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STATEMENT OF THE PROBLEM

OBJECTIVES

HYPOTHESES

RESEARCH METHODOLOGY

RESULTS & DISCUSSION

FINDINGS

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GENDER EMPOWERMENT IN PRACTICE: A CASE STUDY OF BHARAT COKING COAL LIMITED, DHANBAD

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ABSTRACT

The proposed paper elaborates a real case study of the world's largest Prime Coking Coal Producer company, Bharat Coking Coal Limited [BCCL]. It has been found that as per rules of Directorate General of Mines Safety Act 46(b) women are not permitted to go into underground mines as well as per Mines Act 1952 women are prohibited to enter the working mines after sunset and before sunrise. In such circumstances the widow of working personnel who are dead in mines accident do not have any option to continue with compensatory job of a peon or monthly compensation sum. But the positive training steps taken by BCCL Company have empowered women workers even in operational mining fields for handling heavy machineries. The education and the awareness of legal and constitutional rights have enabled trainee women even to reach at such heights where the Superintendent of Police of Dhanbad District Mrs. Suman Gupta [I.P.S.] has awarded the prizes and appraisal to the trainees. Since BCCL being a NavRatna Status company the vocational training to women overhauls the company. The key outcomes define the positive Social Impact of skill training by the tool of Education and also prove the financial empowerment as leverage to Economy. As well as the implications as precedence suggest the shaping of new paradigm of blended replica of Vocational Training coupled with Educational Programmes for sustainable growth of all the 250 Public Sector Under Taking Companies of India.

KEYWORDS

Gender-related Development Index, Gender Parity Index, Paradigm of Blended Replica Model; Shine by Training.

INTRODUCTION

Empowerment of women, also called gender empowerment, has become a noteworthy issue of discussion in regards to progress and economics. Entire nations, businesses, communities, and groups can benefit from the implementation of programs and policies that adopt the notion of women empowerment. Empowerment is one of the main procedural concerns when addressing human rights and development. The Human Development and Capabilities Approach, The Millennium Development Goals also known as Agenda-21 and other credible approaches/goals point to empowerment and participation as a necessary step if a country is to overcome the obstacles associated with poverty and development. Empowerment is the process of obtaining basic opportunities for marginalized individual especially feminine who do not share their own access to these opportunities. It also includes removing hurdles while making attempts to all forms of opportunities. Empowerment also includes encouraging, and developing the skills for, self-sufficiency. This process can be difficult to start and to implement effectively, but there are many examples of empowerment projects which have succeeded. The Marginalized feminine personnel or employee lack self-sufficiency. They lose their self-confidence because they cannot be fully self-supporting. The opportunities denied them also deprive them of the pride of accomplishment which others, who have those opportunities, can develop for themselves. This in turn can lead to psychological, social and even mental health problems. The most important empowerment strategy is to assist marginalized feminine to create more job opportunities to make them economically and socially self-dependent. Gender empowerment can be measured through the Gender Empowerment Measure [GEM], which shows women's participation in a given nation, both politically and economically. It is calculated by tracking "the share of seats in parliament held by women; of female legislators, senior officials and managers; and of female profession and technical workers; and the gender disparity in earned income, reflecting economic independence." These factors rank countries given this information. Other measures that take into account the importance of female participation and equality includes the Gender Parity Index [GPI] and the Gender-related Development Index (GDI). Empowerment includes the following capabilities:-

- The ability to make decisions about personal, collective and professional circumstances.
- The ability to access information and resources for decision-making.
- Ability to consider a range of options from which to choose (not just yes/no, either/or.)
- Ability to exercise assertiveness in collective decision making.
- Positive-thinking about the ability to make change.
- Ability to learn and access skills for improving personal/collective circumstance.
- Ability to inform others' perceptions through exchange, education and engagement.
- Involving in the growth process and changes that is never ending and self-initiated.
- Increasing one's positive self-image and overcoming stigma.
- Increasing one's ability in discreet thinking to sort out right and wrong.

REVIEW OF LITERATURE

Most women across the globe rely on the informal work sector for an income. If women were empowered to do more and be more, the possibility for economic growth becomes apparent. Eliminating a significant part of a nation's work force on the sole basis of gender can have detrimental effects on the economy of that nation. In addition, female participation in counsels, groups, and businesses is seen to increase efficiency. For a general idea on how an empowered women can impact a situation monetarily, a study found that of fortune 500 companies, "Those with more women board directors had significantly higher financial returns, including 53 percent higher returns on equity, 24 percent higher returns on sales and 67 percent higher returns on invested capital (OECD, 2008)." This study shows the impact women can have on the overall economic benefits of a company. If implemented on a global scale, the inclusion of women in the formal workforce can increase the economic output of a nation. With employment and economic independence Women will gain incredible self-esteem while others, including men, viewed them with more respect. Participation, which can be seen and gained in a variety of ways, will be most beneficial form of gender empowerment. Political participation, be it the ability to vote and voice opinions, or the ability to run for office with a fair chance of being elected, plays a huge role in the empowerment of woman. The economic development, the empowerment approach focuses on mobilizing the self-help efforts of the women, in addition with providing them the social welfare. Economic empowerment is also the empowering of half of the population, i.e. feminine.

IMPORTANCE OF THE STUDY

The BCCL Company [Bharat Coking Coal Limited] is the world's largest Prime Coking Coal producing company as well as a NavRatna Company and the largest subsidiary in terms of manpower of the Maharatna Status Company "Coal India Limited". It provides the high calorific value coal for Bokaro steel industry in nearby and also for The Chandrapura thermal power plant. Nationalization was done on 01.05.1972 brought under the Bharat Coking Coal Limited (BCCL), a new Central Government Undertaking. Another enactment, namely the Coal Mines (Taking Over of Management) Act, 1973, extended the right of the Government of India to take over the management of the coking and non-coking coal mines in seven States including the coking coal mines taken over in 1971. This was followed by the nationalisation of all these mines on 1.5.1973 with the enactment of the Coal Mines (Nationalisation) Act, 1973 which now is the piece of Central legislation determining the eligibility of coal mining in India. The structure of Coal India Limited permits and exercises the inter-subsidiary transfers and allocations of employment as per the requirement of manpower in all its subsidiary companies. The positive steps taken and being exercised by the Bharat Coking Coal Limited Company has empowered the working feminine personnel at grassroot level and has created a lot of job opportunities in maximum working departments which permits the feminine personnel's working within legal parameters.

STATEMENT OF THE PROBLEM

As the underground Coal mines are very risky and fatal in operational which production of coal, a lot many casualties are found every calendar year. As the women are not permitted to go in the underground working mines, hence the underground working manpower is absolutely masculine oriented. In any such casualties of accident under the mines or even over the surface the major damage to life is for men personnel. As per rules of *Directorate General of Mines Safety Act 46(b)* women are not permitted to go into underground mines as well as per *Mines Act 1952* women are prohibited to enter the working mines after sunset and before sunrise. In such circumstances the widow of working personnel who are dead in mines accident do not have any option to continue with compensatory job of a peon or monthly compensation sum. And hence the working women on compensatory job have no option to make any progress in their carrier.

OBJECTIVE

To identify out the policies and practices for gender empowerment and upliftment of quality of work life.

HYPOTHESIS

To identify the correlation of policies made and the policies being implemented for swift gender empowerment at BCCL Dhanbad.

RESEARCH METHODOLOGY

A visit was made to Vocational Training Centre at Area-4 [Katras Area]. The model of Gender empowerment by help of education and vocational training is common in all the twelve working areas of the BCCL, Dhanbad. The visit was made to Area-4 as it is located at the prime coking coal belt of the BCCL Company as well as it is one of the biggest coal producing units among the sister units. For the same it is a big junction for generation of employment. Mr. Deenanath Prasad welcomed the interviewer and provided all forms of details. All well as the interviewer was also taken to the running class to see in practical the classes being conducted for the Gender Empowerment. It was found that the women who work in the Bharat Coking Coal Limited Company were absorbed for education at Vocational Training Centre. A total of 60 days schedule is being provided to these women from initial training to final examination. Initially women personnel are given the basic education of alphabets and numbers. After two weeks they are taught with words, sentence forming and identification of symbols and colors being used in various discipline of working mines. A minimum basic education is imparted so that these women personnel can join the various departments in the Company within the permissible legal Industrial Acts and Legislative rules of Government of India. The number of women in every batch counts generally 20-30. The women taking classes are the employees of Bharat Coking Coal Limited Company. And they have joined the company on basis of accidental compensation against their family members. It was found that these women students use to perform their duty in their respective office everyday. And after the initial hour's work they use to come to Vocational Training Centre for one hour to study. They are being granted a leave of 3 hours per day to attend the classes including their transit time for visit to Vocational Training Centre.

RESULTS AND DISCUSSIONS

After being trained these feminine working personnel give their joining to various respective sections. Even they have proven themselves in the masculine handled portfolios of operating heavy earth moving mining machineries. One of the precedence is of Shri. Mamta Kumari of the "Chetudih Colliery" of Area-4 of BCCL Company, who won gold medal for her excellent performance in examination and now she is operating heavy dozers. Shri Mamta Kumari was awarded the memento of appraisal on occasion of "Gandhi Jayanti" on 02nd October 2010 with kind presence by then acting Superintendent of Police of the Dhanbad District Mrs. Suman Gupta [I.P.S].

Even a few women have joined as electricians and mechanical personnel at pump stations for repairing and wiring of pressure pumps. As mentioned by Shri Deenanath Prasad that these arenas were untouched till date by women personnel. Many times it was found that the illiterate widows were cheated by their own family relatives while withdrawing the money from their own bank account. As the value withdrawn were manipulated by their own trustworthy people without their knowledge. But after being educated now these women can withdraw their own money by filling of the withdrawal form with their own. And also they are now well accustomed with digits and language to handle the ATM transactions (Automatic Teller Machine Transactions).

FINDINGS

It was found that out of 18 women personnel in first batch of gender empowerment initiatives taken by BCCL Company, the seventeen candidates passed the examination by first division and remaining one passed with second division. As told by Mr. Deenanath Prasad at present a total of 42 (forty two) candidates has passed the Vocational Training successfully. And in near the strategy of BCCL company is to educate all the women candidates the computer proficiency. This is a planned strategy to be implemented soon so that more job avenues can be created in office works where women can perform duty in a proctored environment. Mr. Deenanath Prasad also explained the simple mechanism of organizing this gender empowerment Vocational Training Programme. Initially a list of the candidates is made by the procedure of nomination from various departments of a running unit. And then it is forwarded by General Manager Chairperson of the working Unit to General Manager Chairperson of Human Resource Department of the BCCL Company. Usually it takes duration of three to four weeks to complete the selection procedure from initial nomination of candidates to final approval. And this process is continued in a cyclic manner in parallel to the Vocational Training for Gender Empowerment. The Bharat Coking Coal Limited Company is sub divided into twelve different areas which handles various working mines. And every Area has a vocational training centre. And all the vocational training centers run various programmes for working personnel. The nascent Gender empowerment policy is formulated and launched swiftly by Bharat Coking Coal Limited at all the twelve areas. The vocational training centre at every area is functioning for swift implementation of these policies which are empowering the feminine personnel. And it has been found that these policies have been implemented successfully and very positive outcomes have been found. The Vocational Training Centre of Area-4 [Katras Area] was visited to get detailed information about the various Gender Empowerment steps taken and the positive outcomes from empowerment all around the BCCL Company.

RECOMMENDATION AND SUGGESTIONS

With implementing the Gender Empowerment scheme and harvesting favorable results in stipulated duration of time the BCCL Company has proven that existing legal loopholes can also be utilized as a platform for sustainable growth and development of the firm. Because as per rules of *Directorate General of*

Mines Safety Act 46(b) women are not permitted to go into underground mines as well as per **Mines Act 1952** women are prohibited to enter the working mines after sunset and before sunrise. But with this Vocational Training Scheme the women can be permitted to work in operating mines in daytime before sunset and after sunrise to handle the heavy machineries. The existing gap of day time working permit in functional mines, which was not utilized till date has been now adopted in a positive facet and has been exercised efficiently for progressive growth. For the first time this precedence has set an example of Gender Empowerment being practiced at ground level for optimum output for the Company. It is recommended that such gender empowerment policies must be more developed so as to enhance the Gender Empowerment. As well as this **"Paradigm of Blended Replica Model"** must be made acquainted to every Public Sector Undertaking company of India for inspiration to develop the avenues of gender Empowerment. It is recommended that among all the 250 Public Sector Undertaking Companies of Government of India, a healthy proportion of job opportunities must be sanctioned for women personnel in maximum permissible working portfolios. Especially among the post of Directors of these Public Sector Undertaking Companies of Government of India. The rationale behind it is that all these Public Sector Undertaking Companies of Government of India are incorporated under Companies Act 1956, which advocates the mandatory provision of a minimum of five (05) posts of Directors for the incorporation of the registered company. It is advocated that a minimum of fifty percent of total posts on an aggregate scale of all the Public Sector Undertaking Companies has to be reserved for women. As the policy formulation and its implementation is done at tactical level of Pyramid, i.e. at the Board of Director Level. This will definitely empower women from top to bottom level with immediate effect. As well as at the higher official level there is no question of any problem of professional hazardous of the profession during their work.

Empowerment of feminine employees in the work place provides them with opportunities to make their own decisions with regards to their tasks. Gender empowerment among employees is one of the most important and emerging avenue in recent time. Companies ranging from small to large and from low-technology manufacturing concerns to high-tech software firms have been initiating gender empowerment programs to enhance employee motivation, increase efficiency, and gain competitive advantages in the turbulent contemporary business environment. As merely by issuing free competitive forms, cheaper loans and concessions in higher education and railway journey tickets Gender Empowerment can't be done at a large scale. It is recommended that near about 50% reservations must be done in banking, health, education, judiciary and other office administration must be strictly done as soon as possible. As these are the arena which directly influences the decision making of National policies. This will accelerate the Gender Participation in policy making as well as in Decision Making process too.

This successful policy is being flourishing after being formulated and implemented. It is strictly recommended that this case record must be made acquainted to maximum possible industries. So that more swift gender empowerment policies can be made and implemented too. Definitely this policy has uplifted the mark of intangible asset.

CONCLUSION

It was found that the schemes being implemented in BCCL Company Limited has made a very relevant economical and social change on the Quality of Work Life of the working women personnel. It has also exercised the concept of *"Workers' Participation in Management in Policy Making"* with reference to Gender Empowerment.

The indigenous personnel, especially women, could ensure their own organization does have such authority and could set their own agendas, make their own plans, seek the needed resources, do as much of the work as they can, and take responsibility - and credit - for the success of their projects (or the consequences, should they fail?). Now the trained women personnel even can be transferred to various areas of the BCCL Company. As well as to all its other subsidiaries all over India. As all the nine subsidiaries of Coal India Limited are under a single umbrella of Coal India Limited Company. The Coal India Limited Company is one of the five Maharatna Companies of India. Empowerment is not giving power, as with the protection of legal umbrella workmen already has plenty of power, only with help of knowledge and guidance the motivation for jobs must have to be accelerated more. Encouragement of more feminine personnel to gain the skills and knowledge that will allow them to overcome obstacles in life or work environment and ultimately, help them develop within themselves or in the society. Strong skills and critical capabilities open doors for those who meet the empowerment criteria. The vocational training has given additional shine of brilliance with let the capabilities of feminine working personnel to be utilized upto maximum for growth of company. The received result falls in category of *"Gainful re-utilization of Feminine work power"*. This implantation has made a Turnkey effect for the Indigenous workforce. As now the compensatory job holder women personnel are not being considered as ethical liability but are now considered as Industrial equity of the company. And this has also set a brilliant benchmark on optimum use of the internal workforce. As this scheme implementation has reduced the time duration and financial burden of the company for external recruitment. The BCCL Company has made profit in financial terms as well as in form of gaining a lot of intangible asset. This has also made the image of the company very prestigious in the corporate sector. The BCCL company has done a form internal recruitment and promotion by help of vocational training and education. And it is done for various posts with co-ordination of the Human Resources Department of BCCL which identifies the requirements of the targeted functions of various sections. In addition to coordinating with the various departments introduction of refresher vocational training courses are being exercised to source new staff from within their own network with enabling empowerment of gender. Educating the women personnel through Vocational Training has created a lot of awareness and self dependency among women. Now they are safe against any form of financial fraud of any form of socio-economic injustice among them. They have proven themselves by penetrating the masculine dominated working portfolios.

SCOPE FOR FURTHER RESEARCH

In most of the industries it is found that the internal recruitment has generally the following two problems:-

- [1] Any form of Internal Recruitment may Cause **Obsolescence**. It is the state of being which occurs when an object, service or practice is no longer wanted even though it may still be in good working order. Obsolescence frequently occurs because a replacement has become available that is superior in one or more aspects.
- [2] Any form of internal recruitment can resist introduction of new ideas inside the organization. Generally it is correct, as internal promoted employee may create lobby or direct or indirect monopoly, due to their presence at all levels of pyramid.

But with reference to this case it has been proven that the masculine personnels' monopoly has been broken by women with their start to operate heavy machineries in the working mines. As since the beginning of mining industry in India, the mining sector has been pre-dominated by masculine due to legal and constitutional rules. Also a health middle pathway has been established between the female working personnel and the legal and constitutional parameters. More research for developing the policies for swift gender empowerment will enhance the overall quality of working environment and growth in financial and intangible asset of the company. Such outcomes and additional research can be a model to be implemented by other organizations also.

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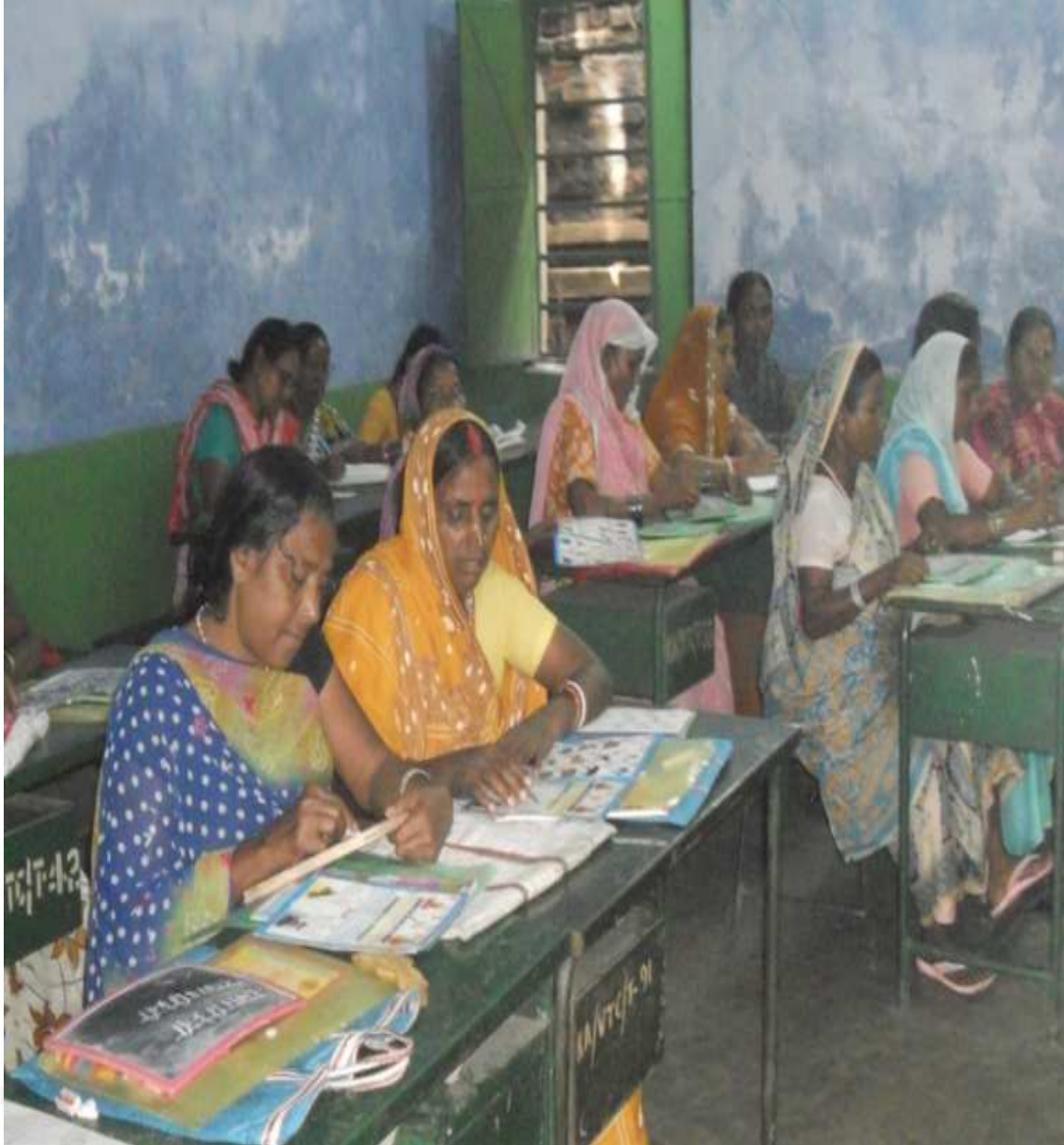
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APPENDIX

FIGURE

FIGURE A: WORKING WOMEN PERSONNEL TAKING EDUCATIONAL CLASSES AT VOCATIONAL TRAINING CENTRE, KATRAS, AREA -4, BHARAT COKING COAL LIMITED, DHANBAD



Working Women Personnel taking Education of Vocational Training Courses at Vocational Training Centre, Area- 4, Katras Area of Bharat Coking Coal Limited, Dhanbad.

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