

Hindustan Zinc achieves 25% women representation in workforce; aims for 30% by 2030

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Hindustan Zinc, India's largest and the world's second-largest integrated zinc producer, has achieved 25% female representation in its workforce. The company aims to reach 30% by 2030, exceeding industry benchmarks and driving gender diversity in a traditionally male-dominated sector. This was announced ahead of International Women's Day 2025. The company credits its success to progressive policies, technological advancements, and a commitment to inclusion.

“Today, over 700 talented women are driving our transition toward a low-carbon economy, breaking barriers and redefining industry norms. Our vision is ambitious yet clear - to significantly accelerate this momentum and achieve 30% diversity within the next five years. The growing number of women choosing careers in mining and metallurgy is a testament to this shift - one fueled by our industry-first, people-centric policies and a wealth of opportunities designed for holistic professional growth,” said Priya Agarwal Hebbar, Chairperson, Hindustan Zinc Limited.

25 on 25

Hindustan Zinc's achievement, called "25 on 25," positions them ahead of global and domestic peers in the metals and mining industry. The company boasts India's first women underground mine managers and all-women underground mine rescue teams. Hindustan Zinc's policies include spouse hiring, flexible work hours, and childcare sabbaticals. They are also integrating women into backshifts (up to 10 PM) across mines and plants. The company's use of technology like digital mines and automation is creating new career opportunities for women. In FY24, over 34% of campus recruits were women, making Hindustan Zinc a top choice for women in the metals industry.

Providing an inclusive environment

The company's commitment to diversity is evident in its policies and initiatives. Hindustan Zinc offers flexible work hours, year-long childcare sabbaticals, and monthly no-questions-asked leaves for women. These policies are designed to ensure career advancement is not hindered by gender. The integration of women into backshifts (up to 10 PM) at mines and plants ensures equal career growth opportunities.

“Women are no longer just participants in change we are leading it. Mining, once considered a male-dominated field, is now witnessing a revolution. At Hindustan Zinc we are not just given opportunities; we are encouraged to innovate, break barriers, and redefine the future of metals. The culture of support and empowerment has enabled us to challenge conventions and set new industry benchmarks,” said Sakshi Gupta, member of India's First All-Women Underground Mine Rescue Team & Assurance Manager.

Hindustan Zinc's social impact initiatives extend beyond its workforce. The company's Zinc Kaushal Kendra has trained over 500 women in vocational courses like nursing and electrical work. Their 'Sakhi' initiative supports women-led micro-enterprises in rural Rajasthan by facilitating e-commerce sales.

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