



Women trained by Singareni Sewa Samithi in Embroidery

# EMPOWERMENT OF WOMEN

ANNUAL REPORT 2019-20



# EMPOWERMENT OF WOMEN

## Coal India Limited

### Empowerment of Women

About 19,486 female employees are working in CIL and its subsidiaries under different establishments as on 1.12.2019. The Forum of Women in Public Sector (WIPS) was established under the aegis of Standing Conference of Public Enterprises (SCOPE) on 12th February, 1990. At Coal India it came into existence in the year 1990. The forum has been actively working for the empowerment of women in PSU's. Coal India Limited has a Sexual Harassment Complaints Committee comprising of members as per the guidelines provided by Hon'ble Supreme Court of India. In addition to the maternity leave as per the Maternity Benefit Act; child care leave upto 730 days for 2 surviving children upto 18 years of age is granted to women employees as per their request in one or more spells.

## SCCL

### Women Employees Strength:

As on 31.12.2019, the strength of women employees in SCCL is 1,298 out of 47,178 on roll.

### Welfare Scheme:

- The provisions of Maternity Benefit Act are being implemented benefiting the Women employees of the Company. Under this Act, Women employees are sanctioned Maternity Benefit Leave.
- In all the Areas, Women's Cells have been constituted with the women employees for effective function and to redress problems of women employees relating to their employment. The Convener of the Women's Cell of the Area concerned conducts regular meetings with the Committee members for redressal of the grievances of the women employees.

### SEWA (Singareni Employees Wives Association)

For empowerment of Employees wives, SEWA is established. SEWA voluntarily organizes the wives of employees and unemployed youth i.e. PAPs & PDFs of surrounding places for their self-sustenance with the support of SCCL management by mobilizing to join various training programmes like Tailoring & Embroidery, Beautician, Motor Driving, Maggam Works, Computer Hard Ware, Paper Carry Bags & Envelop Making etc.



Women trained by Singareni Sewa Samithi in jute bag making run a self-employment unit with the help of management

### NLC India Limited

In NLC India Limited the total number of women employees on rolls as on 30th November 2019 is 976 including 331 executives. The following activities were organized for developing their potentials.–

- A Committee consisting of senior women executives' including a Doctor was formed to protect women employees from Sexual Harassment in work place.
- For the benefit of the working women employees, "Anbalaya" a well-equipped Creche with trained personnel is in operation.
- The NLC India Limited chapter of WIP's has also organized and conducted several sports, cultural activities, group discussions for the benefit of women employees.

### Training Programmes conducted for women:

- Health and hygiene for women employees.
- Healthy living for women employees.
- International women day celebration.
- Road safety for women employees.
- Safe driving practice for women.
- Stress management for women.
- Sustainability development for women.
- Women empowerment.
- Work life balance for women employees.