



WELFARE MEASURES

ANNUAL REPORT 2017-18



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Mining of coal has profound impact on the traditional lifestyle of the original inhabitants and the socio-economic profile of the area. CIL has strongly fostered the belief that people living in mining areas are important stakeholders in the process of mine development and taking various activities for the development of the area, which include.

- As part of the Corporate Social Responsibility (CSR) mandate, CIL and its subsidiary companies are undertaking different welfare activities, in and around the coalfield-areas for benefit of the SC and ST population.
- Creation of community assets like provision for potable drinking water, construction of school buildings, check dams, village roads, link road and culverts, dispensaries and hospitals, community centres, etc.
- Awareness programme and community activities like health camps, medical aid, family welfare camps, AIDS awareness programmes, immunisation camps, promotion of sports & cultural activities, social forestry, etc.

Implementation Of Persons With Disability Act, 1995

Statement showing the representation of persons with disabilities in CIL as on 1.12.2017 (Provisional):

Company	Number of Employees			
	Total	VH	HH	OH
ECL	62655	5	15	35
BCCL	49581	0	0	6
CCL	41188	21	10	36
WCL	46245	22	7	72
SECL	59342	21	4	101
MCL	22392	57	15	79
NCL	15107	10	2	44
NEC	1577	0	0	1
CMPDI	3434	3	2	21
DCC	346	0	0	0
CIL (HQ)	918	1	0	0
Total CIL	302785	140	55	395

DETAILS OF APPOINTMENTS IN GROUP C & D SINCE 1996-97(PROVISIONAL).

Year	No. of persons appointed	Number of posts filled under reservation quota		
		VH	HH	OH
1996-97 To 1.12.2017	10525	115	35	196

VH = Visually Handicapped

HH = Hearing Handicapped

OH = Orthopedically Handicapped

RESERVATION POLICY

The reservation policy is being implemented in recruitment and promotion of Scheduled Castes and Scheduled Tribes as per the Presidential Directives.

For Group-A & B Posts	Direct Recruitment			Promotion		
	SC	ST	OBC	For Groups A,B,C & D	SC	ST
All India basis by means of open Basis competitive test (written)	15%	7 ½%	27%	All India	15%	7 ½%
All India Basis otherwise than by not conducting written competitive test	16 ⅔%	7 ½%	Rest limited to 50%			

Apart from the above, there is a directive on reservation in recruitment on Group C & D posts where state-wise reservation norms are being maintained. Subsidiary-wise/Company-wise reservation percentage is appended below:

State	Company	% age of SC	% age of ST	% age of OBC
Jharkhand	BCCL	12	26	12
Jharkhand	CCL	12	26	12
Jharkhand	CMPDIL	12	26	12
West Bengal	ECL	23	5	22
West Bengal	CIL,Kol.	23	5	22
Odisha	MCL	16	22	12
Madhya pradesh	NCL	15	20	15
Chattisgarh	SECL	12	32	6
Maharastra	WCL	10	9	27
Assam	NEC	7	12	27

Group-wise manpower as well as representation of SC/ST/OBC with percentage as on 1.12.2017 (Provisional) in CIL is given below:

Group	Total Strength	SC %	ST %	OBC %
A	15242	13.80%	5%	13%
B	18955	10.95	6.56	19.85
C	163315	25.11	13.29	29.25
D (Excluding Sweeper)	102615	21.71	14.92	22.12
D (Sweeper)	2658	92.46	1.45	0.07
TOTAL	302785	22.66	12.93	25.07