

EMPOWERMENT OF WOMEN

CIL

Empowerment Of Women:

About **19,370** female employees are working in CIL and its Subsidiaries under different Establishments as on 1.12.2023. 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 31.12.2023 employees on roll of SCCL are 42003 including 1715 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, maggam works, computer hard ware, paper carry bags & envelop making etc.





Women trained by singareni employees wives association in muggam works for self-employment

NLC India Limited

Empowerment of women

As on 31.12.2023 employees on roll of NLCIL are 10,638 including 866 female employees in NLC India Limited. 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.