



भारत सरकार/Government of India
श्रम एवं रोजगार मंत्रालय/Ministry of Labour & Employment
खान सुरक्षा महानिदेशालय/Directorate General of Mines Safety



No. DGMS(Tech.)/Circular/CMC/No. 12

Dhanbad, dated: 28.08.2026

To:

The Owner, Agent, Manager of all Mines and manufacturers of mining equipment/appliances

Subject: Employment of Women in Mines

महोदय,

The Central Government, in exercise of the powers conferred by the sub-section (2) of section 1 of the Occupational Safety, Health and Working Conditions Code, 2020 (37 of 2020), appointed the 21st day of November, 2025 as the date on which the provisions of the said Code, have come into force [S.O. 5321(E)]. As per the said Code, the following sections provides the special provisions relating to employment of women in all establishments, including mines:

Section 43. Women shall be entitled to be employed in all establishments for all types of work under this Code and they may also be employed, with their consent before 6 a.m. and beyond 7 p.m. subject to such conditions relating to safety, holidays and working hours or any other condition to be observed by the employer as may be prescribed by the appropriate Government.

Section 44. Where the appropriate Government considers that the employment of women is dangerous for their health and safety, in an establishment or class of establishments or in any particular hazardous or dangerous processes in such establishment or class of establishments, due to the operation carried out therein, such Government may in the prescribed manner, require the employer to provide adequate safeguards prior to the employment of women for such operation.

Subsequently, the Occupational Safety, Health and Working Conditions (Central) Rules, 2026, also came into force under the Code with effect from 8th May, 2026, under which Rule 83 on "Employment of women in establishment" and Rule 84 on "Adequate safety of employment of women in dangerous operations" stipulate further provisions on the subject.

In this regard, comprehensive guidelines were also issued earlier vide circular No. DGMS (Legis.)/Circular No.02, dated 24.05.2019 for framing SOPs for adoption by the mine owner/mine management during employment of women in their respective mines

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In view of the growing women deployment in underground and opencast mines under various categories of jobs, a conclave on "Women in Mining" was organized on 26.11.2025 by DGMS South Eastern Zone, Ranchi, to review the present status of women employment and to deliberate on the issues related to the women employees deployed in mines. About 206 participants from DGMS, M/s. Tata Steel Ltd., M/s. CIL, M/s. CCL, M/s. SCCL, M/s. NML, M/s. HZL, etc., including 136 female and 03 diverse gender employees, attended the conclave.

Based on the inputs drawn and suggestions received from the conclave, apart from the Occupational Safety, Health and Working Conditions Code, 2020 and the Occupational Safety, Health and Working Conditions (Central) Rules, 2026, the following further guidelines are made:

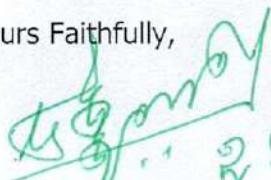
1. The heavy earth-moving machinery (HEMM) should be ergonomically designed considering the following aspects for women employees:
 - a. different human body types and strength levels to ensure ease of operation (lower forces, better visibility) to prevent injuries and improve comfort.
 - b. adjustable seats and seat belts to fit a wider range of user body sizes (anthropometry),
 - c. a suitable access system with hydraulic operated ladders (wherever required) for ease of riding on to the equipment,
 - d. customizable controls and tool shapes that accommodate a wider range of users, considering factors like shorter limbs, different strength distributions, and grip sizes.
2. Portable wash room shall be provided at nearby location for HEMM operators (such as shovels) deployed in opencast mines.
3. The women employed in mines shall be provided with the PPEs, like gum boots, helmets, gloves and reflective jackets, etc., designed to suit/fit them.
4. Awareness programs for family members shall also be conducted to help them understand the importance of women's employment in such roles, and to resolve the issues related to domestic abuse.
5. The management of mines employing women shall provide a separate complaint or suggestion box for women employees, and such complaints along with the cases of language or verbal abuse by male employees toward female employees shall be resolved by the Internal Complaints Committee established under the POSH Act.
6. Information about hazards associated with respective workplaces shall be informed to the women employee. Consent form duly signed by women employee shall be kept maintained clearly specifying the details of the workplace, working hours, and applicable shift timings for the job. Sample consent form as in Annexure-I may be used for record.
7. No woman shall be deployed during pregnancy in hazardous environments or on arduous work, such as HEMM operations, underground workings, or other similar activities, without the prior consent and medical clearance of the attending doctor and also not be deployed in such hazardous environments or on such arduous work for a period of at least three (3) months after childbirth.



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8. Relaxation in reporting time, duration of continuous work, as deemed necessary for pregnant and lactating women shall be provided.
9. In case women employees are deployed in below-ground workings of a mine, not less than three (3) women employees shall be deployed at any place at any time.
10. Display at conspicuous spaces in local language, the penal consequences of sexual harassment of women at workplace and the order constituting Internal Complaints under POSH (Prevention of Sexual Harassment) Act, 2013.
11. The Owners, Agents and Managers of all mines and the manufacturers of mining equipment/ appliances are requested to ensure compliance of the above guidelines.

Yours Faithfully,


28/08/26
Director General of Mines Safety &
Chief Inspector-cum-Facilitator of Mines

FORM OF WRITTEN CONSENT FOR WOMEN EMPLOYEES IN MINE

*[In compliance with provisions of **Section 43** of the Occupational Safety, Health & Working Conditions codes, 2020 and **Rule 83** of the Occupational Safety, Health & Working Conditions (Central) Rules, 2026 for employment during night or before 6.00 AM and beyond 7.00 PM in any day.]*

1. EMPLOYEE AND MINE DETAILS

Full Name of Woman Employee:	
Employee ID / Mine Token No:	
Designation / Role:	
Department / Section:	
Name of the Mine (with Mine Code & LIN)	
Type of Mine Workings:	Opencast or Surface Working or Underground (Technical, Supervisory, or Managerial Only)

2. DECLARATION AND VOLUNTARY CONSENT

I hereby state and declare that I am voluntarily giving my prior written consent to be deployed in night shifts or before 6.00 AM and beyond 7.00 PM in any day, at the mine premises specified above. This consent is given with my full knowledge of the working conditions and the safety measures established by the management.

3. STATUTORY SAFETY, TRANSPORT, AND WELFARE ACKNOWLEDGMENT

I acknowledge that the mine management has committed to strictly providing the following regulatory infrastructure and safety safeguards during my night shift deployment:

(a) Group Deployment: I shall always be deployed in a group of not less than three (3) women employees within my designated work zone or sector at any given time.

(b) Secure Transport: The management shall provide dedicated, secure, doorstep pick-up and drop-off transport facility with verified drivers, automated GPS tracking, and route monitoring mechanism.

(c) Workplace Illumination and Surveillance: All work areas, haul roads, pits, handling plants, processing plants, Rigs and perimeter paths shall be fully illuminated as per DGMS standards and kept under continuous supervision/surveillance.

(d) Amenities & Welfare: Separate hygienic and well-lit rest shelters, washrooms, changing stations, and drinking water facilities specifically dedicated to women employees shall be accessible near the work spot.

(e) Grievance Redressal: An active and operational Internal Complaints Committee (ICC) constituted for protection under the Prevention of Sexual Harassment (POSH) framework, with immediate emergency response numbers made clearly visible at the mine site.

By signing below, I confirm that this consent is given freely without any coercion or administrative duress. The consent may be withdrawn by giving seven days of Notice in advance so that alternative arrangements can be made by the employer.

Signature of the Woman Employee

Name:

Date:

Place:

Signature of Mines Manager

Name:

Designation:

Seal/Stamp:

WITNESS VERIFICATION

1. Witness Name: _____

2. Witness Name: _____

Signature: _____

Signature: _____

Date: _____

Date: _____

Address:

Address:

In case of emergency notify:

1	Name	
	Telephone no./ Mobile no.	
	Email id	
	Relationship	
	Address	
2	Name	
	Telephone no./ Mobile no.	
	Email id	
	Relationship	
	Address	