

GOVERNMENT OF INDIA  
MINISTRY OF MINES  
**LOK SABHA**  
**UNSTARRED QUESTION NO. 4334**  
ANSWERED ON 18.03.2026

**WOMEN PARTICIPATION IN MINING**

4334. SHRI VAMSI KRISHNA GADDAM:

Will the Minister of MINES be pleased to state:

- (a) whether the Government maintains data on women miners employed in major and minor mineral sectors across the country and if so, the total number of registered women miners during the last five years, State/UT-wise, if not, the reasons therefor;
- (b) whether the Government has assessed the working conditions, wage parity, safety standards and access to social security benefits for women miners, specifically in Singareni Collieries Company Limited and if so, details thereof; and
- (c) the details of steps being taken by the Government to increase women's participation in mining while ensuring dignified employment, safe workplaces and equal opportunities?

**ANSWER**

THE MINISTER OF STATE FOR COAL AND MINES  
(SHRI SATISH CHANDRA DUBEY)

(a): Mine safety and employment conditions in mines are governed under the provisions of the Mines Act, 1952, administered by the Ministry of Labour and Employment. As per the information provided by that Ministry, the Directorate General of Mines Safety (DGMS), under the Ministry of Labour and Employment does not maintain the data of the number of women employed in Metalliferous mines.

(b) & (c): As per the information received from Ministry of Labour and Employment, the Central Government has implemented the four Labour Codes namely, the Code on Wages, 2019, the Industrial Relations Code, 2020, the Code on Social Security, 2020 and the Occupational Safety, Health and Working Conditions Code (OSH&WC), 2020 which have come into effect from 21.11.2025. The OSH&WC Code, 2020, regulates the safety, health, and working conditions of employees, including women workers in registered establishments including mines. As per OSH&WC Code, 2020, women workers can work in all types of establishments. Further, women can also work before 6 a.m. and beyond 7 p.m. with their consent and the employer would make adequate arrangements to provide safety, facilities and transportation to women workers. Besides, establishment having more than 50 workers provide creche facility either separately or common creche facilities at suitable locations.

Section 23 of the OSH&WC Code, 2020 prescribes responsibility of employers to maintain health, safety and working conditions for the employees including women employees viz. toilets for male and female workers separately, drinking water, etc. while section 24 prescribes for welfare facilities viz canteen, washing facilities, bathing places, etc. for male and female workers separately in the establishments.

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