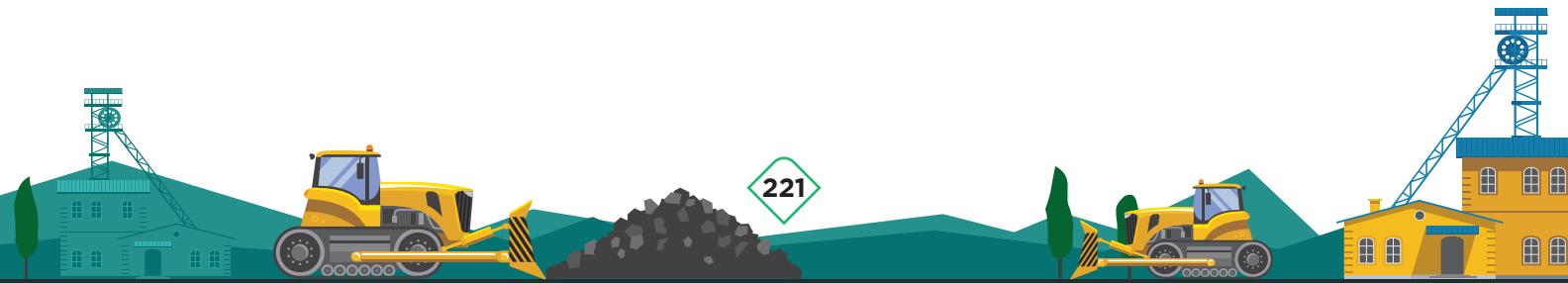


EMPOWERMENT OF WOMEN

17

CHAPTER



EMPOWERMENT OF WOMEN

1. Coal India Limited:

Empowerment of Women:

About 20316 female employees are working in CIL and its subsidiaries under different establishments as on 01.01.2026. 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.

As a responsible employer, Coal India Limited & its Subsidiaries, has implemented The Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013.

With robust social security benefits, welfare measures, leadership initiatives, inclusive policies and sports & wellness programs, Coal India Limited has created a safer, equitable, and growth-oriented environment for women. These initiatives ensure that women are not just participants but groomed for being leaders in the journey of nation-building.

The company has also removed gender-based disparities from the National Coal Wage Agreement (NCWA) wherein female dependents of the deceased employees are now eligible for employment, irrespective of their marital status.

By prioritizing representation of women in various committees or formation of Women's Welfare Committee, the company is leaving no stone unturned to make it a safe and inclusive workplace for women to work.

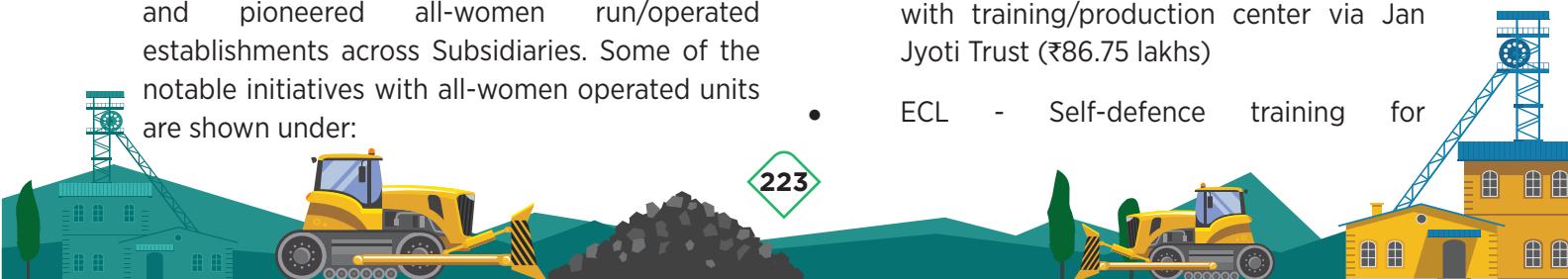
Women employees have willingly come forward and pioneered all-women run/operated establishments across Subsidiaries. Some of the notable initiatives with all-women operated units are shown under:

- i. Vasant Vihar dispensary at Bilaspur under SECL
- ii. General shift in the Koyla Nagar Hospital as well as repair and maintenance of LED and solar equipment at Central Technical Centre, Dhanbad under BCCL
- iii. Rajendra Nagar Dispensary at Ranchi under CCL
- iv. Cost & Budget Cell, Finance department under NCL
- v. Sadbhavana Colony dispensary at Nagpur under WCL
- vi. Kajora Area Store as well as Post-Retirement Medical Benefit (PRMB) Cell under ECL

Women Empowerment through CSR in FY 25-26

Coal India Limited (CIL) and its subsidiaries are implementing diverse CSR initiatives focusing on women empowerment during FY 2025-26, emphasizing skill development, livelihood generation, and inclusive workplace practices. These activities are reaching thousands of women across coal mining regions, aligning with national priorities. Key projects taken up during FY 25-26 in this direction are detailed below:

- CCL - Financial support to Pravah for Project Mahila Unnayan Yojana - providing nutrient-rich food to pregnant/lactating mothers and teenage girls in 3 Chatra blocks (₹86.79 lakhs)
- CCL - Training 150 women of Ramgarh in fashion designing/soft skills, forming SHGs with training/production center via Jan Jyoti Trust (₹86.75 lakhs)
- ECL - Self-defence training for



empowerment/self-protection of 2800 school-going girls in ECL operational areas (₹34.72 lakhs)

- MCL - Financial assistance for sanitary napkin distribution & awareness program at three Sambalpur District blocks (₹15.05 lakhs)
- NCL - Establishing sustainable livelihood for 300 tribal women of Sonbhadra through smallholder poultry project (₹660 lakhs)
- SECL – Financial assistance for Women & Child One Stop Center at Umaria Police Line (₹53.24 lakhs)
- WCL - Saudamini - Advance Training Cluster Development for urban marginalized women of Nagpur via Urban Livelihood Mission (₹19.56 lakhs)
- CMPDIL - Project Anibhrit - Promoting healthy menstrual hygiene via trainings, sanitary napkins & disposal in 85 Ramgarh govt. schools (₹97.47 lakhs).
- BCCL - The Multi Skill Development Institutes (MSDIs) operated by BCCL are providing skilling training to 300 youth (of which some are women-specific batches) in employment-oriented trades.
- CIL - Organized the Kantha Fair in Kolkata to promote women artisans from West Bengal, providing market platforms for traditional embroidery products and generating income for over 200 participants. This initiative under CSR supported self-help groups (SHGs) with skill training and stalls at major events.
- CIL - Signed MoU with National Scheduled Tribe Finance and Development Corporation (NSTFDC) for infrastructure development and student training in Eklavya Model Residential Schools (EMRS) in all 39 districts of operation of CIL. One of the major components of this project is installation of sanitary pad vending

machines and incinerators in all school and hostel buildings covered under this project.

2. NLCIL

EMPOWERMENT OF WOMEN

In NLC India Limited as on 10th December 2025, out of a total workforce of 9409 employees, 750 are women, representing 7.97% of the total workforce. Among these, 264 are executives, 56 are Fixed Term Employment (FTE) , making up 42.66% of the women employees.

NLCIL has made significant strides in empowering women in the mining sector. In the mining domain, 123 women are employed, with **23 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.

NLC India Limited has won the 'Best Enterprise Award' for women-focused activities at the 35th National Meet of Forum of Women in Public Enterprise (WIPS) at Plenary Hall, Vigyan Bhawan, New Delhi on 17th Feb, 2025.

NLC India Limited has won the 'Best Enterprise Award' (2nd place) a tribute to excellence in Public Enterprise Management under 'Navaratna category' in recognition of commendable work done by the enterprise for the development of Women conferred at the 35th National Meet of Forum of Women in Public Enterprise (WIPS) at Plenary Hall, Vigyan Bhawan, New Delhi on 17th Feb, 2025.



224





International Women's Day 2025 - Grand celebrations @ NLCIL

It was a whole week of celebrations at NLC India Limited as a part of the International Women's Day 2025. Sweet box were distributed to every woman at NLCIL, including every woman vendor at Neyveli Township - a gesture bringing in a sweet smile.

Women in Public Sector (WIPS), Neyveli Chapter

hosted the International Women's Day celebration on 11th March, 2025 at NLCIL, Neyveli. The chief guest of the event was Selvi Kasturi Rajamani, First Para Power lifter. The guest of honor to the event were Selvi N. Sengamala Thayar, Kalaimamani award recipient in Tamil literature (2017), Govt of Puducherry and Smt. P Jayanthi, Kalpana Chawla awardee, Tamil Nadu for her work in crematorium, Namakkal. The program was attended by senior officials and women power of NLCIL.



Training Programmes conducted for women

S No.	Year	Title of the Program / Initiative	Location	Hosted by / in Association with	Date	IMPACT Number of Participants (Women/Girls Only)
1	2025	'Health Awareness program for Women of 'Sangrakshika', the Women's body of CISF Neyveli in association with NLC GH	Recreation Hall, FTR Campus, CISF UNIT, Neyveli, Tamil Nadu	WIPS and CISF Sangrakshika	4th March, 2025	62 CISF women employees and spouses of CISF employees
2	2025	Cancer Awareness Program for Women at Thermal Units	Power Station Training Center (PSTC), Neyveli	WIPS in association with PSTC	21st, March, 2025	68 women working in Thermal Units of NLCI, Neyveli
3	2025	Financial Wellness = Mental Wellness	For all location of NLCIL Online (Virtual program)	WIPS in association with Training partner of National Stock Exchange (NSE), Mumbai	30th May, 2025	149 women employees
4	2025	International Yoga Day, 2025	For all location of NLCIL And Bharati Stadium	CO/HR NLCIL	21st June, 2025	75 women members of WIPS
5	2025	World Breast Feeding Week – Awareness campaign (Creating awareness for adolescent girls)	St Joseph's Cluny Higher Secondary School for Girls.	WIPS	5th August, 2025	400 adolescent girls
6	2025	Women's free health screening camp	NLC OBC Employees Welfare Association (EWA), Neyveli	WIPS, EWA, and Gleangles Hospital, Chennai,	2nd Sep, 2025	400 women



S No.	Year	Title of the Program / Initiative	Location	Hosted by / in Association with	Date	IMPACT Number of Participants (Women/Girls Only)
7	2025	Teacher's Day celebration for teachers working with special children Teachers shape the lives and living of the special children	Sneha Opportunity School (SOS), Neyveli.	WIPS	8th Sep, 2025	12 teachers 90 special children
8	2025	Swacch Bharat Abhiyan	For all location of NLCIL CBS, Neyveli and General Bazar	CO/HR NLCIL	25th Sep, 2025	All office bearers and coordinators of WIPS
9	2025	Program on Health and Cancer awareness for Safai Mitras Health awareness cannot be complete if men do not understand women's health.	PSTC, NLCIL	WIPS and CO/HR NLCIL	26th Sep, 2025	100 participants (46 women and 54 men)
10	2025	Diwali celebrations with children (Provided table and chair for teachers and sweet distribution for school children	Government-aided Thiru Kamaraj Elementary School. Block 30. Neyveli 7,	WIPS	16th Oct, 2025	10 teachers 90 children
11	2025	Christmas celebration	PSG Auditorium, Neyveli	WIPS	18th Dec 2025	25 School and College Students affected with HIV.

Training programme held at Virudhunagar (Aspirational District)



Sivakasi, Tamil Nadu, India
F178+hg, National Colony, Kamarajapuram Colony, Sivakasi, Tamil Nadu
626123, India
Lat 9.464468° Long 77.803084°
22/08/2025 03:36 PM GMT +05:30

Training programme held at Ramanathapuram (Aspirational District)



3. SCCL:

Women Employees Strength:

Singareni Collieries Company Limited (SCCL) has been steadily advancing gender inclusion in its workforce, aligning its policies and practices with the progressive provisions of the New Labour Codes introduced by the Government of India. As per the latest data, SCCL has a total manpower strength of 40,186 employees, of which 2,088 are women, constituting about 5% of the workforce. Among them, 209 women are in executive positions and 1,879 in non-executive cadres. Women employees are also present in core technical areas, including 57 working in mining operations and 48 in Electrical and Mechanical engineering disciplines, reflecting a gradual but meaningful diversification of roles traditionally dominated by men.

With the implementation of the New Labour Codes, women are now permitted to work night shifts and engage in all types of work, including underground mining and operation of heavy machinery, subject to their consent and the provision of mandatory safety measures. This regulatory support has enabled SCCL to widen opportunities for women in operational and field roles, reinforcing the company's commitment to equality, safety, and inclusiveness at the workplace.

In this context, SCCL has initiated the deployment of women in Heavy Earth Moving Machinery (HEMM) operations. Applications were invited, to which 43 women employees responded. Following interviews, 34 candidates were shortlisted and are currently undergoing medical examinations to assess their fitness. Upon clearance, these women will receive structured training through the Human Resource Development wing at the TIDES (Institute for Driver Training & Employment), Sircilla, to obtain Heavy Motor Vehicle licences, thereby equipping them with the necessary skills for HEMM operations.

In addition to HEMM deployment, SCCL is providing specialized training to women employees in critical mining activities. Women are being trained in handling explosives for blasting operations in open-cast mines, working as conveyor operators, and performing duties as mine surveyors. In December'25 interviews also conducted for women employees for the EP Operator posts. These initiatives not only enhance technical competence but also promote greater participation of women in core mining processes.

SCCL has also witnessed encouraging participation of women in safety and emergency preparedness. Twenty-three women employees have volunteered to join the Mines Rescue Teams. Notably, an all-

women rescue team comprising eight members represented SCCL at the All India Mines Rescue Competition (AIMRC) held in December 2025, where they achieved an impressive overall second place. This accomplishment underscores the capability, dedication, and professionalism of women employees in demanding and high-risk mining environments.

Overall, SCCL's initiatives demonstrate a structured and progressive approach towards empowering women, enhancing their participation in operational, technical, and safety-critical roles, and fostering an inclusive and equitable work culture across the Organisation.



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 Organisation are benefited in various ways.
- d) Priority is given to Women in Skill Development trainings to promote women empowerment and entrepreneurship among them.
- e) Preventive cancer screenings for women conducted in Medical Camps Organised by SCCL.

