



**KAMARAJ IAS ACADEMY**  
Only IAS Academy by Grandson of "Perunthalsivam Kamarajar"

# Indian Railways Launches 'SHINE' Initiative to Empower Women Employees

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Indian Railways has launched the SHINE Initiative to promote gender inclusivity and empower women employees across its workforce.

The initiative was introduced to create a safe, supportive, and progressive workplace environment and to encourage greater participation of women in the railway sector.

## Objective of the Initiative

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### **The SHINE programme focuses on:**

Leadership development and mentorship for women employees.

Skill enhancement and training programmes to strengthen professional capabilities.

Creating a network of women professionals within the railway system.

Promoting gender equality and awareness about workplace rights.

### **Key Features**

The initiative provides structured mentorship opportunities for women staff.

Workshops and training sessions will be organised to improve technical, managerial, and communication skills.

It encourages women employees to take part in decision-making roles and leadership positions within departments.

The programme also promotes gender sensitivity and a harassment-free workplace environment.

### **Significance**

As one of the largest employers in the world, Indian Railways aims to increase women's participation in technical, administrative, and operational roles through this initiative.

The programme aligns with broader government efforts to promote women empowerment and inclusive growth in public sector institutions.