

WELFARE MEASURES

1. Implementation of Rights of Persons with Disability Act, 2016:

Statement showing the representation of persons with disabilities in CIL as on 01.01.2023:

Company	Number of Employees			
	Total	VH	HH	OH
ECL	51,770	19	23	81
BCCL	37,585	16	4	7
CCL	35,239	25	17	33
WCL	34,581	63	8	95
SECL	42,267	29	10	122
MCL	21,799	31	12	80
NCL	13,914	8	16	55
NEC	690	0	0	1
CMPDI	2,886	4	4	15
DCC	154	0	0	0
CIL (HQ)	678	2	0	3
Total CIL	2,41,563	197	94	492

1.2 Reservation to SC/ST/OBC/EWS:

The reservation policy is being implemented during recruitment in respect of SC/ST/OBC/EWS candidates and during promotion in respect of employees of Scheduled Caste and Scheduled Tribes as per the Presidential Directives.

	Direct Recruitment				Promotion		
	SC	ST	OBC	EWS	For Groups A,B,C & D	SC	ST
For Group-A & B Posts							
All India basis by means of open Basis competitive test (written)	15%	7 ½%	27%	10%	All India	15%	7 ½%
All India Basis otherwise than by not conducting written competitive test	16 ² / ₃ %	7 ½%	Rest limited to 50%	10%			



Apart from the above, there is a directive on reservation in recruitment in Group C posts where state-wise reservation norms are being followed where Subsidiaries are operating. Subsidiary-wise/ State-wise reservation percentage is given below:

Company	State	% age of SC	% age of ST	% age of OBC
BCCL	Jharkhand	12	26	12
CCL	Jharkhand	12	26	12
CMPDIL	Jharkhand	12	26	12
ECL	West Bengal	23	5	22
CIL, Kolkata	West Bengal	23	5	22
MCL	Orissa	16	22	12
NCL	Madhya Pradesh	15	20	15
SECL	MP & Chhattisgarh	12	32	13
WCL	Maharashtra	10	9	27
NEC	Assam	7	12	27

Group-wise manpower as well as representation of SC/ ST/OBC (in percentage) as on 01.01.2023 in CIL is given below:

Group	Total Strength	SC %	ST %	OBC %
A	14,936	15.8	6.5	21.10%
B	17,061	13.1	8.7	22.50%
C	2,09,566	19.8	15.6	23.60%
TOTAL	2,41,563	19.1	14.5	23.40%

Group	Total Strength	Nature of Benchmark Disability			
		HH	OH	VH	Total
A	3,054	4	31	2	37
B	180	1	0	1	2
C	5,735	10	69	15	94
D	1,385	35	10	28	73
Total	10,354	50	110	46	206

HH - Hearing Handicapped; OH - Orthopedically Handicapped; VH - Visually Handicapped

2. Welfare Measures by NLC India Ltd.

Implementation of Persons with Disability Act 2016

An Equal Opportunity Policy for persons with benchmark disabilities (PwBDs) is in place in NLC India Ltd for providing certain facilities like accessible and barrier free environment at work place, accessible and user friendly toilets for wheel chair users, providing aids and assistive devices, preference in residential accommodation, choice of posting, 4 days special casual leave, induction & post recruitment training, reserved vehicle parking, Additional Transport Assistance to the Divyangjan Executives and Non-Unionised Supervisors @ 4% of basic pay per month if owns a four wheeler & 2% if owns a two wheeler over and above the overall ceiling of 35% of Basic Pay under the cafeteria approach etc in line with the guidelines issued by Department of Personnel and Training (DoP&T). NLC India Ltd follows 4% reservation in employment (3% reservation w.e.f 07-02-1996 to 18-04-2017) with effect from 19-04-2017 for PwBDs as per the guidelines issued by DoP&T and takes all out efforts to maintain adequate representation of physically challenged persons in its workforce in compliance of provisions under the Rights of Persons with Disabilities Act, 2016.

The representation of Persons with Benchmark Disabilities (under HH, OH, VH category) in NLCIL as on 30th November 2023 is as given below.



Besides the welfare measures provided to the PwD employees, some of other initiatives taken by the Company for the welfare of the physically and mentally challenged persons are as follows:

- a. NLC India Ltd runs a day care school namely SNEHA School for imparting education and training to special children with mental disabilities since the year 1987. The children are trained in vocations viz., arts & crafts, candle making, paper cup/cover making, carpentry, gardening, doormat weaving etc, through SNEHA Opportunity Services and School, patronized by NLC India Ltd. The number of disabled children studying in the school presently stands at 71 Nos out of which 55 are Boys and 16 are Girls.
- b. Regular Distribution of tricycles, wheel chairs, hearing aids to the disabled persons during Independence Day and Republic Day celebrations through a society called Neyveli Health Promotion and Social Welfare Society (NHPSWS), patronized by NLC India Ltd

NLC India Ltd scrupulously follows the Reservation Rules prescribed by the Government of India for Scheduled Castes and Scheduled Tribes in the matter of Direct Recruitments and Promotions. Recruitments are done as per post based reservation roster system prescribed by Department of Personnel and Training (DoP&T) and Department of Public Enterprises (DPE). In NLCIL separate SC and ST cells are established under the Liaison Officers to ensure due compliance of reservation rules / guidelines applicable for SCs and STs. Further in order to ensure that the benefit of reservation should go to the right claimants entitled for such benefits; NLCIL scrupulously follows verification of caste status of SC/ST Candidates at the time of Initial appointment through concerned state/ district authorities / district level vigilance committee (DLVC) / state level scrutiny committee (SLSC).

The total manpower in NLC India Ltd as on 30th November 2023 is 10,354 and the representation of SCs and STs as on 30th Novmeber 2023 against their applicable percentage of reservation stands as given below.

2.1 Reservation to SC/ST

Group	Total Strength	Applicable % of Reservation		Strength of SCs		Strength of STs	
		SCs	STs	SCs	% of SCs	STs	% of STs
A	3,054	15 & 16.66*	7.5	642	21.02	314	10.28
B	180	15 & 16.66*	7.5	39	21.67	06	3.33
Total	3,234	-	-	681		320	

Group	Total Strength	Applicable % of Reservation		Strength of SCs		Strength of STs	
		SCs	STs	SCs	% of SCs	STs	% of STs
C	5,735	19	1	1,121	19.55	58	1.01
D	1,385	19	1	365	26.35	05	0.36
Total	7,120	-	-	1,486		63	

* 15% reservation for recruitments on All India basis by open competition.

*16.66% reservation for recruitments on All India basis otherwise than by open competition.



The quantum of Reservation shown above is applicable for Group C & D posts in Tamil Nadu. However, as the quantum of Reservation for Group-C&D posts which normally attracting candidates from a locality

or a region is fixed on the basis of proportion of the population in the respective States/UTs as per the instructions issued by DoP&T, Ministry of Social Justice and Empowerment.

2.2 PUBLIC GRIEVANCE REDRESSAL – April 2023 to November 2023

Public Grievance received through	Brought forwarded/ Received	Re-dressed	Pending
Online Portal - MOC	75	74	01
V.I.P. Reference	32	31	01
Chief Minister Special Cell/Chennai	91	89	02
District Collector / Cuddalore	188	182	06
Directly addressed to CMD/ through Mail	15	13	02
Total	401	389	12

2.3 Employee Welfare:

(i) EDUCATIONAL ASSISTANCE SCHEME (Scholarship) (April-2023 to November-2023)				
Reservation Class	No. of Students		Amount Sanctioned Rs.	
General Category	223		21,50,000/-	
OBC	632		72,52,000/-	
SC/STs	582		67,02,000/-	
(ii) CASH AWARD (April-2023 to November-2023)				
Academic Year	X Std		XII Std.	
	No. of Students	Amount Rs.	No. of Students	Amount Rs.
2023	80	40,000 (80 x 500)	69	69,000/- (69 x 1000)
Total No. of Students	80 + 69 = 146		Total Amount sanctioned: Rs. 1,09,000/- (40,000 + 69,000)	
(iii) DEATH RELIEF FUND (April-2023 to November-2023)				
Total No. of Beneficiaries : 52			The Death Relief amount recovered from the salary of the servicing employees to be payable to nominee(s) of the deceased employee.	
(iv) FAMILY RELIEF (April-2023 to November-2023)				
Total No. of beneficiaries: 61			The Family Relief amount is payable to the spouse of the deceased employee.	

CSR reflecting the achievements during the Financial year 2023-24

Introduction:

In the Financial year 2023-24, our Coal PSUs (CIL, SCCL, and NLCIL) remained committed to their Corporate Social Responsibility (CSR) initiatives, embracing a holistic approach to making a positive impact on society. The following highlights showcase our notable achievements in various CSR domains during the Financial year 2023-24 with the expenditure of 333.54 crores on CSR activities:

1. Community Development:

Education Initiatives: Launched several educational programs, scholarship schemes, and infrastructure development projects in underprivileged communities, benefiting thousands of students.

Such Notable Programs are as follows:

- i. **CCL ke Laal/Laadli:** The program offers Free Engineering Entrance coaching with 10+2 education, hostel, food, sports, and medical facilities. The Program has an Intake of 20 boys and 20 girls per annum and 26% of seats are reserved for STs category students. The Average Expenditure of Rs. 3.60 lakhs per student for 2 years. Through this program, we have achieved remarkable success as among these students 20 students were selected to be admitted to IIT and 28 to NIT. The other 26 students were selected in reputed colleges such as BITS, IIIT, Jadavpur University etc. Students have secured jobs of up to Rs. 40 LPA after engineering, one student has joined CIL. This scheme is being replicated in other companies such as SECL, WCL & CIL.



- ii. **Installation of smart classes in government schools by SECL:** The key activity through this program is to provide smart class solutions in Korba, Raigarh, and Umaria for digital learning and improving learning outcomes in government schools. Due to this program, 782 students from government schools are benefitted. The major achievements of the program are the School dropout rate has been reduced and student performance improved very well.
- iii. **Construction of school buildings to promote education by NLCIL:** The new school buildings were constructed for Government Model Higher Secondary School Bhavanagiri and Saraswati Vidyalaya Oomangalam. Through this initiative, 1463 students have benefitted so far.
- iv. Construction of the Library Building at Vadalur by NLCIL through which 10000 people are benefitting.
- v. Provided English Language Digital Lab in Telangana State Residential School for Boys in Sarvail by SCCL.
- vi. 'CCDP-Utthan' (Comprehensive Community Development Programme) by MCL which offers Livestock development (Cattle, Goat, Poultry, Fodder), Agro-Horti-Forestry, Improved agriculture, Water resource development etc. This program was organized in 40 villages of Angul, Jharsuguda, Sundergarh, and Sambalpur districts of Odisha. Through this program, 7000 families were benefitted.

Skill Development: Conducted vocational training programs to enhance employability, focusing on empowering individuals from marginalized backgrounds.

- i. **Skill Development Initiative of WCL:** This program offers free skill development training to Rural Youth through the Central Institute

of Petrochemicals Engineering & Technology (CIPET), Apparel Training Design Centre (ATDC), Confederation of Indian Industries (CII), Ashok Leyland Institute for Drivers Training & Research, Footwear Design and Development Institute (FDDI). Through this program, 985 people were benefitted who belong to the Chandrapur, Nagpur, Bhopal, and Chindwara regions.

- ii. Operation, & Up-gradation of ITI Sikitia, Godda Maintenance and Management by ECL: Due to this program, PAPs passing out from this institute are getting placed at ECL, Adani Power, Tata, etc. The number of beneficiaries through this program is 515 people.
- iii. Training to un-employed youth for recruitment in Army/Police services by SCCL.

Welfare of Divyangs: This welfare aims to provide quality education to differently-abled students which will help in bringing them into the mainstream society.

I. **School Cum Hostel for Divyangs by SCCL**

It is the first such school cum hostel in Singrauli District for Divyangs. The school has a hostel facility for 50 students which includes (32 boys and 18 girls). The total outlay of Rs. 2 Crores has been provisioned for the operation and running of this school for three years.

2. **Health and Well-being:**

- i. Thalassaemia Bal Sewa Yojana by CIL: This program offers Financial assistance of up to Rs. 10 lakhs for Bone Marrow Transplants of eligible underprivileged Thalassaemia and Aplastic Anemia patients from PAN India. Through this Yojana 356 patients were benefitted so far.
- ii. Dialysis Centre in GH, Cuddalore by NLCIL: This initiative offers service to patients of 13000 cycles per annum.



- iii. Organization of a medical camp for flood-affected people in surrounding villages of Bhadrachalam by SCCL.
- iv. Establishment of 28 Medical Oxygen Plants with 2500 Bed capacity by NLCIL & its JV's in Various States like Uttar Pradesh, Rajasthan, Odisha, Karnataka & Tamilnadu.
- v. Visited the flood-affected area and Distributed food packets to affected people by SCCL officers in Bhadrachalam.

3. Sports:

For the promotion of sports and to provide them with a competitive atmosphere to show their talent in sports CCL started Khelgaon – Sports Academy at Ranchi which provides Sports coaching with schooling, hostel, mess, stipend and tournament participation support.

This Sports academy is run by CCL & Govt. of Jharkhand on a 50:50 cost-sharing basis. In these 10 academies (8 are Khelo India certified). The Selection was done for this academy via a state-wide talent hunt competition. Through this activity 3.24 lakh participants came in

sports competitions. This program also offers special provisions to ST community people as among 437 cadets 243 are from ST categories. The Average Expenses – Rs. 4 lakh per cadet per annum in which (50% borne by CCL). The major achievement through this initiative is 848 medals won so far at different levels. The distinguished performances of this academy are Florence Barla, Sprinter won Gold Medal in an International competition and Surya Oraon, Taekwando cadet was Student of the Year at DAV School, Bariatu.

4. Environment Sustainability:

To maintain an ecological balance in our planet's natural environment and conserve natural resources to support the well-being of current and future generations.

Water Resource Augmentation:

- i. De-silting of Walajah Lake by NLCIL in over an area of 25000 acres which has given benefit to 40 villages.
- ii. Widening and De-silting Of Senegal Odai & Middle Paravanar by NLCIL in over an area of 40000 acres which has given benefit to 60 villages.

