment, placement, training, retraining and promotion and undertake positive measures to prevent discrimination of any kind.. There is a conscious effort to create a conducive climate for men and women to work together in harmony on the basis of equality and equal opportunity, harnessing and enhancing their talents and contributions for optimal performance and well being at work.

The statutory welfare facilities like crèche, separate washrooms and other necessities provided statutorily are monitored and maintained on a regular basis by the concerned Personnel/Welfare Officers in all the Plants. Apart from these benefits, the women employees are also entitled for maternity and child care leave benefits.

The directives of the Supreme Court to deal with complaints relating to sexual harassment of women employees at the work place is being monitored on a regular basis. A woman executive along with other members from different areas heads the committees formed in each of the Plants/Units. In fact, in some of the Units the concerned committee consists of more than 50% women members. A unique example is that of SAIL's Bhilai Steel Plant and Environment Management Division where members of NGOs are also represented in the respective committees.

Presently there are approximately 8538 women employees (7896 Non-executives + 732 Executives) in SAIL. Out of the 732 executives, more than 150 occupy middle and senior level positions.

RASHTRIYA ISPAT NIGAM LIMITED (RINL)

There are six women's organisations in the plant, township and rehabilitation colonies. These are Women in public sector, Visteel Mahila Samiti, Pydimamba Mahilamandali, Pedagantyada Mahilamandali, Jana Chaitanya Mahilamandali and Seetarama Mahilamandali.

KUDREMU KH IRON ORE COMPANY LIMITED (KI-OCL)

All necessary measures/statutory provisions for safeguarding the interests of women employees in matters like payment of wages, hours of work, health, safety and welfare aspects, maternity benefits etc. are being followed by the Company.

Details of women employees on the rolls of the Company as on 31.03.2004 is given below:

Group	Total no. of employees	Women employees	% of representation
A	483	27	5.59
B	234	42	17.95
C	1250	36	2.88
D	150	15	10.00
D(S)	35	14	40.00
Total:-	2152	134	6.22

Based on the Hon'ble Supreme Court Directives, conduct rules of the Company have been amended by incorporating a clause prohibiting sexual harassment of women at the work place. A complaints committee has been constituted during September 1998 to deal with complaints made by victims of sexual harassment. The complaints committee comprises of a Senior Women Executive as a Chair person, three nominated women representatives from the recognized union and a Lady Advocate from High Court of Karnataka as a third Party Member.

A Women's Forum – Women in Public Sector (WIPS) is operating in KIOCL and most of the women employees are members of the said Forum. KIOCL is a life Member of WIPS. Coordinators are being nominated on rotation basis from KIOCL to Liaise with the WIPS and women employees (Members) are being sent to attend Annual meets/ Regional meets of WIPS by the Company.

8th March of every year is being celebrated by the women employees of the Company as International Women's Day and functions/programmes are being organized at Kudremukh, Mangalore and Bangalore Office on the occasion.

MANGANESE ORE (INDIA) LIMITED (MOIL)

MOIL employs 833 women which constitute 12% of its total workforce of 7159 as on 31.03.2004.

In compliance of the directives of the Supreme Court, guidelines relating to Sexual Harassment of Women workers at work place were issued by Govt. Of India, Ministry of Human Resources Development. Accordingly, a Complaint Committee comprising of three officials including a lady doctor was constituted in the year 1999. No case of any harrassment has since been reported at any of the mines of the Company or its Corporate Office. The directives have been widely circulated to bring awareness amongst the women workers.

Mahila Mandals are working effectively at all the Mines of the Company. Various cultural, social, educative and community activities, such as adult education, Blood donation camps, eye camps, Family planning camps etc. are being organised regularly, mostly for the benefit of the women residing in the remote mine areas.

Every year 8th March is celebrated as International Women Day and various programs are organised to mark the day.

The Company grants Maternity Leave and Special Casual Leave for Family Planning. Company has set up crèches at its Mines and gives time off for nursing mothers

SPONGE IRON INDIA LIMITED (SIIL)

Welfare of Women is on the top priority list of the company's social activities. To this end the company has a Women Committee consisting of women employees of the company who not only look after the safety of women workers against various harassments in the work place but also towards their welfare. There is an association for women welfare called Sponge Iron Vanitha Sravanthi which was constituted since the inception of the company and it contributes towards improvement of living conditions of women working in the plant as also those residing in the nearby region. This association consists of wives of all the employees of the company. The welfare activities undertaken by this association include conducting various awareness programmes regarding health and family planning. It also conducts many training programmes like organizing tailoring

classes and other skilled work for improving the skills of women particularly from tribal and other weaker sections for the purpose of enabling them to be self-employed. Sponge Iron Vanitha Sravanthi also provides direct support to poor children of the nearby villages by supplying books free of cost and other amenities.

MECON LIMITED

Social activities of ladies in MECON colony (Shyamali)

The ladies of **MECON** colony have formed **SHYAMALI MAHILA MILAN**, a Society to act as a Socio-culture organization in **MECON** colony (Shyamali). The major activities of the organisation include running of a Baby Clinic for poor babies and mothers of slum and village dwellers in adjacent localities consisting of local.

The organization keeps in constant touch with a nearby school of disabled children and attends to their needs, as far as possible. Assistance to poor school going children towards their school expenditure is also a priority area of activity of the organization.

Committee for redressal of complaints of women employees

A committee consisting of ladies employees has been functioning in MECON with effect from June, 1999 which is meant for protection & redressal of women workers/employees in the matter of sexual harassment at the workplace.

Representation in “ Women in PSUs (WIPS)”

MECON is represented in the WIPS- Eastern Zone by one of our senior engineers.