



WELFARE MEASURES



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Coal India:

1. Policy decisions taken for implementation of the RPwD Act, 2016”-

In accordance with the provisions of The Right of People with Disabilities Act, 2016 and The Rights of People with Disabilities Rules, 2017, a policy named CIL Equal Opportunity Policy has been framed by CIL to ensure that all facility, technology, information and privileges are accessible to people with disabilities. Salient Features of CIL equal Opportunity policy is given below: -

- i) Facility and Amenities – Physical and digital infrastructure to the accessibility standard as per requirement.
- ii) Identification of List of positions.
- iii) Post Recruitment and Pre-promotion Training.
- iv) Preference in place of posting during transfer / Promotion.
- v) Provision for Special Casual Leave as per the provision of RPwD ACT 2016 and DPE Guidelines.
- vi) Preference in allotment of Residential Accommodation.
- vii) Providing Aids/ Assistive Devices – Assistive Devices (Including Low Vision Aids, hearing Aids with Battery), Special furniture, wheel chairs (Motorized if Required by the employee), Computer and other Hardware for use in connection with their work to improve their efficiency.
- viii) Liaison Officer to look after reservation matters relating to persons with disability.
- ix) Grievance redressal officer for looking after the grievances of people with disabilities. 10) Accessibility and barrier free environment at work place:
 - a) Ramps at entrance
 - b) Railings
 - c) Accessible toilets
 - d) Wheel chairs
 - e) Lifts/Elevators
- x) Travelling allowance (Journey fare) is paid to the attendant/escort accompanying a disabled employee during travel while on tour/training.

Further, as per the provisions of the Right of Persons with Disabilities 2016, under Sec 34 reservation is being provided to the persons with benchmark disabilities of 1 % each under clause (a), (b), and (C) and 1% for persons with benchmark disabilities under clauses (d) & (e) namely:

- (a) Blindness and low vision
- (b) Deaf and hard of hearing
- (c) Locomotor disability including cerebral palsy, leprosy, cured, dwarfism, acid attack victims, and muscular dystrophy;
- (d) Autism, intellectual disability, specific learning disability and mental illness;
- (e) Multiple disability from amongst persons under clauses (a) to (d) including deaf- blindness in the posts identified for each disability.

In CIL & its subsidiaries, there are 822 Divyang employees out of total 231058 employees as on 01.01.24. There is no separate budget allocated for



persons with disabilities. However, the amount spent in welfare activities is for all the employees of CIL including for Persons with Disabilities, wherein priority is given to Divyangjans.

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

Statement showing the representation of persons with disabilities in CIL as on 01.01.2024:

Company	Number of Employees			
	Total	VH	HH	OH
ECL	49,317	16	23	78
BCCL	34,582	16	6	27
CCL	34,230	25	16	32
WCL	33,422	68	13	112
SECL	40,073	29	10	124
MCL	13,641	7	8	48
NCL	21,652	39	17	85
NEC	2775	1	0	14
CMPDI	122	0	0	0
DCC	595	0	0	1
CIL (HQ)	649	2	0	5
Total CIL	2,31,058	203	93	526

3. 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.

For Group-A & B Posts	Direct Recruitment				Promotion		
	SC	ST	OBC	EWS	For Groups A,B,C & D	SC	ST
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 ⅔%	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 as on 01.01.2024 in CIL is given below:

Group	Total Strength	SC	ST	OBC
A	15439	2491	1037	3361
B	16368	2229	1627	3835
C	113796	21361	17270	26750
D	85455	18520	13209	24350
Total	231058	44601	33143	58296

SCCL Input regarding welfare :

WELFARE MEASURES

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.

Housing: The overall housing satisfaction is 100%.

Education: 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 differently abled students.

Drinking Water: RO purification plants are

established at offices, mines, hospitals, guesthouses, training centres etc. for supply of purified drinking water to the employees.

Yoga & Re-creation: 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.

Social Security Schemes: Social Security Schemes i.e. Janta Personnel Accident Insurance Scheme (JPAIS), Family Benefit Insurance Scheme (FBIS), Group Insurance Scheme, Coal mines Pension Scheme (CMPS) and Contributory Post Retirement Medicare scheme are being implemented.

Compassionate Employment: Compassionate



appointment to the dependants of employees who die while in service or become medically invalid.

Medical & Health: SCCL is having 7 Area Hospitals 21 Dispensaries having 821 beds provided to take care of its employee's health. SCCL is providing Promotive, preventive, therapeutic, (In Patient, Out Patient, Diagnostic, Pathological,) occupational, referral services (75 Super Specialty Hospitals empanelled with SCCL at Hyderabad, Karimnagar, Warangal and Khammam etc.

Cooperative Society & sales depot: The workmen of SCCL working in the mines and departments are encouraged to become members of "Employees Cooperative Credit Society" with a view to inculcate the culture of thrift and avoid employees going to money lenders for obtaining loans.

Others: Facilities being provided as

- Merit Scholarship to the children of employees
- Reimbursement of tuition fee to the children of NCWA employees on getting admission in IITs/IIMs.
- Payment of special incentive out of net profit.
- Payment of Performance Linked Reward Scheme.
- Payment of Festival Advance.
- Maternity leave and grant of Child Care leave to female NCWA employees.
- House Building Loan interest reimbursement scheme.
- AC connection facilities to employees houses.

Singareni Seva Samithi (SSS)

- The Society serves for 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. Training provided for the women and Written exams conducted for women who have completed Vocational Courses under Singareni Seva Samithi and Certificates issued to qualified SEWA members. The details of training provided for the candidates are as follows-

Description	No.of candidates
Training through JSS/Khadi Gramodyog Mahavidyalaya	19998
Training through other empaneled Agencies	4086
Total PAPs/Locals received training in various vocational courses	4261
Total Units established by trained candidates	3251
Total selected candidates in Army/Police	2016

In addition to the above-

- As a part of Azadi ka amruth mahotsav the following programmes were organized in SCCL areas-
 - Organised awareness programme on clean/safe drinking water and making available clean drinking water at a public places.
 - Conducting Essay writing competitions to Singareni High School students, on Azadi Ka Amrut Mahotsav.
 - Conducting quiz competitions to Singareni High School students on Freedom Fighters of India.
 - Organised Cleanliness Drives in colonies, Schools, Mines and Public places in Yellandu area.
 - Organised Voluntary Blood Donation camp at RK8 Dispensary camp, Srirampur Area.



- Organised Harithahaaram Programme through out SCCL.



Voluntary Blood Donation camp

NLCIL:

Welfare Measures by NLC India Ltd.

Implementation of Persons with Disability Act 2016

Pursuant to the enactment of the RPwD Act 2016, 4% reservation is followed in NLC India Ltd (NLCIL) for Persons with Benchmark Disabilities (PwDs) in employment under direct recruitments and they have been appointed in posts identified suitable for Persons with benchmark disabilities. 39 numbers of vacancies were filled with Persons with Benchmark Disabilities (PwDs) in the year 2023-24 the details are mentioned below:

- 6 numbers vacancies were filled in Group-A post
- 6 numbers vacancies were filled in Group-B post
- 27 numbers vacancies were filled in Group C & D Posts (Special Recruitment Drive)

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, induction & post recruitment training, reserved vehicle parking etc. NLCIL provides 4 days special casual leave and 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 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.

There is no separate budget provision. However, NLCIL reimburses the cost of the hearing aids or assistive devices based on the request of PwD employees for effective performance of their duties, as per policy guidelines under company's Revenue Budget.

The representation of Persons with Benchmark Disabilities (under HH, OH, VH category) in NLCIL as on 31st December 2023 is as given below.

Group	Total Strength	Nature of Benchmark Disability			
		HH	OH	VH	Total
A	3,042	4	31	2	37
B	181	1	0	1	2
C	5,711	10	69	15	94
D	1,709	35	10	28	73
Total	10,643	52	116	44	214

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

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 during FY 2023-24 are as follows:

- a. An amount of Rs. 100.00 lakh has been allocated for Medical Camp activities under CSR for FY 2023-24. NLC India Hospital conducted 10 Medical Camps in nearby villages of Neyveli under CSR during 2023-24 and has revived community programs during 2023 - 24 to supplement health care in State Government Health Care Centres and for health outcomes through screening in villages. In these medical camps, screened physically challenged persons and distributed motorized wheelchairs, hearing aids, normal wheelchairs, blind sticks with sensor, walker and tripod to them based on their type of disability.



Physically challenged individuals received a total of 110 numbers. Wheelchairs, 02 numbers of motorized wheelchairs, 02 numbers of Blind sticks, 170 numbers of Tripod and 93 numbers. of walkers on the recommendation of Orthopaedic doctors & physiotherapists and 238 hearing disability patients availed of hearing aids in the medical camp.

An amount of Rs. 60.00 lakhs has been spent towards Infrastructures, Renovation works,

improvement facilities Financial Assistance / grant for Sneha Opportunity School and Services (in service of the Mentally Challenged Children) benefitting 82 students

- b. NLC India Ltd runs a school namely “SNEHA opportunity Services and School” patronised by NLCIL and registered as an Institution vide SS.338/2016 under Section 52 of the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act to cater and impart education to Mentally Retarded Children / Children with intellectual disabilities.

Total Children enrolled in SNEHA School:
76 Numbers

Number of Staffs engaged in SNEHA School:
20 Numbers

- c. Further, NLCIL distributes Wheel Chairs, Tri-Cycles and Hearing Aids to PwDs annually during Independence day/Republic day functions through a society namely Neyveli Health Promotion and Social Welfare Society (NHPSWS) patronised by NLC India Ltd. The society runs a Rehabilitation Centre for PwDs for the cause and upliftment of Physically Challenged Persons that provides skill up-gradation training in Book Binding works, Chair Knitting Works etc. The society runs retail outlet shops namely “VAIGAI” that provides employment to persons including PwDs.

Reservation to SC/ST

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 31st December 2023 is 10,643 and the representation of SCs and STs as on 31st December 2023 against their applicable percentage of reservation stands as given below.

Group	Total Strength	Applicable % of Reservation		Strength of SCs		Strength of STs	
		SCs	STs	SCs	% of SCs	STs	% of STs
A	3042	15 & 16.66*	7.5	641	21.07	314	10.32
B	181	15 & 16.66*	7.5	40	22.10	6	3.31
Total	3223	-	-	681		320	

Group	Total Strength	Applicable % of Reservation		Strength of SCs		Strength of STs	
		SCs	STs	SCs	% of SCs	STs	% of STs
C	5711	19	1	1118	19.58	57	1.00
D	1709	19	1	421	24.63	05	0.29
Total	7420	-	-	1539		62	

* 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.

PUBLIC GRIEVANCE REDRESSAL – April 2023 to December 2023

Public Grievance received through	Brought forwarded/ Received	Re-dressed	Pending
Online Portal - MOC	245(6+239)	213	32
V.I.P. Reference	21(3+18)	21	0
Chief Minister Special Cell/Chennai	143	143	0
District Collector / Cuddalore	177	154	23
Directly addressed to CMD/ through Mail	3	2	1
Total	589	533	56

Employee Welfare:

(i) EDUCATIONAL ASSISTANCE SCHEME (Scholarship)				
Reservation Class		No. of Students		Amount Sanctioned ₹
General Category		251		24,24,000.00
SC/ST Category		385		44,30,000.00
OBC Category		616		70,28,000.00
Total		1252		1,38,82,000.00
(ii) CASH AWARD (April-2023 to March 2024)				
Academic Year	X Std		XII Std.	
	No. of Students	Amount ₹	No. of Students	Amount ₹
2022	80	40,000 (80 x 500)	69	69,000 (69 x 1000)
Total No. of Students	80 + 69 =149	Total Amount sanctioned: ₹ 1,09,000/- (40,000 + 69000)		
(iii) DEATH RELIEF FUND (April-2023 to March 2024)				
Total No. of Beneficiaries :84			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 March 2024)				
Total No. of beneficiaries: 78			The Family Relief amount is payable to the spouse of the deceased employee.	
(ii) CASH AWARD (April-2022 to December-2022)				
Academic Year	X Std		XII Std.	
	No. of Students	Amount ₹	No. of Students	Amount ₹
2022	80	40,000 (80 x 500)	69	69,000 (69 x 1000)
Total No. of Students		Total Amount sanctioned: ₹ * - Received applications are under scrutiny and after Approval payment will be made in Dec-2022 through Employee Salary Account.		
(iii) DEATH RELIEF FUND (April-2023 to March 2024)				
Total No. of Beneficiaries :			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 December-2023)				
Total No. of beneficiaries:			The Family Relief amount is payable to the spouse of the deceased employee.	