

Hindustan Zinc's Oldest Smelter Now Runs 24x7 With Women on Shifts

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CW Team

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Hindustan ZinC, India's only and the world's largest integrated zinc producer, has introduced night shifts for women employees at its Zinc Smelter Debari in Udaipur, Rajasthan – the country's oldest zinc smelter. This milestone marks another significant step in the company's journey towards greater diversity and inclusion.

The initiative follows similar rollouts across Hindustan Zinc's major operations, including Rampura Agucha Mine, Pantnagar Metal Plant, Chanderiya Smelting Complex, Kayad Mine, Zawar Mines, and Sindesar Khurd Mine in Rajasthan and Uttarakhand. With these progressive measures, the company has achieved a gender diversity ratio of 26 per cent—among the highest in India's metals, mining, and heavy engineering industries.

Priya Agarwal Hebbar, Chairperson, Hindustan Zinc, said, "This is a proud moment for Hindustan Zinc and a significant step forward for India's metals and mining sector. By integrating women in nightshift at our Zinc Smelter Debari, we're not only breaking barriers but also setting new benchmarks for inclusion on the ground. True progress comes from empowering every individual to participate fully, lead fearlessly, and thrive equally."

Equipped with advanced technology, robust safety measures, and inclusive workplace policies, Hindustan Zinc is redefining traditionally male-dominated environments. From appointing India's first female underground mine managers to building the country's first

all-women underground rescue team, the company continues to champion gender inclusion.

Sharing her experience, Rubina Agvani, Graduate Trainee – Smelter Operations, said: “Being among the first women to work backshifts at Zinc Smelter Debari is an empowering experience. Hindustan Zinc’s inclusive culture, safety protocols, and mentorship have given me the confidence to push boundaries and grow professionally.”

Through its flagship campaign Women of Zinc, Hindustan Zinc aims to achieve 30% female representation by 2030. By building an equitable and future-ready workforce, the company is reshaping India’s metals and mining sector into a more inclusive and aspirational industry for women professionals.