EMPOWERMENT OF WOMEN

SAIL

SAIL has about 8500 women employees in both technical and non-technical area which is around 6% of the total strength. The Company does not discriminate at either selection, recruitment, placement or promotion levels and equal opportunities are provided for both the sexes at all levels. Equal career growth opportunities to all employees irrespective of the gender is the hall mark of SAIL's Policy towards professional development of its employees.

Under the Training Policy of the Company women employees are considered for specialized/technical managerial training exposures in all areas in keeping with their career growth and job profiles.

SAIL has made all out efforts for setting up of Committee on Sexual Harassment in each Plant and Unit of the Company with representation from NGOs, creches, separate washrooms, canteens for all employees in the Company's precincts, etc. The statutory obligations of the Company are also reflected in its policies for women employees, such as, maternity leave, child care leave benefits.

SAIL plants and units also have Mahila Samitis engaged in awareness initiatives on social issues as child labour/dowry, exploitation of women, support to economically weaker women towards being self-reliant through self-employment, education involvement in awareness programmes etc.

MOIL

MOIL employs 863 women which constitutes 12% of its total workforce of 7169 as on 1st November 2004.

In compliance of the directives of the Supreme Court, guidelines relating to eradication of Sexual Harassment of Women workers at work place a Complaint Committee comprising

Peripheral Development Programme Inauguration of Plate Making.

Leaf Plate making machine inauguration — training for women of peripheral areas

of three officials including a woman doctor was constituted in the year 1999. No case of any harassment has since been reported at any of the mines of 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, educational and community activities, such as adult education, Blood donation camps, eye camps, family planning camps etc. are being organised regularly 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.