



EMPOWERMENT OF WOMEN

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1. CIL

Empowerment of Women:

About 19,641 female employees are working in CIL and its subsidiaries under different establishments as on 1.12.2022. 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 leaves 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 31.12.2022 Employees on roll of SCCL are 43,000 including 1622 Female Employees.

Welfare Scheme for Women:

- a) 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.
- b) 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.

- c) A separate child care leave for a period of 720 days especially for women bearing children less than 18 years of age is implemented in SCCL through which Women employees in the organization are benefited in various ways.

SEWA (Singareni Employees Wives Association)

For empowerment of Employees wives, SEWA is established. SEWA voluntarily organizes the wives of employees and un-employed 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, Muggam Works, Computer Hard Ware, Paper Carry Bags & Envelop Making etc.



Women trained by Singareni Employees Wives Association in Muggam works for self-employment



Women trained by Singareni Employees Wives Association in tailoring



Women trained by Singareni Employees Wives Association in paper cover making

NLC India Limited

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In NLC India Limited the total number of women employees on rolls as on 31st December 2022 is 895 including 305 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.
- ❖ 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
- NLCIL Celebrated International Women's Day 2022 on 08th March 2022 in a very grand Manner. Eminent personalities Hon'ble Governor of Telangana & Puducherry Smt. Tamilisai Soundar Rajan praised NLCIL for its contribution towards Nation building and its efforts on women empowerment.
- ❖ 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.

