



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: -

- 1) **Facility and Amenities** – Physical and digital infrastructure to the accessibility standard as per requirement.
- 2) Identification of List of positions.
- 3) Post Recruitment and Pre-promotion Training.
- 4) Preference in place of posting during transfer / Promotion.
- 5) Provision for Special Casual Leave as per the provision of RPwD ACT 2016 and DPE Guidelines.
- 6) Preference in allotment of Residential Accommodation.
- 7) 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.
- 8) Liaison Officer to look after reservation matters relating to persons with disability.
- 9) 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
- 11) 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 709 Divyang employees out of total 222692 employees as on 01.01.25. 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.

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

Statement showing the representation of persons with disabilities in CIL as on 01.01.2025:

Company	Number of Employees			
	Total	VH	HH	OH
ECL	47678	12	21	75
BCCL	32599	19	6	25
CCL	33420	30	18	31
WCL	32442	74	13	107
SECL	37959	24	13	69
MCL	21184	17	11	31
NCL	13466	9	15	57
CMPDIL	2738	3	4	16
NEC	558	0	0	1
CIL(HQ)	648	2	1	5
TOTAL	222692	190	102	417

1.3. 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	16⅔%	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	27
CIL, Kolkata	West Bengal	23	5	27
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 01.01.2025 in CIL is given below:

Group	Total Strength	SC	ST	OBC
A	14795	2461	1017	3456
B	13605	2044	1299	3150
C	116001	19257	14630	25639
D	78291	13677	11526	20072
Total	222692	37439	28472	52317

2. SCCL :

2.1 Policy decisions taken for implementation of the RPwD Act, 2016"-

Department of WCD&SC, Govt. Of Telangana issued GO Ms. No. 10, Dated 30.8.2018 informing guideline for implementation of 4% reservation in favour of PwD candidates in direct recruitment. Subsequently, General administration (SER.D) Dept., Govt. of Telangana issued GO Ms. No 96, dated 22.07.20219 making certain modification in the State and subordinate service rules, 1996 in accordance with the guidelines issued in GO Ms. No.10 Dated 30.8.2018.

In line with the above, reservation of PwD candidates of 4% (with more than 40% disability) was implemented for the first time in the company with the Jr. Assistant, Grade - II (External) recruitment in the year 2022.

Further, in the recent notification 01/2024 and

02/2024 persons with Disability (with minimum 40% disability) PwD reservation was implemented for the following surface posts for which PwD category can be allowed.

PwD vacancies notified for the following posts in notifications No 1/2024

SL. No.	Name of the Post
1	Management Trainee (F&A), E-2 Grade
2	Jr. Estates officer, E-1 Grade
3	Management Trainee (Civil), E-2 Grade
4	Jr. Forest Officer, E-1
5	GDMO, E-3 Grade

PwD vacancies notified for the following posts in notifications No 2/2024

SL. No.	Name of the Post
1	Management Trainee (Systems), E-2 Grade

Total no. of persons with disability in SCCL at present is 14.



2.2. Reservation to SC/ST/OBC:

The reservation policy is being implemented during recruitment in respect recruitment and during promotion in respect of employees of Scheduled Caste and Scheduled Tribes as per the Presidential Directives.

Categories -wise Men on roll as on 31.12.2024 in SCCL is as below:

Categories	Executives	NCWA Employee	Total	% in total
SC	414	8,748	9,162	22
ST	160	3,046	3,206	8
OBC	1,115	21,708	22,823	56
Open	581	5,121	5,702	14
TOTAL :	2,270	38,623	40,893	

2.3 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 are in vogue are being continued.

2.4 Summary of Welfare activities of SCCL is as below:

After formation of Telangana State, the profit share given to the employees of Singareni has increased from 18% to 33%. Due to this, a total benefit of ₹ **3583.94 Crores** has accrued to the workers from 2014 to 2024. The retirement age for the SCCL employees too is enhanced to 61 years by the Telangana Government.

Due to simplification of the Compassionate Employment scheme, a total **17,203** number of employees have been benefited and **4,790** persons employed through external recruitment up to Dec' 2024 after Telangana State formation.

During 2024, for total posts of **599 Nos.** (Executives & Non-executives) examinations are being conducted through CBT.

SCCL has introduced a scheme to provide an **Interest Free Housing Loan of ₹ 10 lakhs** to its

eligible employees.

A total of **59,845** employees were paid **Telangana increment** with an additional financial impact of ₹ **5.04 Cr.** Per month w.e.f from August, 2014.

A.C. connection facility to the employees' houses is being provided in phased manner.

₹ **93,500-** has been paid to the employees under Performance Linked Reward Scheme for the year 2023-24. Festival advance has been increased from ₹ 10,000/- in 2014 to ₹ 25,000 in 2024.

Contributory Post-Retirement Medicare scheme is being implemented for retired workmen and their spouses. Corporate medical facilities extended to Parents of the employees.

Child care leave to female employees is granted and is extended to 26 weeks from 12 weeks earlier.

Lump sum amount increased to ₹ 25 lakhs in lieu of dependent employment or Monthly Monetary Compensation (MMC).

Fees are being reimbursed for the children of workers studying in IITs/ IIMs.

Paid Holiday declared on 14th April to commemorate the Birthday of Dr. B. R. Ambedkar. Optional paid holiday declared on account of Sankranti / Ramzan (Eid-ul-Fitr) / Christmas for Singareni Employees.



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 centers 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.

3. NLCIL

3.1 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 2024 is as given below.

Group	Total Strength	Nature of Benchmark Disability			
		HH	OH	VH	Total
A	3,022	5	31	3	39
B	334	1	1	0	2
C	5,121	9	66	12	87
D	2,061	40	12	24	76
Total	10,538	55	110	39	204

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 are as follows:

- 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.
- 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.

3.2 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 30th November 2024 is 10,538 and the representation of SCs and STs as on 30th November 2024 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	3,022	15 & 16.66*	7.5	638	21.11	318	10.52
B	334	15 & 16.66*	7.5	65	19.46	23	6.89
Total	3,356	-	-	703	20.92	341	10

Group	Total Strength	Applicable % of Reservation		Strength of SCs		Strength of STs	
		SCs	STs	SCs	% of SCs	STs	% of STs
C	5,121	19	1	976	19.06	50	0.98
D	2,061	19	1	496	24.07	06	0.29
Total	7,182	-	-	1,472	20.50	56	0.78

* 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.

3.3 PUBLIC GRIEVANCE REDRESSAL – April 2024 to November 2024

Public Grievance received through	Brought forwarded/ Received	Re-dressed	Pending
Online Portal – MOC	93	85	08
V.I.P. Reference	53	50	03
Chief Minister Special Cell/Chennai	70	68	02
District Collector / Cuddalore	98	87	11
Directly addressed to CMD/ through Mail	29	18	11
Total	343	308	35

Employee Welfare:

(i) EDUCATIONAL ASSISTANCE SCHEME (Scholarship) (April-2024 to November-2024)		
Reservation Class	No. of Students	Amount Sanctioned ₹
Reservation Class	No. of Students	Amount Sanctioned (₹)
General Category	52	5,14,000/-
OBC	340	39,12,000/-
SC/STs	621	70,86,000/-



(ii) CASH AWARD (April-2024 to November-2024)				
Academic Year	X Std		XII Std.	
	No. of Students	Amount ₹	No. of Students	Amount ₹
2024	70	35,000 (70 x 500)	63	63,000/- (63 x 1000)
Total No. of Students	70 + 63 = 133	Total Amount sanctioned: ₹ 98,000/- (35,000 + 63,000)		
(iii) DEATH RELIEF FUND (April-2024 to November-2024)				
Total No. of Beneficiaries : 42			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-2024 to November-2024)				
Total No. of Beneficiaries: 61			The Family Relief amount is payable to the spouse of the deceased employee.	

