



EMPOWERMENT OF WOMEN



EMPOWERMENT OF WOMEN

1) Coal India:

Empowerment of Women:

About 19,421 female employees are working in CIL and its subsidiaries under different establishments as on 1.04.2024. 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.

1.1 Women Empowerment through CSR in FY 24-25

CSR activities of CIL aim at elevating the socio-economic status of the disadvantaged groups of the society which includes women. All CSR activities benefit women in general but some CSR activities are targeted especially at women beneficiaries. Major such activities are as under: -

- i. **Green Livelihood for Women Workers:** - In Gujarat's Kutch region, CIL supports Mahila Sewa Trust in establishing solar parks, creating green livelihood opportunities for poor women workers from informal sectors. Budgeted at ₹ 155.58 lakh, this project promotes environmental sustainability while economically empowering women, setting a model for blending social responsibility with green energy solutions.
- ii. **Rehabilitation and Skill Development for**

Women: -In Kolkata, CIL partnered with Apne Aap Women Worldwide (India) Trust to rehabilitate girls and women from red-light areas, offering pathways to rebuild their lives. Additionally, training sheds and hostel facilities were constructed at Swarozgar Prashikshan Kendra in Mhow, Indore, where women are trained in ancestral skills like charm-making, crafts, and handloom weaving.

- iii. **Construction of Girls' Hostels:** CIL funded the construction of hostels at IIT Bombay and NIT Rourkela, ensuring better facilities for women engineers.
- iv. **Engineering Coaching Support:** The "CCL Ki Laadli" initiative supported girl students in preparing for engineering entrance exams.
- v. **Skill Development:** In Odisha and Jharkhand, at least 30% of the 540 beneficiaries in skill development programs were women, emphasizing CIL's focus on gender inclusivity.
- vi. **Legal Empowerment for Women Through Education:-** Through the "Nyaaya Nari" initiative, in partnership with Vidhi Centre for Legal Policy, CIL educated and empowered 30,000 women across Bihar and Karnataka. The project focuses on legal awareness, equipping women with knowledge of their rights to navigate socio-economic challenges.
- viii. **BCCL's Handloom Weaving Training:** Bharat Coking Coal Limited (BCCL) has empowered women in Dhanbad, Jharkhand, through handloom weaving training centers in Mukunda, Alakdiha, and Gareria villages. Implemented with JHARCRAFT, the initiative provides women with self-reliance and additional income sources.



- ix. **NCL's Small Holder Poultry Project:** Northern Coalfields Limited (NCL) empowers tribal women in Singrauli by supporting poultry farming. Women earn up to ₹ 3,500 per month after becoming self-sufficient in two to three cycles, improving their healthcare, nutrition, and children's education.
- x. **Project Pankh:** Western Coalfields Limited (WCL) installed 50 sanitary napkin vending machines across schools and colleges in Nagpur and Chandrapur districts, benefiting 25,000 girls and reducing absenteeism.
- xi. **Support for Blind Girl Students:** Since 2014, CMPDIL has supported blind girls at Brajkishore Netraheen Balika Vidyalaya, Ranchi, with educational and personality development programs, including the construction of a computer training center and hostel.
- xii. **Tablets distribution to girl students of Kasurba Gandhi Balika Vidyalaya, Delhi:** - CIL distributed Smart Class set up and tablets among girl students to increase their learning outcomes.

As India marches towards an equitable future, CIL's dedication to women's empowerment continues to build stronger and more inclusive communities. Through its impactful programs, the company exemplifies how corporate initiatives can catalyze positive social change.

2. NLCIL

2.1 EMPOWERMENT OF WOMEN

In NLC India Limited as on 30th November 2024, out of a total workforce of 10,538 employees, 826 are women, representing 7.84% of the total workforce. Among these, 286 are executives, making up 34.67% of the women employees.

NLCIL has made significant strides in empowering women in the mining sector. In the mining domain, 190 women are employed, with 48 holding executive

positions. For the first time in its history, NLCIL has integrated women into core mining operations, marking a milestone in the company's commitment to gender inclusivity. Women have been employed in key statutory positions such as surveyors, mining sirdars and overmen across nine statutory posts. Additionally, 14 women are undergoing training in Specialized Mining Equipment (SME) operations under the PAP (Project Affected People) training program.

The following activities were organized for developing their potentials. -

- In pursuance of provisions of section 4 of Sexual Harassment of women at workplaces (Prevention, Prohibition and Redressal Act 2013) and Rule 13 (e) of Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Rule 2013, the internal complaint committee is constituted to deal with complaints relating to Sexual Harassment of Working women in NLC India.
- 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 WIPS 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.

2.2 International Women's Day celebrations

NLCIL celebrated International Women's Day 2024 on 08th March 2024 in a very grand Manner. Eminent personalities Padmashree Dr. Nalini Parthasarathy and Dr. Neeraja Upendra, CEO people Tree Hospital, Bangalore have praised for its contribution towards women empowerment.



Women's Day Celebrations at NLCIL

2.3 Training Programmes conducted for women.

- Illuminate her Path - Empowering women's Future
- Breaking the silence - Women Empowerment through Posh
- She Leads - Empowering women for change
- Posh Protectors - Empowering women in workplace
- Rise and Thrive - Empowering women for success

- Women health India - theme Breaking barriers, Catalysing chain
- Let's Spread the Awareness of Cancer
- Strength in solidarity - women Empowerment through Posh
- Women Rising - Breaking barriers and building dreams
- Empowering her Voice - Posh for women's safety and dignity.

3. SCCL:

3.1 EMPOWERMENT OF WOMEN

Women Employees Strength:

As on 31.12.2024 Employees on roll of SCCL are 40,893 including 1878 Female Employees.

3.2 Welfare Schemes 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.

3.3 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...

