

GOVERNMENT OF INDIA
MINISTRY OF COAL

RAJYA SABHA
UNSTARRED QUESTION No. 1799
TO BE ANSWERED ON 17.03.2025

Gender inclusivity in mining sector

1799. **Dr. FAUZIA KHAN:**

Will the Minister of *Coal* be pleased to state:

- (a) the status of the Singareni Collieries Company Limited's (SCCL) initiative to allocate two coal mines exclusively for women employees, including details of training, workforce composition, and operational commencement timelines;
- (b) the specific support mechanisms and safety measures being implemented to ensure a secure working environment for women in mining, particularly in underground operations;
- (c) whether Coal India Limited (CIL) or other mining PSUs plan to implement similar gender-inclusive initiatives; and
- (d) if so, the details thereof, if not, the reasons therefor?

ANSWER

MINISTER OF COAL AND MINES
(SHRI G. KISHAN REDDY)

(a): In order to deploy only women in two mines, women employees are undergoing training in SCCL for the posts of Assistant Foreman (Electrical), Assistant Foreman (Mechanical), Junior Mining Engineer Trainee (MS/SF), Junior Mining Engineer Trainee, Management Trainee (E&M), Management Trainee (Mining) in the six underground mines. Following arrangements are being made for women employees deployed in the underground mines of SCCL.

- A separate wash room for women
- Creche provision is being made to be utilized as and when required
- Separate rest shelter
- Adequate lighting at work places, pathways & rest rooms
- CCTV is being installed at conspicuous places
- Intercom phones are being provided at work places for effective communication
- Display Boards of the Penal consequences for sexual harassment at work places shall be displayed
- First aid room

- All women employees are working in the day shift. Further a GPS system for the conveyance vehicles is being made. It will be utilized whenever required for women employees working in 2nd & night shift.
- As mandated by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, all women employees shall be sensitized about the details and contact numbers of designated women officers. Additionally, awareness programs will be conducted to educate women employees on the relevant laws and provisions applicable to them.

(b): (I) Coal India Limited (CIL) has formulated the Standard Operating Procedure (SOP) in accordance with the guidelines issued by Directorate General of Mines Safety (DGMS) legislation through Circular No. 02 dated 24.05.2019, following Gazette Notification No. 393 (S.O.506 E) dated 29.01.2019. This notification exempts restrictions on women's employment under section 46 of the Mines Act, 1952. The SOP aims to ensure a safe and secure working environment for women employees, particularly in underground operations.

(II) Neyveli Lignite Corporation India Limited (NLCIL) is operating open cast mines only and has recruited women employees as (SME) Special Mining Equipment Operators and deployed inside mines in first shift. All the basic facilities have been provided. The women employees are getting welfare facilities as per the statutes and policy of the company. It is also proposed to engage women employees in the three shifts inside mines as a part of providing equal employment opportunities for women employees by adhering to the guidelines issued from Ministry of Labour and Employment and DGMS in this regard.

An SOP is under circulation incorporating plan for Orientation Training on gender sensitivity, on POSH Act / sexual harassment at work place, various infrastructure facilities and welfare measures such as deployment of women CISF personnel, adequate wash room / rest room facilities, preferably customized van with rest shelter, dining, and wash room, separate transport vehicle equipped with CCTV monitoring and GPS facilities for the women employees.

(III) In SCCL presently women employees are not deployed as workers in underground mines; however, they may be deployed between 6:00 AM and 7:00 PM for technical, supervisory and managerial roles, but only after obtaining their written consent. Following initiatives have been taken for women employees:

(i) Women are being deployed in Under Ground mines in groups of not less than three women employees per group.

(ii) All women employees are working in day shift. However, GPS system attached conveyance vehicle provision is being made. It will be utilized whenever required for women employees working in second & night shift.

(c) & (d): As of now, Coal India Limited (CIL) has a world class Women Rescue & Recovery Team and, First Aid Women Team that has received several accolades at national level. Further, CIL has taken the following steps to ensure Gender Inclusivity:-

(I) CIL has a Gender-Neutral Recruitment policy in which appointment of executives in entry level grade is done purely on the basis of the scores obtained by the applicants in GATE (for Technical Disciplines) and CBT (for Non-Technical Disciplines).

(II) The Promotion policy of CIL is also gender neutral, which is based on Seniority cum merit up to E6 grade, based on availability of vacancies.

(III) There is no discrimination in Pay and perks for male and female employees.

(IV) For improving the working conditions for women in the company the following further steps have been taken: -

- (i) Provision of creche facilities, wherever feasible.
- (ii) Deployment of willing women employees in Mining operations including in the underground Mines.
- (iii) Ensuring compliance of statutory provisions related to deployment of women.
- (iv) Payment of full underground allowance to women, by exempting them from company policy of underground visits in night shifts.
- (v) Provision of Maternity Leave and Child Care Leave to women.
- (vi) A women's welfare committee has been constituted to look after the welfare of women employees and deal with any issue which may be adversely affect women welfare at work.
- (vii) A Gender Budgeting Cell has also been constituted in accordance with the Govt. guidelines.
- (viii) Provision of hygiene facilities specifically aimed for women at work place.
- (ix) Installation of CCTV cameras at various places of Work for ensuring safety.
- (x) Deployment of women in groups.
