

HAPPY WOMEN'S DAY – 08.03.2021

NFIR / SRES ACHIEVEMENTS & DEMANDS

ACHIEVEMENTS :

- 1) 730 Days Child Care Leave is granted to women employees vide RBE No. 158/2008 dated 23.10.2008 and subsequently the Child Care Leave sanctioned for First 365 days with full salary, Next 365 days only 80% of salary.
- 2) CCL to single man parent is recommended.
- 3) Maternity Leave for first two children – 180 days vide RBE No. 158/2008 dated 23.10.2008. (Ceiling of 135 days enhanced to 180 days).
- 4) For peaceful working of husband and wife, NFIR had secured Transfer orders on Spouse Account vide Railway Board letters dated 01.10.71, 06.01.88, 05.11.97, 02.02.2010 & 10.02.2017, latest 26.04.2019.
- 5) Pepper spray provided to women staff who work at vulnerable locations for self defense.
- 6) The strenuous nature of job and tough working conditions of Track Women had been discussed under the NFIR PNM Sub. No. 23/2015, Board had issued order and reply was given to GS/NFIR vide Rly. Board Letter dated 02.04.2019.

DEMANDS:

- 1) More Women employees are now recruited through RRB / RRC.
- 2) Complaint Box Facilities to be provided for women employees to post their complaints for redressal.
- 3) Separate rest rooms with refreshment facilities at all locations to be provided for women employees.
- 4) Flexi timings for women employees is very much required.
- 5) Induction training to women employees to be provided.
- 6) We demand to declare Women's Day as National Holiday.
- 7) We demand to exempt women employees for Night Patrol Duties.
- 8) Child Care Leave were not properly granted and it is very difficulty in getting CCL in many places. CCL should be granted without any restriction.

- 9) Introduction of Gender discriminatory cell. In order to avoid gender discrimination a committee to be formed likewise of Andhra Pradesh & Telangana. In Rajkot division while implementing roster, the gender discrimination is shown among the employees.
- 10) The women employees who attains motherhood through the method of subrogation has not been granted either Maternity or CCL.
- 11) Though running room was provided for the women Loco Pilots, they were not provided with adequate facilities, earmarking cot, rest room, etc., which affects their health condition without any rest. So they are unable to pick up next train and work with full concentration which also affects the system of safety. While on duty the women Loco Pilots are facing many problems.
- 12) Exempt pregnant women employees to do Night patrolling job, Keymen job, trackmen job, etc which is unsafe. The TRD staff are being asked to climb the 9.5 / 12 mtrs mast and attend the work during pregnancy time which is unsafe. The pregnant women should be given light job as per the doctor's instruction.
- 13) In many divisions the Sexual Harassment Committee is not functioning, despite representations.
- 14) Women employees are being exploited while preparing CR / APAR.
- 15) Scout / Cultural quota appointments to be considered as done in the earlier.
- 16) Maximum Wayside women employees to be considered in nearby station premises.
- 17) Though powers were granted to DRM / CWM for considering Compassionate Ground Appointment, exploitation is taking place while considering deceased employees wife.
- 18) During menopause many women employees are facing Uterus problems, they should be granted special leave for Uterus problem.
- 19) Posting of women employees to be considered for IT / Commercial / Ministerial / Depots / Workshops.
- 20) More representative character (office bearer post) to be considered at Branch / division / HQRS / Federation level for women employees.

Dr.M.RAGHAVAIAH
GS/NFIR & PRESIDENT/SRES

CIRCULAR NO. 1164
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