

CHAPTER XVI

EMPOWERMENT OF WOMEN

MINISTRY OF STEEL

A statement showing the total employees in position as on 28.2.2003 group-wise, the number of women out of them and their percentage to the total is given below :

(Position as on 31.12.2002)

Group	Total No. of employees in Ministry of Steel	No. of women	% of women
Group A	37	4	10.81
Group B	84	26	30.95
Group C	73	16	21.91
Group D	70	2	2.85

Complaints Committee

The National Commission for Women have evolved a code of conduct for 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 under the chairmanship of Ms. Neel Kamal Darbari with the following as its other members : Shri Deepak Anurag, Shri K.P. Pandian, Ms. Anita Praveen, Ms. Priya Narula and 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 recommendation to the Secretary, Ministry of Steel; and to submit an annual report to the Secretary, Ministry of Steel. The committee had held its first and only meeting on 8.2.2002. No complaint has been received from women alleging sexual harassment in the Ministry of Steel during the year under report.

KUDREMUKH IRON ORE COMPANY LIMITED

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 rolls of the company as on 31.1.2003 is given below:

Group	Total No. of employees	Women employee	% of representation
A	458	22	4.80
B	260	46	17.69
C	1278	38	2.97
D	152	15	9.86
D(S)	35	14	40.00
Total	2183	135	6.18

No. of women belonging to Special categories

Group	SC	ST	OBC	PH
A	4	--	2	--
B	1	--	5	3
C	3	4	4	5
D	3	2	4	--
D(S)	7	1	4	--
Total	18	7	15	8

Based on Hon'ble Supreme Court Directives, Conduct Rules of the company has been amended by incorporating a clause prohibiting sexual harassment of women at work place. A co,plaints committee has been constituted during Septembner, 1998 to deal with complaints made by victims of sexual harassment. The complaints committee comprises of a senior woman executive as chair person, three nominated women representation from the recognised union and lady advocate from High Court of Karnataka nominated as a third party member.

A Women's Forum -- women in public sector is operating in KIOCL and most of the women employees are members of the said Forum. KIOCL is a life member for WIPS. Co-ordinators 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 organised at Kudremukh, Mangalore and Bangalore office on the occasion.

MSTC LIMITED

MSTC has set up a Complaints Committee as per the guidelines of the Hon'ble Supreme Court Order and also appointed a third party in the Complaints Committee. The guidelines have been given wide circulation in the company to create awareness on the issue.

Two special Scholarships were awarded to girl children of employees for meritorious results in secondary/higher secondary level during the last year. Besides, meeting of the Complaints Committee are held at regular intervals. However, no complaint has been received by the Complaints Committee till date.

SPONGE IRON INDIA LIMITED (SIIL)

As per the Supreme Court judgement Standing Orders/CDA rules of the company have been amended to make provisions for appropriate penalty against the offender to prevent sexual harassment of women employees. For this purpose, a complaints committee has been constituted for redressal of the complaints made by women employees. The Company has been extending Maternity Leave to women employees as per the Maternity Benefit Act. A creche for new born babies of the women employees has also been provided and women employees are given permission to feed the babies in the creche as per rules.

Although no provision is available under the guidelines of the Government providing for reservation to women employees in the matter of recruitment and promotion, the Company has appointed a number of women employees. In the matter of recruitment of teachers in the school run by a private institution in the Company's Township, Company advises the school to recruit women teachers to the extent possible.

Wives of employees of the Company have formed themselves into an association and are conducting a number of social and community service activities in and around Paloncha where the Company's plant is located. In this regard the Company has been encouraging the women's association in these activities by providing financial assistance.

BHARAT REFRACTORIES LIMITED (BRL)

In accordance with the National Policy for Empowerment of Women, a special clause 5(35) relating to sexual harassment of women has been incorporated in our Conduct, Discipline & Appeal Rules of the Company, on 27th January, 1998. To examine complaints, various complaint committees have been constituted at different levels. So far, no complaint has been registered.