

**TRANSITION FROM COAL  
LESSONS ON SOCIAL PROTECTION AND  
COMMUNITY CONSULTATION STRATEGIES**

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# Key Issues of Social Protection and Inclusion

- **Large scale informality in the coal sector with low-wages and no social security.**
  - Workers in the formal coal economy (engaged in coal mines, coal washeries, coal transport)
  - Workers in the informal coal economy- coal gatherers and sellers
  - Collectively at least 2.5-3 times the formal workforce (0.8 million)
- **Almost all women in the informal coal economy are the lowest paid.**
- **Informal workers not protected under the labour laws:** Existing laws are focused on departmental employees of coal companies, and to some extent protects those with long-term contract.
- **Poor development indicators in the coal regions further undermines their adaptive capacity:** In many of top coal district 40-50% of people are multidimensionally poor, with poor healthcare and education status (Twice India average of 25%).
- Inclusion in decision-making processes is a challenge.

# Women in Coal Economy



Coal gathering and selling, Jharkhand



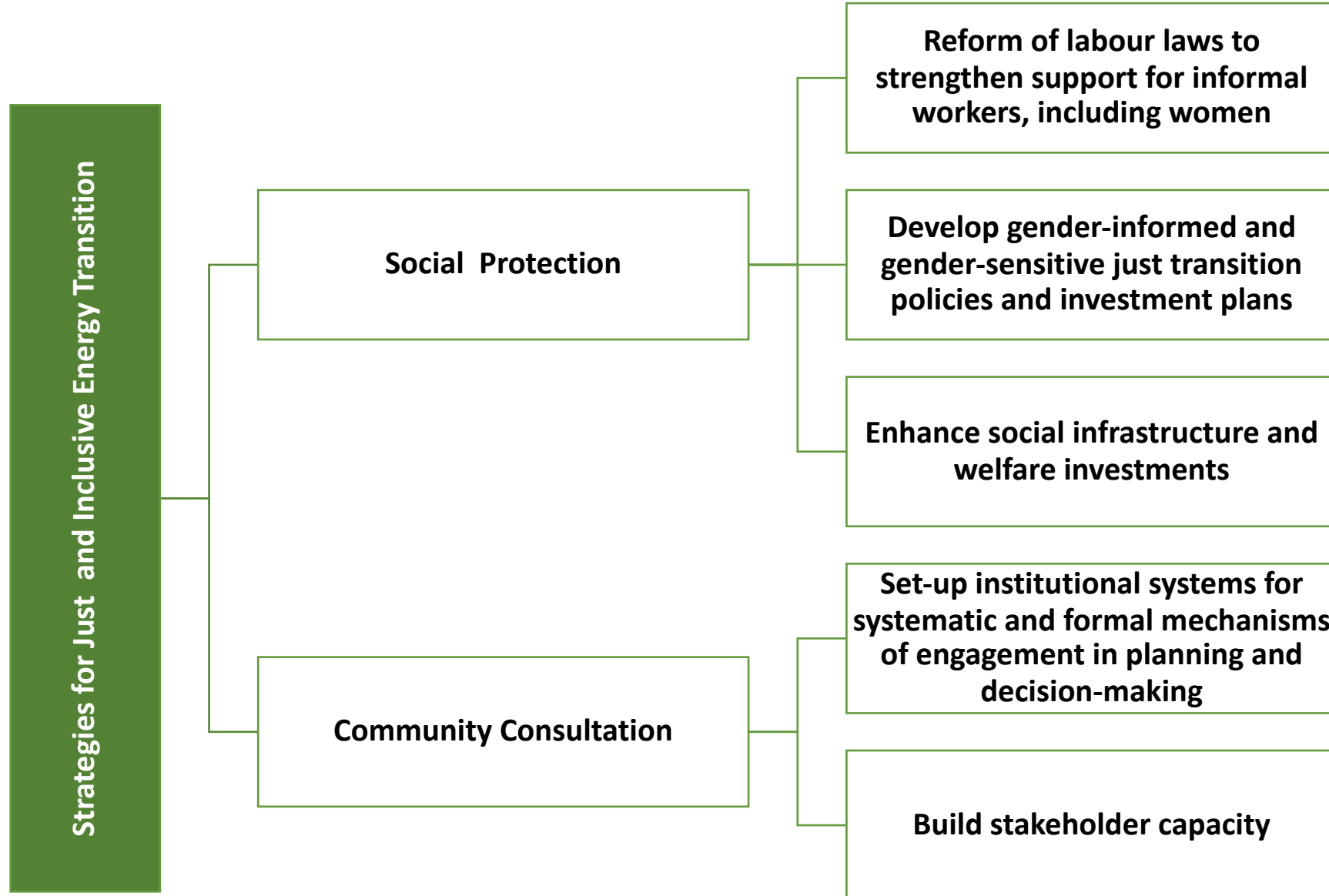
Cleaning slurry, Odisha



# Goals in a Just Energy Transition Process

- **Mainstream gender issues in just transition policies, plans and investments.**
- **Maximize formal jobs for the women workforce in the low-carbon economy, to ensure decent wages and social protection benefits for them.**
- **Ensure equal access to skilling and re-skilling programmes for green jobs, and equal employment opportunities.**
- **Build foundational skills of women and girls, including through investments in higher education and vocational and training programmes.**
- **Ensure equal and meaningful participation of women at all levels of decision-making processes and promote women leadership.**

# Strategies



# For information and resources

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