



12 WOMEN WELFARE

12.1 INTRODUCTION

In accordance with the instructions of the Ministry of Women and Child Development, a Cell headed by a lady Deputy Secretary as Nodal Officer, has been constituted in the Ministry of Civil Aviation, for overseeing the work relating to women's welfare and for taking suitable measures to provide convenient and hassle free work environment to the women members of the staff. Further, as per the guidelines of the Hon'ble Supreme Court of India, a Complaints Committee has also been constituted to examine complaints relating to sexual harassment of women at work places and to suggest remedial measures to prevent such harassment. All the organisations under the Ministry have also set up similar Cells and Complaints Committees to look after matters relating to women welfare and to look into complaints relating to sexual harassment of women employees. Instructions received from Department of Women and Child Welfare, National Commission for Women etc. from time to time, are circulated to all concerned for necessary implementation. The position of women's welfare/ cases of sexual harassment in the Ministry and its organisations is being monitored periodically and necessary action is taken wherever called for.

12.2 GENDER BUDGETING CELL

To look after the welfare of women in the Ministry, a Gender Budgeting Cell has been set up in the Ministry. The broad functions of this Cell are :

- (i) To identify and ensure implementation of women

welfare projects, laws and policies relating to women;

- (ii) To look after various aspects concerning working women in the Civil Aviation sector so as to examine the need for formulation of any specific schemes for welfare of women;
- (iii) Co-ordination with the Department of Women and Child Welfare and other concerned agencies in respect of budgeting exercise and allocating resources for women welfare programmes/ schemes;
- (iv) To review Plan schemes and other programmes of the Ministry of Civil Aviation to ensure that the aspects of women's welfare, development and empowerment are promoted through the programmes/schemes;
- (v) Interaction with various organisations in the Civil Aviation sector on the Gender Budgeting issues.
- (vi) Dealing with all matters relating to Gender Budgeting and inclusion of Gender issues in the Annual Report/Programme Budget.

12.3 DIRECTORATE GENERAL OF CIVIL AVIATION

The meetings of the Women's Cell are held periodically with the participation of women employees .

12.4 BUREAU OF CIVIL AVIATION SECURITY

A separate common room has been earmarked for women for attending to their needs for medical emergency/rest. Problems of the women employees as and when reported, are promptly attended to and resolved amicably, keeping in view specific requirements of Government Policy on the subject. As a part of modernization of work procedures, women employees of the Bureau are also being imparted computer training as well as in use of other modern office automation equipment.



All women crew

12.5 COMMISSION OF RAILWAY SAFETY

The offices of the Commission are generally located in Railway Office Complexes and the facilities provided therein such as toilets, creche, tiffin room etc. are availed by the female employees of the Commission as well. The women employees also participate and hold office in Mahila Samiti, the women's welfare organisation of railways. The instructions on welfare of women employees, issued by Government of India from time to time are being implemented.

12.6 AIRPORTS AUTHORITY OF INDIA

Several initiatives have been taken for welfare of women in AAI. 'Kalyanmayee', an organisation for employee' wives and daughters has set up 37 branches at AAI airports across the country. These branches organize social activities and skill development classes such as tailoring, drawing, painting etc. A school for children i.e. Bal Kendra has been opened for the welfare of employee's children.



Blood Donation camps & other medical camps have been organized at various Units. Health-checkup for all employees has been held by Delhi Region. In Southern Region, Kalyanmayee has adopted an Orphanage where help is given by the Kalyanmayee Unit. AIDS Awareness Programme has been organized by Western Unit. In North-East, SOS village has been adopted by Kalyanmayee.

Kalyanmayee is organising various get-together & festivals such as Independence Day Celebration, Diwali Mela, Tree Plantation Drive, Flower Show & Vegetable Show etc.

12.7 AIR INDIA LIMITED

A Women Cell and a Complaints Committee has been constituted. Committees have also been formed at the Departmental level to look into the grievances regarding sexual harassment of women employees. Air India is nominating its women employees to various training programmes/seminars and conventions both in India as well as abroad. Air India



Engineering

also nominates its women employees to various conferences and seminars organized by WIPS (Women in Public Sector).

12.8 INDIAN AIRLINES LIMITED

Indian Airlines had a staff strength of 18061 employees including 08 SHOD employees as on 31st December, 2006, out of which 3171 were women employees. There are 501 Women Officers out of which 55 are placed at the executive level. Amongst these, one is at the level of Functional Director and the other is at the level of Dy. Managing Director. Two women officers are holding the post of Executive Director. Indian Airlines have as many as 71 women pilots, of which 6 are Executive Pilots. There are 12 women Aircraft Engineers and 35 Aircraft Technicians. Women constitute approximately 17.55% of the total work force in the Company. As per the guidelines issued by the National Commission for Women, Indian Airlines has formed Women Cells at Headquarters and in each of the four Regions to follow up development activities for women. These Cells are functioning effectively. In pursuance of the Order of

the Supreme Court in the case of Vaishakha and Others Vs. State of Rajasthan, the following actions have been taken:-

1. Prohibition of sexual harassment has been expressed at all the work places.
2. List of Do's and Don'ts prepared by National Commission for Women has been displayed at work places.



3. In addition to the existing Women Cells, Separate Cells to look into the complaints received regarding sexual harassment have also been formed at the Headquarters and in all the Regions and these have been given wide publicity.
4. Two sets of Standing Orders concerning Discipline & Appeals have been amended to include sexual harassment in the list of misconduct.

12.9 PAWAN HANS HELICOPTERS LIMITED

Women Cells have been set up separately in all offices of the company. The Company has been making consistent efforts to promote all round development and ensure provision of all essential amenities for them. The company has also been

sponsoring women employees for in-house training as well as to outside specialised institutions for their skill upgradation.

12.10 HOTEL CORPORATION OF INDIA

A women's Cell has been constituted at the head office of the company, which looks into the issues concerning women's welfare. The company made suitable amendments to the HCI Employees Service Regulations by including sexual Harassment as one of misconducts.

12.11 INDIRA GANDHI RASHTRIYA URAN AKADEMI

IGRUA has only three women employees and their welfare is being looked after through normal administrative channels.