



# EMPOWERMENT OF WOMEN





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## 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.

### Women Empowerment through CSR in FY 23-24

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 undertaken during FY 23-24 are as under:

- i. Construction of girls' hostels at IIT, Bombay and NIT, Rourkela
- ii. Supporting engineering entrance examination coaching for girl students under CCL Ki Laadli
- iii. Small holder poultry project for headwomen of the family in Singrauli district, Madhya Pradesh which is increasing the per annum income by ₹ 36,000 – 42,000 per year.
- iv. Providing menstrual cups to women in Chatra & Latehar districts of Jharkhand, as

an economical and environment friendly substitute for sanitary pads.

- v. Admitting at least 30% women beneficiaries in skill development programmes taken up in Odisha (450 candidates in total) and Jharkhand (90 candidates in total).
- vi. Improving social standing of 'Dhuku' tribal women living in live-in relationships in Jharkhand by solemnizing their marriages and imparting livelihood development trainings to them.
- vii. Making 30,000 women aware about their rights in Karnataka and Bihar through legal awareness project "Nyaaya Naari".
- viii. Construction of Natural Fibre diversified product training and development centre for women at Murshidabad, West Bengal.
- ix. Chick rearing programme for marginalised women of Paschim and Purba Mednipur districts of West Bengal.

## 2) SCCL:

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#### Women Employees Strength:

As on 31.03.2024 Employees on roll of SCCL are 41,837 including 1767 Female Employees.

#### 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.
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### **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.



### **3) NLCIL:**

#### **NLC India Limited**

#### **EMPOWERMENT OF WOMEN**

In NLC India Limited the total number of women employees on rolls as on 31st March 2024 is 881 including 311 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.
- ❖ WIPS / NLCIL chapter was formed on 12-02-1990 with 300 members. A separate building "Navratna WIPS House" for WIPS NLCIL chapter has been allotted in Neyveli Township and is functioning from 15-01-2012.

Intra organizational meetings are conducted at regular intervals in WIPS premises. Committee members of WIPS cell.

### Entrepreneurship training for Women for Oyster mushroom Cultivation:

- ❖ As a part of International Women's Day – 2024 celebration, creating awareness and encouraging women for being entrepreneurs was one of the important efforts undertaken by WIPS, NLCIL Chapter. 63 women attended the program.



