

#EMBRACING EQUITY: WOMEN IN CE INDUSTRY

CE Beats Supplement on Industry Initiatives



LARSEN & TOUBRO



A remarkable sight unfolds as Komatsu and L&T Construction & Mining Machinery (L&T CMB) unveil their latest hydraulic excavators at exhibitions. The machines lift their arms and shower flowers upon dignitaries and customers. Behind the controls of these complex machines are a group of young women, boldly breaking gender barriers, equalling the capabilities of their male counterparts.



L&T CMB firmly supports women's empowerment and fosters an inclusive work culture encouraging women to work on machines and service shops, and has trained a batch of ladies to showcase the operations of Komatsu hydraulic excavators, giving them the opportunity to demonstrate the machines to customers during launches and presentations. Thus far, we have trained 19 ladies in various operations of these machines.

With Tata Steel recognising the potential of women in non-traditional roles and an all-female shift at their Noamundi Iron Ore Mine in Jharkhand, L&T signed a full maintenance contract for supporting 100 Ton Komatsu Dump Trucks and allied machines while L&T's Product Support Department (PSD) at Durgapur, West Bengal trained a batch of women in machine maintenance in 2020. Currently, the five ladies on regular duty at the mine site efficiently handle daily site activities as well as scheduled and breakdown maintenance of machines. They are also proficient in commissioning new machines.



The team of women mechanics who are also proficient in commissioning new machines, was recently reinforced by nine more women trained at Durgapur, who are working at the engine overhauling bay and transmission & hydraulic component repair bay, besides being deputed to commission dump trucks at Dhansar Engineering. Additionally, six women trained in machine maintenance at our dedicated Central Training Centre in Kanchipuram, Tamil Nadu, are part of the regular maintenance team for a set of machines commissioned by them and supplied to JSW Steel.



KOMATSU INDIA PVT. LTD.



In a significant move towards empowering women in the manufacturing industry, the Management of KIPL Chennai Plant has initiated employment of women in the production processes. This decision aims to provide equal opportunities to women in production jobs, to help boost productivity and innovation.

The employment process for women in production jobs at KIPL Chennai Plant involves several steps, starting with the selection of suitable candidates. The selected candidates undergo training at the KIPL Dojo, followed by on-the-job training and production with supervision.

The manufacturing industry has historically been male-dominated, and women have been underrepresented in this field. However, this initiative by KIPL is a positive step towards promoting gender equality in the workplace.



Women bring unique perspectives and ideas to the manufacturing industry, which can help in the development of new and innovative products. By increasing the representation of women in the workforce, KIPL can create a more diverse and inclusive workplace, which can lead to better decision-making and improved business outcomes.

To ensure the success of this initiative, KIPL is investing in training and development programs for women as well as providing flexible work arrangements and childcare support to help women balance their work and personal responsibilities.

In conclusion, KIPL's decision to empower women in the manufacturing industry is a positive step towards achieving gender equality in the workplace. By providing equal opportunities to women, KIPL can create a more diverse and inclusive workplace, which can lead to better business outcomes and a more prosperous society.

