



EMPOWERMENT OF WOMEN

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1. CIL

About 19,656 female employees are working in CIL and its subsidiaries under different establishments as on 1.01.2022. 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 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.

2. NLC India Limited

In NLC India Limited the total number of women employees on rolls as on 31st December 2021 is 907 including 318 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 2021 on 27th March 2021 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. Smt. Vismita Tej, Joint Secretary/MoC and others gave Women's day message through Video Clipping. In their inspiring speech they stress upon young women to tap the opportunities to achieve their dreams. They also Emphasized Gender Agnostic Culture & highlighted the gaps that remain and ways to face the hardships with resilience.

- ❖ Training Programmes conducted for women.
- ❖ Health and hygiene for women employees.
- ❖ Healthy living for womees.
- ❖ 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

