



WELFARE MEASURES

ANNUAL REPORT 2019-20

WELFARE MEASURES

Coal India

Implementation of Personswith Disability Act, 1995

Statement showing the representation of persons with disabilities in CIL as on 01.01.2019:

Company	Number of Employees			
	Total	VH	HH	OH
ECL	60295	4	25	53
BCCL	46881	33	17	50
CCL	39581	16	10	27
WCL	43298	28	7	85
SECL	55778	29	6	115
MCL	22248	36	18	101
NCL	14648	6	8	69
NEC	1412	0	0	1
CMPDI	3321	4	4	20
DCC	305	0	0	0
CIL (HQ)	920	1	0	2
Total CIL	288687	157	95	523

Details of appointments in Group C & D since 1996-97

Year	No. of persons appointed	Number of posts filled under reservation quota		
		VH	HH	OH
1996-97 to 1.01.2019	11966	135	64	210

VH = Visually Handicapped

HH = Hearing Handicapped

OH = Orthopedically Handicapped

RESERVATIONS TO SC/ST

The reservation policy is being implemented in recruitment and promotion of Scheduled Castes and Scheduled Tribes is done 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	162/3%	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, Kolkata	23	5	22
Orissa	MCL	16	22	12
Madhya Pradesh	NCL	15	20	15
Chhattisgarh	SECL	12	32	6
Maharashtra	WCL	10	9	27
Assam	NEC	7	12	27

Group-wise manpower as well as representation of SC/ST/OBC with percentage as on 01.01.2019 in CIL is given below:

Group	Total Strength	SC %	ST %	OBC %
A	15543	13.91	5.20	14.98
B	20524	13.36	7.03	21.8
C	146253	18.27	15.20	23.59
D (Excluding Sweeper)	103869	19.71	18.35	20.44
D (Sweeper)	2498	99.36	0.32	0.00
TOTAL	288687	18.91	15.09	21.66

NLCIL

NLCIL also implements several welfare measures for the upliftment of SCs, STs and Disabled Persons. As part of its Corporate H.R Department, SC & ST and OBC Cells have been set up to deal with service matters of SC,ST employees, disabled persons, ex-Servicemen and minorities. The Cell(s) ensures speedy disposal of complaints and grievances of the employees belonging to the above categories. One of the functions of the cell is to collect data pertaining to SC, ST and OBC, ex-Servicemen,

disabled persons and minorities and furnish the same to various authorities under the administrative control of the Ministry. The objective of the cell is also to enlighten employees about safeguards that are provided by the Government of India in matters of recruitment, promotions and other service matters and to ensure the implementation of the Presidential Directives on Reservation Policy.

The details relating to the percentage of reserved categories of employees as on 30th November 2019 are furnished below:

Group	Applicable Percentage of Reservation		Manpower position			Available percentage	
	SC	ST	Total	SC	ST	SC	ST
A	15.00	7.5	3,611	764	307	21.16	8.50
B	16.66	7.5	261	50	15	19.16	5.75
C	19.00	1.0	8,290	1,589	87	19.17	1.05
D	19.00	1.0	657	136	2	20.70	0.30
Safai (C)	2	0	1	0	0	0.00	0.00
Total			12,820	2671	412	19.84	3.06

- By virtue of time bound promotion Scheme, 2 Nos. of employees belonging to health worker category have been promoted and moved to Group "C".

Scheduled Caste Sub-Plan for the welfare of SCs /STs:

NLCIL has implemented the Scheduled Caste Sub-Plan (formerly known as Special Component Plan) for the Welfare of Scheduled Caste and Scheduled Tribe Population from the year 2000. There is no separate Tribal Sub-Plan as the ST population is negligible and hence SCSP is implemented for both SC & ST Population.

The welfare measures are cantered around -

- Providing 2 sets of uniforms every year free of cost to children studying in NLC India Limited Elementary Schools.
- Providing one set of free footwear children from 1st Std to 5th Std once in two years.
- Scholarships to **367** SC/ST students for pursuing Professional Courses at the rate of 12000/- per annum and

for pursuing Diploma in Engineering & Under Graduate Courses at the rate of ₹10000/- per annum. This includes hostel fees of ₹ 3750/-per student.

- Cash awards are disbursed for meritorious students scoring 90% & above marks in SSLC and HSC Examination.
- Reimbursement of tuition fees of students belongs to SC/ST category studying in Jawahar Science Collage, Neyveli.
- Special training programmes like Executive Development Programs are conducted exclusively for the benefits of SC/ST Employees.

Technical and vocational training under apprenticeship training scheme is imparted.

Youth personality development programme including development of sports and cultural activities among SC/ST children are held regularly.

Implementation of Persons with Disabilities Act, 1995

NLC India Limited is implementing various Schemes for the socio-economic development of physically challenged persons. The **Neyveli Health Promotion and Social Welfare Society (NHPSWS)** extend benefits to disabled population

in Cuddalore, Villupuram and neighbouring districts of Tamil Nadu. NLC India Limited also implements 4% reservation for persons with disabilities in appointments as per the PWD Act 1995. Recruitments are made whenever suitable posts are found for persons with disabilities in Group A/B/C/D posts. Promotion within Group 'D', from Group 'D' to 'C' and within Group 'C' has been time bound with scope for 100% promotion.

PUBLIC GRIEVANCE REDRESSAL – April 2019 to November 2019

Public Grievance received through	Received	Re-dressed	Under process
Online Portal – MOC	34	33	1
V.I.P. Reference	1	0	1
Chief Minister Special Cell/Chennai	26	25	1
District Collector/Cuddalore	99	91	8
Directly addressed to CMD	8	6	2
Total	168	155	13

Social Welfare: Grant in Aid towards Public Cause April 2019 to November 2019

Name of the Institution	Amount Sanctioned	Purpose	Remarks
Department of Coal Recreation Club No. II	₹ 30,000/- on 04.06.2019	Providing recreation facilities for club members of the ministry of coal	Approved by CMD

Death relief fund

Total Number of Beneficiaries :	Amount sanction:
76	₹ 8,09,80,430/-

SCCL

Employees' Welfare measures:

Welfare and social security to the employees are given due importance and various welfare activities viz., housing & sanitation, educational, recreational, medical facilities with super specialty services and social security schemes that were in vogue are being continued.

The overall housing satisfaction is 100%. The company is running 9 high Schools, 1 Women PG & Degree College and 1 Polytechnic college to impart education to the children of employees and

also to the nearby other habitants. In addition to this, financial assistance is provided to 3 schools for Mentally challenged students.

RO purification plants are established at offices, mines, hospitals, guesthouses, training centres etc. for supply of purified drinking water to the employees. Yoga & Meditation camps being conducted extensively throughout the year.

Employees are being provided sports facilities & required infrastructure and are also encouraged to participate in sports & games.

Contributory Post-Retirement Medicare scheme is being implemented for retired workmen and their spouses.

The Company has extended insurance coverage to all the employees under Pradhan Manthri Suraksha Bima Yojana (PMSBY) and paying premium.

For physically challenged persons - Toilets constructed with special arrangements (4 in number-one for female & one for male at Main Hospital & Corporate office) with a motto to facilitate the physically challenged persons.

Singareni Seva Samithi (SSS)

The Society shall serve the benefits of employees of the Singareni

Collieries Company Limited and their families including of those employees who died while in service or retired on medical grounds; and of the public residing in the coal belt area in general.

Social Security Schemes: Social security schemes being implemented for employees are as below:

Name of the schemes	Amount / Benefit under the Scheme
JPAIS	₹1,00,000/-
FBIS	₹10,000/-
Group Insurance Scheme	₹1,25,000/-
Group Service Linked Insurance Scheme (GSLIS) (For Executives)	₹2,00,000/-
Contributory Post-Retirement Medicare Scheme Executives (CPRMSE)	The Medical Benefits to the retired executives and their spouses under the scheme will be admissible for the treatment taken only within India and would be regulated as under:
Contributory Post-Retirement Medicare Scheme (CPRMS) for Non-Executives of SCCL	<p>Indoor Treatment:</p> <p>Reimbursement of Medical expenses incurred for On door treatment will be allowed on actual basis subject to the condition that the treatment is obtained in Govt. Hospitals including Hospitals under Municipal Corporation and all other PSUs.</p> <p>Outpatient/Domiciliary Treatment:</p> <p>The payment of Outpatient/Domiciliary Treatment at empanelled hospitals.</p>
Coal Mines Pension Scheme (CMPS)	25% of Basic + DA on completion of 30 years of Pensionable service
8. Gratuity	₹ 20.00 Lakhs

