

CHAPTER

16



EMPOWERMENT OF WOMEN

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Coal India Limited (CIL)

About 19,463 female employees are working in CIL and its subsidiaries under different establishments as on 01.12.2020. The Forum of Women in Public Sector (WIPS) was established under the aegis of the 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.

NLC India Limited

In NLC India Limited the total number of women employees on rolls as on 31st December 2020 is 926 including 320 executives. The following activities were organized for developing their potential. –

- 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.
- Skill Development courses for women

In-line with Skill India Mission, launched by Hon'ble Prime Minister of India, lot of initiatives have been taken up by NLCIL for developing skills and promoting entrepreneurship at a broader bandwidth.

NLCIL has imparted fresh Skill and Entrepreneur development Training for the empowerment of women in the following job roles.

- Self-Employed Tailoring.
- Assistant Beauty Therapist.
- Domestic Data Entry Operator.
- Fashion Jewellery.
- General Duty Assistant.
- Handmade incense stick making.
- Sewing Machine Operator.

International Women's Day celebrations

The International women's day was celebrated at NLCIL in a grand manner. Smt. Vismita Tej, Joint Secretary, Ministry of Coal graced the occasion as the Chief Guest. Smt. S Rajeswari, Superintendent of Police, Idol Wing, Tamil Nadu was the Guest of Honour. Selvi K. Jayalakshmi, a student who has been selected to visit NASA and Smt. Jothimani, the only 60 Tonne capacity Women Truck driver from Tamil Nadu were the Achiever Guests.

Training Programmes conducted for women.

- Health and hygiene for women employees.
- Healthy living for women employees.
- 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.

