

FOURTH REPORT
STANDING COMMITTEE ON
COAL AND STEEL
(2014-2015)

(SIXTEENTH LOK SABHA)

MINISTRY OF STEEL

*[Action Taken by the Government on the Observations/Recommendations
contained in the Fiftieth Report of the Standing Committee on
Coal and Steel (Fifteenth Lok Sabha) on the subject, "Service
Conditions of Workers including Contract Workers in
Coal India Ltd. and its Subsidiaries"]*

Presented to Lok Sabha on 22.12.2014

Laid in Rajya Sabha on 22.12.2014



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COMPOSITION OF THE STANDING COMMITTEE
ON COAL AND STEEL (2014-15)

Shri Rakesh Singh* – *Chairperson*

MEMBERS

Lok Sabha

2. Shri A. Arunmozhithevan
3. Shri Kalyan Banerjee
4. Shrimati Jyoti Dhurve
5. Shri Faggan Singh Kulaste
6. Shri Shailesh Kumar
7. Dr. Banshilal Mahato
8. Shri Godam Nagesh
9. Shri Devji M. Patel
10. Shrimati Riti Pathak
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12. Dr. Ravindra Kumar Ray
13. Shri Neiphiu Rio
14. Shri Tamradhwaj Sahu
15. Shri Tathagata Satpathy
16. Shri Janardan Singh "Sigriwal"
17. Shri Pashupati Nath Singh
18. Shri Sunil Kumar Singh
19. Shri Sushil Kumar Singh
20. Shri Rama Kishore Singh
21. Shri Krupal Balaji Tumane

Rajya Sabha

22. Shri Ali Anwar Ansari
23. Dr. Pradeep Kumar Balmuchu

*Shri Rakesh Singh appointed w.e.f. 27.11.2014 vice Shri Hansraj G. Ahir appointed Minister.

24. Shri Srinjoy Bose
25. Shri B.K Hariprasad
26. Shri Jugul Kishore
27. Shri Avinash Pande
28. Dr. Satyanarayan Jatiya[#]
29. Shri Sanjay Raut
30. Shri Nand Kumar Sai
31. Shri Dilip Kumar Tirkey

SECRETARIAT

- | | | |
|-----------------------|---|----------------------------|
| 1. Shri Shiv Singh | — | <i>Joint Secretary</i> |
| 2. Shri Arvind Sharma | — | <i>Additional Director</i> |

[#]Dr. Satyanarayan Jatiya nominated w.e.f. 25.09.2014 vice Shri Basawaraj Patil.

INTRODUCTION

I, the Chairperson, Standing Committee on Coal and Steel having been authorised by the Committee to present the Report on their behalf, present this Fourth Report (Sixteenth Lok Sabha) on Action Taken by the Government on the observations/recommendations contained in the Fiftieth Report of the Standing Committee on Coal and Steel (Fifteenth Lok Sabha) on “Service Conditions of Workers including Contract Workers in Coal India Ltd. and its Subsidiaries” relating to the Ministry of Coal.

2. The Fiftieth Report (Fifteenth Lok Sabha) of the Standing Committee on Coal and Steel was presented to Lok Sabha on 6th February, 2014. Replies of the Government to all the observations/recommendations contained in the Report were received on 14th October, 2014.

3. The Standing Committee on Coal and Steel considered and adopted this Report at their sitting held on 19.12.2014.

4. An analysis on the Action Taken by the Government on the observations/recommendations contained in the Fiftieth Report (Fifteenth Lok Sabha) of the Committee is given at **Annexure-II**.

5. For facility of reference and convenience, the observations and recommendations of the Committee have been printed in bold letters in Chapter-I of the Report.

NEW DELHI;
19 December, 2014
28 Agrahayana, 1936 (Saka)

RAKESH SINGH,
Chairperson,
Standing Committee on
Coal and Steel.

CHAPTER I

REPORT

This Report of the Standing Committee on Coal and Steel deals with Action Taken by the Government on the Observations/Recommendations contained in the Fiftieth Report (Fifteenth Lok Sabha) of the Standing Committee on Coal and Steel on “Service Conditions of Workers including Contract Workers in Coal India Ltd. and its Subsidiaries” relating to the Ministry of Coal which was presented to Lok Sabha and laid in Rajya Sabha on 06.02.2014.

2. The Action Taken replies have been received from the Ministry of Coal in respect of all the 21 Observations/Recommendations contained in the Report on 14th October, 2014. These have been categorised as follows:—

- (i) Observations/Recommendations that have been accepted by the Government:

Sl. Nos. 1, 2, 4, 6, 9, 10, 11, 12, 13, 16, 17, 18, 20 and 21

Total-14
(Chapter II)

- (ii) Observations/Recommendations which the Committee do not desire to pursue in view of the replies of the Government:

Sl. Nos. 3 and 15

Total-02
(Chapter III)

- (iii) Observations/Recommendations in respect of which replies of the Government have not been accepted by the Committee:

Sl. Nos. 5, 14 and 19

Total-03
(Chapter IV)

- (iv) Observations/Recommendations in respect of which final replies of the Government are still awaited:

Sl. Nos. 7 and 8

Total-02
(Chapter V)

3. The Committee trust that utmost importance would be given to implementation of the Observations/Recommendations accepted by the Government. In case, where it is not possible for the Ministry to implement the recommendations in letter and spirit for any reason, the matter should be reported to the Committee with reasons for non-implementation. The Committee desire that further Action Taken notes on the Observations/Recommendations contained in Chapter-I of this Report be furnished to them at an early date.

4. The Committee will now deal with the Action Taken by the Ministry on some of their observations/recommendations made in the Fiftieth Report.

PROVIDENT FUND COVERAGE FOR CONTRACT WORKERS

Recommendation (Sl. No. 2)

5. The Committee have come across facts put forward by representatives of Trade Unions over the issue of Provident Fund (PF) coverage for contract workers. The committee observed that there have been grievances among workers regarding non-membership of Provident Fund. The committee had been told that normally a contract worker's PF should be deducted after 30 days work, but the same does not seems to be implemented actually in CIL. The committee noted that official figures state that there were 64842 contract workers, but out of that only 43846 were found qualified for coverage under Coal Mines Provident Fund/EPF. Again, there were only 35785 workers reported to be a member of CMPF/EPF. The committee were surprised to see the big gap of nearly 12000 contract workers between workers qualified for Provident Fund and the workers actually member of CMPF/EPF and getting PF deductions. The reason put forward by CIL that they were in the process of making them members of CMPF/EPF, was not convincing. It clearly pointed to the failure of the CIL management and of CMPFO towards full coverage of contract workers under social security benefits like Provident Fund. The Committee, therefore recommended that CIL management and CMPFO should work sincerely towards bringing all the contract workers qualified for Provident Fund benefits under the umbrella of CMPF/EPF scheme as a matter of social security measure for worker's benefit.

6. The Ministry of Coal in their action taken reply have stated as under:—

“The coverage of Contractor's worker under the provisions of CMPF Act, 1948 is reviewed regularly in BoT meeting of CMPFO and all

concerned had been directed to ensure the coverage of all the contract workers qualified for provident fund benefits under the umbrella of CMPF/EPF Scheme. There has been incremental increase in the number of workers covered under the CMPF/EPF Scheme to the tune of 52,342 as on 31.03.2014 against 35,785 as on 01.04.2013. Further, Ministry had directed CIL to bring all eligible contractors' worker under the ambit of CMPFO."

7. The Committee observed that against the official figure of 64,842 contract workers, only 43,846 were found to be qualified for coverage under Coal Mines Provident Fund. While pointing out to the failure of the Coal India Ltd. management and the CMPFO towards giving full coverage to contract workers, the Committee had recommended that CIL and CMPFO should work sincerely towards bringing all the contract workers qualified for Provident Fund benefits under the umbrella of CMPF/EPF scheme. Although, the Committee find an increase in the number of workers covered under the CMPF/EPF Scheme to the tune of 52,342 as on 31.03.2014, the Committee are concerned to note that even after lapse of more than 8 months, 12,500 workers are still to be covered under CMPF/EPF. As the Ministry had reportedly directed CIL to bring all eligible contract workers under the ambit of CMPFO, the Committee would like to be apprised of the time by which all these eligible contract workers will be covered.

IMPLEMENTATION OF LABOUR LAWS IN PRIVATE COAL BLOCKS

Recommendation (Sl. No. 5)

8. In the captive coal blocks regime, today, the Committee observed that the Ministry of Coal had allocated many of the coal blocks to private companies for development and production of coal. Out of total 218 coal blocks allocated, a majority share of blocks has gone to private companies. The Committee were very much concerned about the regulation and implementation of labour laws by the Ministry of Coal in such private coal blocks. The Ministry had assured the Committee about their responsibility and legal obligation towards maintaining legal standards and ensuring implementation of labour laws and minimum wages to regular employees and contract workers in coal mining and other activities in coal mines/coal blocks operated by CIL and its subsidiaries, which the Committee was appreciative of. But, the Committee strongly felt that Ministry of Coal should in coordination with Ministry of labour must establish and develop an enforcement and regulatory machinery to ensure that all labour laws were being observed

with regard to payment of minimum wages, provident fund, accidental compensation, social security measures and other welfare provisions to all the workers including contract labourers in private coal blocks/ mines without violation.

9. The Ministry of Coal in their action taken reply have stated as under:—

“All the captive coal blocks that have come under production have been brought under Coal Mines Provident Fund and Miscellaneous Provision Act, 1948 and list of all such producing coal blocks indicating jurisdiction of Regional offices has been uploaded on the website of CMPFO. With regard to enforcement and regulation of labour laws, it is submitted that it is obligatory on the part of private coal companies to comply with all applicable labour laws. The field establishment of Ministry of Labour and Employment and State Governments already exists to ensure the compliance of payment of minimum wages, accidental compensation and other welfare provisions.”

10. Taking note of the captive coal blocks, majority of which have gone to private companies, the Committee were concerned about the implementation of labour laws in such private coal blocks. The Committee had felt that in addition to coal blocks operated by CIL and its subsidiaries, the Ministry of Coal should in coordination with Ministry of labour must establish and develop an enforcement and regulatory machinery to ensure that all labour laws are observed with regard to payment of minimum wages, provident fund, accidental compensation, social security measures to workers in private coal blocks/mines. In their Action Taken Reply, the Ministry of Coal have informed that the all captive coal blocks that have come under production were brought under the Coal Mines Provident Fund and Miscellaneous Provision Act, 1948 and are under the jurisdiction of Regional Office of CMPFO. The argument put forward by the Ministry of Coal that enforcement and regulation of labour laws by private coal companies have to be complied with by them and Ministry of Coal have no role to get them implemented is not acceptable to the Committee. The Committee therefore, reiterate their earlier recommendation and desire that the Ministry of Coal in coordination with Ministry of Labour should establish enforcement and regulatory machinery to ensure that contract labourers in private coal blocks are not exploited and denied compliance of payment of minimum wages, accidental compensation, provident fund, etc.

JOB CARD AND BANK ACCOUNT FOR CONTRACT WORKERS

Recommendation (Sl. No. 8)

11. The Committee observed that most of the contract workers engaged in mining, non-mining or other outsourcing jobs do not have any job card unlike MGNREGA labourers, and neither do they have any bank account number for salary transfer. The Committee took a serious note of the cash payment to contract workers for their work and strongly feel that this was the breeding ground for corruption, malpractices and exploitation as regards payment of minimum wages to them. The cash payment to contract workers not only gone unaccounted but made way for a non-transparent and manipulative administrative system. The Committee, therefore, strongly recommended that Ministry of Coal/CIL should ensure that all contract workers had their job card and all payments as regards their wages should be directly transferred in their bank account. It should be made mandatory for all contractors to make payment to the workers through cheque or bank account only. This would be very helpful in keeping record of all wage transactions and putting a check of any violation of minimum wages or delayed payments to workers. The Committee would like to be apprised of action taken in this regard by Ministry of Coal/CIL.

12. The Ministry of Coal in their action taken reply have stated as under:—

“Coal India Ltd. has advised its subsidiaries to ensure that the Contract Workers are provided with Identity Cards and proper records kept. Efforts have been made for ensuring payment of salary to Contract Workers through Bank. The High Power Committee has also recommended the payment to Contract Workers through Bank and necessary instructions have been given for implementation of the above recommendation.”

13. As regards the Committee’s recommendation that Ministry of Coal/CIL should ensure that all contract workers be issued their job card and their wages be directly transferred in their bank account, they are unhappy to note that in spite of their recommendation to take immediate action for issue of job cards and payment of wages direct in the bank account of contract workers, CIL has only issued an advisory to its subsidiaries to ensure that contract workers are provided with identity cards and proper records be kept. Efforts have also been reportedly made for ensuring payment

of salary to contract workers through bank. As the Committee's recommendation has not been implemented in letter & spirit, they would like to be apprised of the present status of issue of job cards and payment of wages through bank to contract workers, subsidiary-wise.

FILLING OF BACKLOG VACANCIES OF SC/ST's

Recommendation (Sl. No. 14)

14. The Committee noted that there were many backlog vacancies in CIL and its subsidiaries for SC/ST's which are lying unfilled. The Committee found that there was a backlog of nearly 585 vacancies for SC's and 646 for ST's in Group A, B, C and D services as on 01.01.2013 in CIL and its subsidiaries. As CIL had offered no explanation or reason as regards non-filling of this backlog quota for these communities, the Committee, recommended that CIL management should review the process of filling up of the backlog quota for SCs/ST's at different levels/positions in services as a part of ensuring their greater representation and their overall welfare.

15. The Ministry of Coal in their action taken reply have stated as under:—

“Filling up backlog vacancies of SCs/ST's through direct recruitments a continuous process. The position is being reviewed and all the subsidiaries of CIL are resorting to direct recruitment as per their requirement for backlog vacancies of SCs/STs also.”

16. While observing that there is a backlog of 585 vacancies for SCs and 646 for STs in Group A, B, C and D services as on 01.01.2013 in CIL and its subsidiaries, the Committee had recommended that process of filling up of this backlog quota for SCs and STs at different levels be completed at the earliest. The Committee are unhappy to note that instead of furnishing information regarding filling up of all this backlog quota for these communities, the Ministry of Coal have stated that filling up of backlog vacancies for SCs and STs is a continuous process and the position is being reviewed and all the subsidiaries of CIL are resorting to direct recruitment for backlog vacancy of SCs and STs. As the reply of the Government is silent on the present status of filling of 585 vacancies for SCs and 646 for STs, the Committee would like to be apprised of the present status of filling up of above referred vacancies by CIL and its subsidiaries.

ACCIDENT IN COAL MINES

Recommendation (Sl. No. 19)

17. The Committee were deeply concerned about the safety of workers engaged in coal mining and other activities in CIL. The Committee observed that the safety condition of the mines, both in underground and surface, were a grey area and need improvement. The recent incidents of deaths of many villagers in coal dumping site in Mahanadi Coalfields Ltd. should be an eye opener for CIL management. The Committee noted that the role of DGMS and such other statutory authorities were getting dwarfed due to dearth of manpower, lack of proper inspection and various other reasons. Want of Statutory manpower, deficiency in utilization of budgetary provision for safety, violation of safety provision due to increase in target production, illegal mining in abandoned mines were the prime reasons for accidents. What was even more worrying and deplorable was that safety condition in privately managed companies was miserable and even reporting of accidents was often evaded by them. The Committee would like to be apprised of the steps taken by Ministry of Coal, CIL and DGMS to ensure non-repetition of accident like Mahanadi Coalfields Ltd. and the penal action taken against all those responsible and found guilty for the accident.

18. The Ministry of Coal in their action taken reply have stated as under:—

“In the subsidiaries of CIL, efforts are being made to improve and ensure safety in mines as well as for persons employed thereat. To prevent recurrence of accidents all the recommendations of the enquiry committee are implemented. Workers are being trained as per the need to make them aware of the new technologies and methods of working with due consideration to safety norms. Regular and surprise inspections are being carried out by senior officers of the company and DGMS in addition to routine inspection carried out by mine and area officials. The suggestions given to them to ensure safety and stability are being implemented.

All the provisions of Mines Act, 1952, Rules and Regulations and Circulars issued by DGMS from time to time, in this regard, are being complied with to ensure occupational safety of the employees/workers at their workplaces. Safety gadgets are also provided to the employees/workers at free of cost.

There is a Tri-partite Safety Board consisting of representatives of management, representatives of workers & representatives of Director General of Mines Safety (DGMS) for taking decisions in the matter of safety measures. Such Safety Board functions in addition to the Pit Safety Committee and Area Safety Committee functioning in the mine of the subsidiary in which representatives of workers & management take decision jointly, as per the statutory provisions.”

19. The Committee had observed that the safety condition of mines both in underground and surface are a grey area and need improvement. Pointing out to the incident of deaths of many villagers at coal dumping site in Mahanadi Coalfields Ltd., the Committee had desired to be apprised of the steps taken by the Ministry of Coal/ CIL/MCL and DGMS to ensure non-repetition of accidents like Mahanadi Coalfields Ltd. and the penal action taken against all those found guilty for the accident. The Committee note that inspite of giving information regarding the steps taken by the Ministry of Coal/ CIL/MCL and DGMS to ensure non-repetition of much accidents and penal action taken against those found guilty for the accident in Mahanadi Coalfields Ltd., the Ministry have just stated that to prevent recurrence of accidents, the recommendations of the Enquiry Committee are implemented. As reply of the Government is silent on penal action taken against those who were negligent and responsible for the accident, the Committee would like to be apprised of the action taken by the Government to prevent non-repetition of accidents like Mahanadi Coalfields Ltd. and the penal action taken against those responsible for the accident.

CHAPTER II

OBSERVATIONS/RECOMMENDATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT

IDENTIFYING EXACT NUMBER OF CONTRACT WORKERS IN CIL

Recommendation (Sl. No. 1)

The Committee observe that there have been various contentions regarding the estimation of exact number of contract workers engaged in different activities in CIL. There have been different versions from the official side and from Trade Union representatives in this regard. The worker's representatives hold that there may be around one lakh contract labourers working in CIL in mining, non-mining, outsourcing and other civil and peripheral jobs. It is noted that difficulty to estimate exact number of contract workers in CIL has arisen due to non-maintenance of any records in this connection. The Committee are of the view that to ensure proper implementation of labour laws and enforcement of minimum wages to contract workers and protecting their interests and rights, the first and foremost task should be of identifying the exact number of contract workers actually engaged in different activities in CIL. The Committee, therefore, recommend that Ministry of Coal must give a direction to CIL and its subsidiaries to maintain and keep updated records of contract workers actually working in different activities including mining, non-mining, outsourcing and others. The Committee also desire that not only it should be made mandatory for contractors to maintain accurate records but time to time inspection and surveys may also be conducted by CIL in this regard.

Action Taken

CIL and its subsidiaries ensure proper implementation of labour laws like minimum wages for contract workers and protecting their interests and rights by making necessary provisions in the Notice Inviting Tender (NIT) as well as in the Agreement. There is a Nodal Officer who has been entrusted with the job of verifying/inspection of all the statutory records maintained by the contractors in regard to minimum wages as well as other labour laws applicable. As per the reports received from the different subsidiaries, the exact number of

contractors' workers engaged in different jobs as on 31.03.2014 is 69,267 as per break-up given below:—

Nature of job	Number of contract workers
Mining activities	21885
Transportation of coal	19281
Civil Work	10986
Watch & Ward	11546
Others	5569
Total	69267

Various Registers viz. Registers for Muster Roll, Registers of Wages, Register of Deduction, Register of Overtime, Register of Fine, Register of Advance, as well as Wage Slip are maintained by the contractors, as per the statute. Contractors have to issue 'Employment Cards' to the contract workers based on the record maintained in these Registers which are inspected by the Nodal Officers nominated by the coal companies. These Registers are also verified by the Relations/Labour Enforcement Machinery of respective regions. Apart from these registers being maintained by the Contractors, subsidiary companies of CIL are also maintaining statutory Registers like Form 'B', Form 'C', Form 'D' and Form 'E', which ensure deployment of persons in the mine as per provisions of the Mines Act/Rules and these registers are verified by the representative of the Director of the General of Mines Safety.

[Ministry of Coal O.M. No. 54012/5/2014-PRIW II dated 14.10.2014]

PROVIDENT FUND COVERAGE FOR CONTRACT WORKERS

Recommendation (Sl. No. 2)

The Committee have come across facts put forward by representatives of Trade Unions over the issue of Provident Fund (PF) coverage for contract workers. The Committee observe that there have been grievances among workers regarding non-membership of Provident Fund. The committee have been told that normally a contract worker's PF should be deducted after 30 days work, but the same does not seems to be implemented actually in CIL. The Committee note that official figures state that there are 64842 contract workers, but out of that only 43846 are found qualified for coverage under Coal Mines Provident Fund/EPF. Again, there are only 35785 workers reported

to be a member of CMPF/EPF. The committee are surprised to see the big gap of nearly 12000 contract workers between workers qualified for Provident Fund and the workers actually member of CMPF/EPF and getting PF deductions. The reason put forward by CIL that they are in the process of making them members of CMPF/EPF, is not convincing. It clearly points to the failure of the CIL management and of CMPFO towards full coverage of contract workers under social security benefits like Provident Fund. The Committee, therefore recommend that CIL management and CMPFO should work sincerely towards bringing all the contract workers qualified for Provident Fund benefits under the umbrella of CMPF/EPF scheme as a matter of social security measure for worker's benefit.

Action Taken

The coverage of Contractor's worker under the provisions of CMPF Act, 1948 is reviewed regularly in BoT meeting of CMPFO and all concerned had been directed to ensure the coverage of all the contract workers qualified for provident fund benefits under the umbrella of CMPF/EPF Scheme. There has been incremental increase in the number of workers covered under the CMPF/EPF Scheme to the tune of 52,342 as on 31.03.2014 against 35,785 as on 01.04.2013. Further, Ministry had directed CIL to bring all eligible contractors' worker under the ambit of CMPFO.

[Ministry of Coal O.M. No. 54012/5/2014-PRIW II dated 14.10.2014]

Comments of the Committee

(Please see Para 7 of Chapter I of the Report)

STRICT ENFORCEMENT OF MINIMUM WAGES TO CONTRACT WORKERS

Recommendation (Sl. No. 4)

The Committee are very much concerned and worried about the plight of many contract workers in CIL who are being denied even the minimum wages prescribed for them. The Committee note that there are widespread incidents of violations of minimum wages to contract workers in coal mines operated by CIL and its subsidiaries. Though, the Ministry of Coal have denied any such violation of minimum wages to contract workers, but the worker's representatives *i.e.* Trade Unions have a different version to offer, clearly stating that minimum wages are not paid to many of the contract workers. The Committee, therefore, strongly recommend that Ministry of Coal and CIL should

enforce timely payments of minimum wages to outsourced contracts workers engaged in mining and non-mining activities. The Committee also recommend that the Ministry of Coal should ensure that there is a labour officer on every 500 employees in CIL and its subsidiaries for taking care of welfare of workers.

Action Taken

In line with the recommendation of the Standing Committee regarding enforcement of timely payment of minimum wages to outsourced contractors' workers engaged in mining and non-mining activities, mechanism like deployment of the officials who are authorized under Section 21(2) of Contract Labour(Regulation & Abolition) Act, 1970 by the principal employer to carry out checking of Wage Rolls & Wage Register at the time of witnessing the payment/ signing labour payment certificates, is ensured. In addition, surprise checks are also carried out by Personnel Executives posted in mines/ sub-area/area/headquarter. The contractors are also directed under provisions of Notice Inviting Tender (NIT) to maintain all the statutory registers. The site in-charge of the work place is also directed to ensure compliance of the provisions which are made in the NIT. CIL has advised its subsidiaries to ensure timely payment of minimum wages to outsourced contractors' workers. As regard recommendation of the Committee for ensuring employment of labour officer on every 500 employees in CIL and its subsidiaries for taking care of welfare of workers, CIL has informed that it had already posted welfare officers in its subsidiaries as per the statute.

[Ministry of Coal O.M. No. 54012/5/2014-PRIW II dated 14.10.2014]

LOWER REPRESENTATION OF WOMEN IN SERVICES

Recommendation (Sl. No. 6)

The Committee take a critical note of less number of regular women employees in services in CIL and its subsidiaries at executive, non-executive positions. The Committee are disappointed to find that out of the total working strength of 357926 employees in CIL and its subsidiaries, the representation of women is just 27239, which is a meager 7.6 %. In a country like India where nearly 50 % of population are women, where gender budgeting is being promoted by Government of India and where women are being encouraged in all kind of jobs as a matter of women's empowerment initiative, the on-record performance of CIL as regards women's representation in services is very poor. What is more worrying is that women's representation in

executive positions where policies are made and implemented is also low. Taking note of lower representation of women in various positions in service in CIL and its subsidiaries, the Committee strongly recommend the Ministry of Coal and CIL to take necessary action to create and promote greater job opportunities for women in Coal PSU's as a part of Gender empowerment policy of CIL.

Action Taken

CIL has stated that inspite of restriction on the deployment of women under Mines Act 1952, there are opportunities of employment of women in CIL & its subsidiaries in Technical posts *i.e.* Para-medical staff, computer training, besides un-skilled female workers deployed on compassionate grounds. In executive cadre also, women are being deployed. As regards empowerment & upgrading their skills, various in-house & external training programmes are organized for female employees.

[Ministry of Coal O.M. No. 54012/5/2014-PRIW II dated 14.10.2014]

COMPULSORY CANTEN IN WORKPLACES AT SUBSIDIZED RATES

Recommendation (Sl. No. 9)

The Committee found that many of the Worker's Associations of CIL, have complained that canteen facility, restroom and shelter are not made available for workers at workplaces in many coal mines in CIL and its subsidiaries. The Committee feel that for the workers doing hard physical labour in coal mines and other such activities, the provision of tea, snacks and other refreshment is very necessary for energizing them. The Committee, would like to remind the Ministry of Coal/CIL that it is the statutory obligation of the Coal Companies to make canteen and shelter facilities available to workers at the workplace, which has not been followed in letter and spirit. The Committee, therefore, recommends that CIL and its subsidiaries must ensure that decent canteen facilities and shelters are made available to the workers at the workplace and there should be no discrimination in regular and contract workers for availing these facilities.

Action Taken

The subsidiaries of CIL have canteen facilities, rest rooms/shelters. While extending such facilities, no discrimination is made between regular & contractor's workers. At present there are 446 Canteens wherein tea, snacks & other refreshments are provided at subsidized

rate and 530 Rest Rooms/Shelters are also available at work places. However, efforts are being made to upgrade such canteens & rest shelters by providing more amenities.

[Ministry of Coal O.M. No. 54012/5/2014-PRIW II dated 14.10.2014]

CONTRACTING BUSINESS BY TRADE UNION LEADERS TO BE CHECKED

Recommendation (Sl. No. 10)

The Committee take note of the repeated complaints and deep concerns over practice and monopoly of Trade Union leaders resorting to taking on contracting business in their own hand in coal mining areas, especially in Jharkhand and thus controlling and many a times exploiting the contract workers. It is often alleged that most of the trade union leaders have a close nexus with other contractors too and take a heavy share of profit out of contract workers wages in their pocket to whom they hire on job. They have their own commercial interests and are least concerned with workers interests. The Committee also came across the complaints regarding non-holding of elections in many of the Trade Unions and monopoly of the same set of leaders getting elected as worker's representatives riding on their money power and their crucial links. The Committee, therefore, recommends that Ministry of Coal and CIL should put in place a mechanism to put a check on the practice of Trade Union leaders resorting to contracting business because it comes as a clear conflict of interest of Trade Union leaders *vis-à-vis* contract workers interests. Also, some rule or guideline may be issued to the registered Trade Unions of CIL to hold regular elections for electing worker's representatives in a fair and transparent manner.

Action Taken

CIL informed that contracts are awarded through Notice Inviting Tender (NIT) and mechanism has already been developed for awarding the contract *i.e.* screening of the tender documents with regard to eligibility, by a Committee and based on the recommendations of the Committee, the works were awarded. Further, most of the trade union leaders at the subsidiaries are employees of CIL and in order to check such activity (contracting business), an affidavit is taken from the contract workers to the effect that they are not related to any employee of the respective subsidiary. So far as holding of an election by registered trade union is concerned, it is regulated as per the Bye-laws/Rules framed by Trade Union concerned.

[Ministry of Coal O.M. No. 54012/5/2014-PRIW II dated 14.10.2014]

LOCAL PEOPLE TO BE GIVEN PREFERENCE IN OUTSOURCING WORK

Recommendation (Sl. No. 11)

The Committee observes that in many of the jobs/activities outsourced by CIL and its subsidiaries to outside agencies, the local people are not given preference while employing workers on contract job. The outsourced companies in coal mine areas often employ workers from outside at their own terms and conditions at cheaper wage rates. The Committee, feel that the local people or the land oustees have the first right to get opportunity in outsourced activities in local mining areas. The Committee, therefore, recommend that CIL and its subsidiaries should ensure that local people be given preference while employing contract workers in mining, non-mining and other outsourcing activities.

Action Taken

Most of the contractors' workers engaged in non-mining, civil and other peripheral jobs are from the local population. However, in outsourcing jobs like overburden removal, transportation of Coal and other mining activities, as per the Notice Inviting Tender (NIT) the Contractor concerned has to engage his permanent employees, as these jobs are in the prohibited category u/s 10 of CL (R&A) Act, 1970.

[Ministry of Coal O.M. No. 54012/5/2014-PRIW II dated 14.10.2014]

INHABITABLE QUARTERS IN DILAPIDATED CONDITION BE RECONSTRUCTED/DEMOLISHED

Recommendation (Sl. Nos. 12 and 13)

The Committee observe that housing facilities for regular employees of CIL are existing but the same are not available to all the workers. The worker's representatives have submitted that the new colonies which have been constructed recently are in good condition, but the quarters of ECL and BCCL are not good. In fact, most of the old colonies are in dilapidated conditions. The Committee were apprised that the quarters of ECL are inhabitable and lie in poor condition. Also, for people living in Raniganj, and in quarters along side railway tracks from Dhanbad to Asansol, though the quarters are constructed but they are in inhabitable conditions. The area where quarters are constructed are full of coal dust, dirt and pollution. The Committee further note that CIL has not constructed enough new quarters for workers in the last 20 years. The Committee express their deep concern to the facts and observations that the inhabitable houses in dilapidated condition in many coal mine areas of CIL and its subsidiaries which have either been lying vacant or have been abandoned have become

den/hub for criminals and anti-social elements. The criminals often stay overnight there and the workers families staying there in nearby quarters often fear to venture outside in night. The Committee, therefore, strongly recommend that such quarters in dilapidated conditions be either demolished immediately so as to throw out criminals staying there or should be reconstructed to benefit the workers.

The Committee observe that particularly in ECL and BCCL, the quarters are old and in bad condition. The Committee therefore recommend that the management should demolish the old quarters and make new buildings for workers.

Action Taken

There are 3,99,354 quarters available for manpower of 3,46,638 of CIL as on 30.06.2014 which shows 100% satisfaction in housing. Out of the total number of quarters, 3,14,982 quarters are standard ones and 84,372 quarters are non-standard ones.

The renovation of existing old quarters has already been taken up in a phased manner. Moreover, the quarters, which are in dilapidated and uninhabitable condition, are being demolished phase-wise and new residential quarters are being constructed.

[Ministry of Coal O.M. No. 54012/5/2014-PRIW II dated 14.10.2014]

OVERHAULING AND REJIG OF DEPARTMENT OF PERSONNEL

Recommendation (Sl. No. 16)

The Committee observe that though top management of CIL and its subsidiaries seem to be sincere and honest towards welfare of the workers, the major problem as regards various grievances, service conditions, social security benefits and other welfare measures are directly concerned with the mismanagement, mishandling, non-sincerity and callous attitude of the Department of Personnel of CIL and its subsidiaries in lower levels. It seems like all the good work, initiatives, welfare measures taken by CIL top management for the benefit of its employees are spoiled and made to bite dust by the callousness of officials of Department of Personnel in lower levels. The Committee feel that Department of Personnel of CIL and its subsidiaries are playing with the image and reputation of CIL which is a schedule 'A', Maharatna Company. The Committee therefore, recommend that there is an urgent need to overhaul and rejig the Department of Personnel in CIL and all its subsidiaries. A more dedicated, committed, sincere and honest team of officers should be deputed there for the larger welfare and benefits of employees.

Action Taken

Coal India Limited has stated that the Personnel Department of CIL and its subsidiaries have a dedicated team of Executives who are working for effective implementation of various welfare schemes in the company, ensuring that various social security benefits reach the employees and their families. It is worthwhile to mention that subsidiaries of Coal India Ltd. are spread over 8 States with manpower above 3.42 lakhs resulting in various kinds of disputes/grievances. The Personnel Division has always been coming forward to resolve these disputes/grievances of employees in bilateral negotiations and individual grievances of the employees, too, are also addressed on priority basis. This Ministry is also reviewing the grievances to ensure timely redressal of the same.

[Ministry of Coal O.M. No. 54012/5/2014-PRIW II dated 14.10.2014]

COMPENSATION FOR ACCIDENTAL DEATHS OF CONTRACT WORKERS BE INCREASED

Recommendation (Sl. No. 17)

The Committee observe that there are huge differences and distinctions as regards compensation to regular workers and contract workers during accidental deaths, disabilities or injuries at workplace. The Committee have been informed by CIL management that they are governed by workmen compensation Act in the compensation matters of their regular workers and it is also legally binding upon them. But in the case of contract workers, the compensation depends on the contractor as per their contract with CIL. Some of the contractors pay accordingly to their own negotiation between their unions and them outside the Act. The Committee are deeply concerned with the inadequate compensation to contract workers during accidental deaths and find that as much as 50% of the workers who died during mining accidents are contract workers, but they have been left at the mercy of the contractors. The Committee, therefore strongly recommend that Ministry of Coal and CIL management should take appropriate measures so as to ensure that the amount of compensation to the contract workers are paid, as far as possible at par with the regular company workers. The Committee would like to be apprised of the steps/initiatives take by CIL in this regard.

Action Taken

CIL has informed that Compensation is paid in the subsidiaries of CIL, to the legal dependents of contractor workers as per Employees Compensation Act at par with the permanent employees. To ensure

payment of such compensation to the dependents of contractor workers, there is a clause in the Notice Inviting Tender (NIT) to adhere to the provision of all the statutory laws applicable to the contractors. In addition to that, the Site In-charge of the workplace ensures the payment of such compensation.

[Ministry of Coal O.M. No. 54012/5/2014-PRIW II dated 14.10.2014]

MEDICAL REFERRAL AND HEALTH FACILITIES

Recommendation (Sl. No. 18)

The Committee take note that the diseases/treatment covered under medical facilities to the workers are very limited. There are many treatments and diseases for which the medical facilities are not available in CIL hospitals/dispensaries. Also, there have been repeated complaints that the medical referral service in CIL hospitals is not good. The Committee also observe that even at the places where CIL hospitals are available, the doctors, nurses, specialists and ICCU facilities are not available on time. There is also an apathy as regards medical treatment of contract workers in CIL hospitals and dispensaries. The Committee, therefore recommend that the list of diseases/treatments covered under the medical benefits should be enlarged and it should be ensured that adequate number of doctors, specialist and ICCU facilities are available on time in all the CIL hospitals for the benefit of workers including contract workers. The medical referral service also needs to be improved and made more feasible.

Action Taken

CIL informed that there was no restriction in treatment of any disease for employees and their eligible dependents at companies' hospitals & dispensaries. Those patients who need treatment, usually not available at companies' hospitals/dispensaries are referred to hospitals empanelled with CIL and its subsidiaries. At present 215 reputed hospitals situated in different States are empanelled by the CIL & its subsidiaries for providing better healthcare facility to its workers.

In-house medical facilities available in CIL & its subsidiaries are as under:—

a. Hospitals	—	80
b. Dispensaries	—	398
c. Hospital beds	—	5739
d. Ambulance	—	642
e. Doctors	—	12239 including 339 specialists.

To assist in extension of medical facilities to employees effectively, Para-Medical staffs are also deployed in hospitals/dispensaries in adequate number. Medical care is also extended to the contractors' workers as available in CIL's hospitals/dispensaries.

[Ministry of Coal O.M. No. 54012/5/2014-PRIW II dated 14.10.2014]

Recommendation (Sl. No. 20)

There are inadequate arrangements for detecting occupational diseases/health hazards in both the nationalized and private coal companies. Most of the Pneumoconiosis cases are diagnosed as TB and the worker concerned are deprived of the proper treatment, rehabilitation and compensations. The Committee, therefore, strongly recommend that CIL management should accord top priority to the safety and security of the workers in coal mining and in this direction timely inspections, budgetary provisions, vigilance, security beef up and statutory compliances should be made compulsorily without any fail.

Action Taken

In the subsidiaries of CIL, Occupational Health Centers are functioning at each Area, looked after by Medical Officers trained in detecting Coal Workers Pneumoconiosis (CWP). A Pneumoconiosis Board is also functioning for confirming CWP cases and determining compensations. The medical examination of employees and contractors' workers are being done as per the recommendations of the 10th Safety Conference.

All possible measures are being adopted for safety in mines as well as the persons employed threat. All efforts are also made for implementation of the recommendations of various committees of Safety. The findings of the enquiries and deliberation of the same in the Safety Committee Meeting and at Pit Top are also ensured. All the provisions of Mines Act & Rules and Circulars issued there under in this regard are being complied with to ensure occupational safety at the work place. Rigorous inspections of the Mines are carried out by Senior Management, Trade Union Representatives and Pit Safety Committee to check and review the safety status and rectification of deficiencies, if any. Sufficient budgetary provisions are made on safety head every year.

[Ministry of Coal O.M. No. 54012/5/2014-PRIW II dated 14.10.2014]

TRAINING AND SKILL DEVELOPMENT

Recommendation (Sl. No. 21)

The Committee are of the opinion that training and skill development form an integral part of Human Resource Management of any organization. It lays foundation of skill/knowledge transmission, intellectual integrity and long term sustainability of an organization in today's competitive market. The Committee appreciate the regular training programmes arranged by CIL management for enriching the knowledge and fine tuning the skills further, but feel that there is further need and scope for improving and redesigning these training modules on the front of hiring specialist and expert trainers, giving the workers including contract workers greater exposure to advance technology in coal mining sector including operation of Heavy Earth Moving Machinery. The Committee would, therefore, like the CIL management to make training programmes more innovative and compulsory for all the staff at various levels after every 5-7 years and contract workers to enrich their skill further.

Action Taken

For improvement in production & productivity, CIL has always adopted modern techniques. Deployment of manpower on these modern machineries requires training as well as skill development of the existing employees. Therefore, each subsidiary has Human Resource Development Department (HRD Deptt.) to impart proper training to the employees. Contract workers are also being trained before their engagement on need basis. In addition to above, Compulsory vocational training as well as on job training is given to new incumbents.

[Ministry of Coal O.M. No. 54012/5/2014-PRIW II dated 14.10.2014]

CHAPTER III

OBSERVATIONS/RECOMMENDATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE IN VIEW OF THE GOVERNMENT'S REPLIES

WAGE REVISION FOR CONTRACT WORKERS AND UNIFORMITY IN MINIMUM WAGES

Recommendation (Sl. No. 3)

The Committee observe that after nationalization, a Bi-Partite Committee, known as JBCCI, was constituted consisting of the representatives of four Central Trade Unions namely, INTUC, AITUC, HMS & CITU and representatives of Management of Coal Industry on 14.08.1973 to negotiate National Coal Wage Agreement. The representative of BMS was included later on. Besides, law of the land applicable to the Workers of the Coal Industry, wages, dearness allowance, service conditions, fringe benefits, welfare, social securities, safety & others are decided under National Coal Wage Agreement (NCWA). First NCWA was signed on 11.12.1974 for the period of four years w.e.f. 01.01.1975. At present, NCWA-IX is in vogue for the period of 05 years w.e.f. 01.07.2011 till 30.06.2016. The Committee is, however, dismayed to note that there are huge variations as regards wage revision policy and revision of minimum wages between contract labourers and regular workers in CIL. The Committee note that the minimum wages to workers for coal mining was Rs. 472 for unskilled; Rs. 504 for semi-skilled; Rs. 536 for skilled, and Rs. 568 for highly skilled. But, contract labourers engaged in scheduled employment are getting minimum wages as per rates prescribed for the state. The contract workers deployed in the job relating to mining activities as mentioned under Section 2(h), (g), (k) of Mines Act-1952 including washery, CHP and Railway sliding, are being paid mid-way between the wages prescribed by the Central Govt. under Minimum wages Act, 1948 and wages payable to Cat.-I of National Coal Wage Agreement-IX. The wages for contract workers varies from state to state for non-mining jobs. It was Rs. 294 in West Bengal, Rs. 211 in Jharkhand, Rs. 190 in Chhattisgarh and M.P. and Rs. 160 in Odisha. The Committee, therefore observe huge variations in minimum wages for the contract workers in different states. The Committee also feel that the minimum wages for contract workers prevailing in many of the states is very low and not sufficient for a decent living. The Committee recommend that the wages of contract labourers should be nearer to the minimum wages

for unskilled workers of Coal India and its subsidiaries. The Committee observes that the contract labourers who are working for more than 5 years at a stretch, the Coal India and its subsidiaries should absorb them by forming a scheme.

Action Taken

The formula of mid-way wages between the wages prescribed by the Central Government under Minimum Wages Act 1948 for the workers employed in scheduled employment to non-coal mines and wage payable to the lowest category of regular workers of CIL *i.e.* Category I of National Coal Wage Agreement (NCWA)-IX to arrive at minimum wages of the contract workers deployed in jobs relating to mining activities as mentioned under Section 2(h), (g), (k) of Mines Act 1952 including Washeries, CHP and Railway Sliding is already in operation. Every six months, D.A. notified by the Government for non-coal mines contract workers is merged with the amount so derived.

The resulting minimum wages are applicable with effect from 01.10.2013 are as under:—

Un-skilled	:	Rs. 478/- per day
Semi-skilled	:	Rs. 511/- per day
Supervisor/Skilled	:	Rs. 544/- per day
Highly skilled	:	Rs. 577/- per day

The observation of the Committee in regard to huge variation in minimum wages for scheduled employment in different States is the subject matter of State Governments concerned. As regards observation of the Committee for formation of a scheme for absorption of contract labourers who are working for more than five years at a stretch, it is submitted that it is neither feasible nor legally tenable as no such contract for engaging such workers has continued for more than five years at a stretch.

[Ministry of Coal O.M. No. 54012/5/2014-PRIW II dated 14.10.2014]

REGULARIZATION OF CONTRACT WORKERS

Recommendation (Sl. No. 15)

The Committee observe that there are a large number of contract workers in various coal mines in CIL and its subsidiaries working for more than 10 to 20 years, but still they are not getting job protection

or other service benefits as are entitled to regular employees. Such workers still after working for so long period are still struggling to get minimum wages and other social security benefits. The situation is even worse in Dankuni Coal Complex where despite repeated demands by such contract workers for regularization of their jobs in CIL is not being considered. The Committee are deeply concerned with the plight and struggle of such contract workers working in coal mining and other activities in CIL for a period of more than 10 years. The Committee, therefore, strongly recommend that the contract workers who have been working in CIL for more than 10 to 15 years continuously and have good experience may be given a sympathetic consideration for regularization of their jobs in services.

Action Taken

Coal India Limited has informed that regularization of contract workers after working 10-15 years continuously is not feasible or legally tenable. However, efforts are being made to provide all applicable social security benefits.

[Ministry of Coal O.M. No. 54012/5/2014-PRIW II dated 14.10.2014]

CHAPTER IV

**OBSERVATIONS/RECOMMENDATIONS IN RESPECT OF WHICH REPLIES OF
THE GOVERNMENT HAVE NOT BEEN ACCEPTED BY THE COMMITTEE**

IMPLEMENTATION OF LABOUR LAWS IN PRIVATE COAL BLOCKS

Recommendation (Sl. No. 5)

In the captive coal blocks regime, today, the Committee observe that the Ministry of Coal have allocated many of the coal blocks to private companies for development and production of coal. Out of total 218 coal blocks allocated, a majority share of blocks has gone to private companies. The Committee are very much concerned about the regulation and implementation of labour laws by the Ministry of Coal in such private coal blocks. The Ministry have assured the Committee about their responsibility and legal obligation towards maintaining legal standards and ensuring implementation of labour laws and minimum wages to regular employees and contract workers in coal mining and other activities in coal mines/coal blocks operated by CIL and its subsidiaries, which the Committee is appreciative of. But, the Committee strongly feel that Ministry of Coal should in coordination with Ministry of labour must establish and develop an enforcement and regulatory machinery to ensure that all labour laws are being observed with regard to payment of minimum wages, provident fund, accidental compensation, social security measures and other welfare provisions to all the workers including contract labours in private coal blocks/mines without violation.

Action Taken

All the captive coal blocks that have come under production have been brought under Coal Mines Provident Fund and Miscellaneous Provision Act, 1948 and list of all such producing coal blocks indicating jurisdiction of Regional offices has been uploaded on the website of CMPFO. With regard to enforcement and regulation of labour laws, it is submitted that it is obligatory on the part of private coal companies to comply with all applicable labour laws. The field establishment of Ministry of Labour and Employment and State Governments already exists to ensure the compliance of payment of minimum wages, accidental compensation and other welfare provisions.

[Ministry of Coal O.M. No. 54012/5/2014-PRIW II dated 14.10.2014]

Comments of the Committee

(Please see Para 10 of Chapter I of the Report)

FILLING OF BACKLOG VACANCIES OF SC'S/ST'S

Recommendation (Sl. No. 14)

The Committee note that there are many backlog vacancies in CIL and its subsidiaries for SC/ST's which are lying unfilled. The Committee find that there is a backlog of nearly 585 vacancies for SC's and 646 for ST's in Group A, B, C and D services as on 01.01.2013 in CIL and its subsidiaries. As CIL has offered no explanation or reason as regards non-filling of this backlog quota for these communities, the Committee, recommend that CIL management should review the process of filling up of the backlog quota for SCs/ST's at different levels/positions in services as a part of ensuring their greater representation and their overall welfare.

Action Taken

Filling up backlog vacancies of SC/ST's through direct recruitment is a continuous process. The position is being reviewed and all the subsidiaries of CIL are resorting to direct recruitment as per their requirement for backlog vacancies of SCs/ST's also.

[Ministry of Coal O.M. No. 54012/5/2014-PRIW II dated 14.10.2014]

Comments of the Committee

(Please see Para 16 of Chapter I of the Report)

ACCIDENT IN COAL MINES

Recommendation (Sl. No. 19)

The Committee are deeply concerned about the safety of workers engaged in coal mining and other activities in CIL. The Committee observe that the safety condition of the mines, both in underground and surface, are a grey area and need improvement. The recent incidents of deaths of many villagers in coal dumping site in Mahanadi Coal fields Ltd. should be an eye opener for CIL management. The Committee note that the role of DGMS and such other statutory authorities are getting dwarfed due to dearth of manpower, lack of proper inspection and various other reasons. Want of Statutory manpower, deficiency in utilization of budgetary provision for safety, violation of safety provision due to increase in target production, illegal mining in abandoned mines are the prime reasons for accidents. What is even more worrying and deplorable is that safety condition in

privately managed companies is miserable and even reporting of accidents is often evaded by them. The Committee would like to be apprised of the steps taken by Ministry of Coal, CIL and DGMS to ensure non-repetition of accident like Mahanadi Coal Fields Ltd. and the penal action taken against all those responsible and found guilty for the accident.

Action Taken

In the subsidiaries of CIL, efforts are being made to improve and ensure safety in mines as well as for persons employed there at. To prevent recurrence of accidents all the recommendations of the enquiry committee are implemented. Workers are being trained as per the need to make them aware of the new technologies and methods of working with due consideration to safety norms. Regular and surprise inspections are being carried out by senior officers of the company and DGMS in addition to routine inspection carried out by mine and area officials. The suggestions given to them to ensure safety and stability are being implemented.

All the provision of Mines Act, 1952, Rules and Regulations and Circulars issued by DGMS from time to time, in this regard, are being complied with to ensure occupational safety of the employees/workers at their workplaces. Safety gadgets are also provided to the employees/workers at free of cost.

There is a Tri-partite Safety Board consisting of representatives of management, representatives of workers and representatives of Director General of Mines Safety (DGMS) for taking decisions in the matter of safety measures. Such Safety Board functions in addition to the Pit Safety Committee and Area Safety Committee functioning in the mine of the subsidiary in which representatives of workers and management take decision jointly, as per the statutory provisions.

[Ministry of Coal O.M. No. 54012/5/2014-PRIW II dated 14.10.2014]

Comments of the Committee

(Please see Para 19 of Chapter I of the Report)

CHAPTER V

OBSERVATIONS/RECOMMENDATIONS IN RESPECT OF WHICH FINAL REPLIES OF THE GOVERNMENT ARE STILL AWAITED

CHILD CARE LEAVE TO WOMEN EMPLOYEES

Recommendation (Sl. No. 7)

The Committee observe that there is a discrimination as regards extending Child Care Leave to women in Coal India Ltd., wherein the women at executive positions are entitled for availing it, but the same have been denied to the women at non-executive positions. The Committee fail to understand the logic and criteria behind such distinction between women at executive and non-executive position. The committee feel that non-extension of Child Care Leave to women at non-executive positions is a matter of discrimination to them. A woman is a woman and child-care is simply child care, irrespective of any categorization, class, caste or distinction. If it is being granted to one section of women employees, there is no reason as to why it cannot be granted to other regular women employees. The Committee therefore, strongly recommend that CIL Management should extend the benefit of Child Care Leaves to all regular women employees without any distinction of their executive or non-executive position.

Action Taken

The recommendation of the Committee to extend the benefit of Child Care Leave to all the women employees without any distinction of executive or non-executive positions is under deliberation and consideration.

[Ministry of Coal O.M. No. 54012/5/2014-PRIW II dated 14.10.2014]

JOB CARD AND SALARY ACCOUNT FOR CONTRACT WORKERS

Recommendation (Sl. No. 8)

The Committee observe that most of the contract workers engaged in mining, non-mining or other outsourcing jobs do not have any job card unlike MGNREGA labourers, and neither do they have any bank account number for salary transfer. The Committee take a serious note of the cash payment to contract workers for their work and strongly

feel that this is the breeding ground for corruption, malpractices and exploitation as regards payment of minimum wages to them. The cash payment to contract workers not only goes unaccounted but makes way for a non-transparent and manipulative administrative system. The Committee, therefore, strongly recommend that Ministry of Coal/ CIL should ensure that all contract workers have their job card and all payments as regards their wages should be directly transferred in their bank account. It should be made mandatory for all contractors to make payment to the workers through cheque or bank account only. This will be very helpful in keeping record of all wage transactions and putting a check of any violation of minimum wages or delayed payments to workers. The Committee would like to be apprised of action taken in this regard by Ministry of Coal/CIL.

Action Taken

Coal India Ltd. has advised its subsidiaries to ensure that the Contract Workers are provided with Identity Cards and proper records kept. Efforts have been made for ensuring payment of salary to Contract Workers through Bank. The High Power Committee has also recommended the payment to Contract Workers through Bank and necessary instructions have been given for implementation of the above recommendation.

[Ministry of Coal O.M. No. 54012/5/2014-PRIW II dated 14.10.2014]

Comments of the Committee

(Please see Para 13 of Chapter I of the Report)

NEW DELHI;
19 December, 2014
28 Agrahayana, 1936 (Saka)

RAKESH SINGH,
Chairperson,
Standing Committee on
Coal and Steel.

ANNEXURE I

MINUTES OF THE SITTING OF THE STANDING COMMITTEE ON COAL
AND STEEL HELD ON 19 DECEMBER, 2014 IN ROOM 'C', GROUND
FLOOR, PARLIAMENT HOUSE ANNEXE, NEW DELHI

The Committee sat from 1500 hrs. to 1600 hrs.

PRESENT

Shri Rakesh Singh — *Chairperson*

MEMBERS

Lok Sabha

2. Shri A. Arunmozhithevan
3. Shri Kalyan Banerjee
4. Smt. Jyoti Dhurve
5. Shri Faggan Singh Kulaste
6. Shri Godam Nagesh
7. Shri Devji M. Patel
8. Smt. Riti Pathak
9. Smt. Ranjit Ranjan
10. Shri Neiphiu Rio
11. Shri Tathagata Satpathy
12. Shri Janardan Singh "Sigriwal"
13. Shri Pashupati Nath Singh
14. Shri Rama Kishore Singh

Rajya Sabha

15. Shri Sanjay Raut
16. Shri Nand Kumar Sai

SECRETARIAT

1. Shri Shiv Singh — *Joint Secretary*
2. Shri Arvind Sharma — *Additional Director*
3. Ms. Miranda Ingudam — *Under Secretary*

2. At the outset, Chairman welcomed the Members to the sitting of the Committee.

3. The Committee thereafter took up for consideration the following Draft Reports:—

- | | | | | | |
|-------|---|----|----|----|----|
| (i) | ** | ** | ** | ** | ** |
| (ii) | ** | ** | ** | ** | ** |
| (iii) | ** | ** | ** | ** | ** |
| (iv) | Draft Action Taken Report on 50th Report (15th Lok Sabha) on the subject “Service conditions of workers including contract workers in Coal India Limited and its Subsidiaries” of the Ministry of Coal; | | | | |
| (v) | ** | ** | ** | ** | ** |
| (vi) | ** | ** | ** | ** | ** |

4. The Committee adopted the Reports without any changes/modifications. The Committee then authorized the Chairman to finalise the Reports on the basis of factual verification from the concerned Ministry and present the same to both the Houses of Parliament.

The Committee then adjourned.

**Do not pertain to this Report.

ANNEXURE II

(Vide Para IV of Introduction)

ANALYSIS OF ACTION TAKEN BY THE GOVERNMENT ON THE
OBSERVATIONS/RECOMMENDATIONS CONTAINED IN THE
FIFTIETH REPORT (FIFTEENTH LOK SABHA) OF THE
STANDING COMMITTEE ON COAL AND STEEL

I. Total No. of Recommendations made	21
II. Recommendations that have been accepted by the Government	
(vide recommendation at Sl. Nos. 1, 2, 4, 6, 9, 10, 11, 12, 13, 16, 17, 18, 20 and 21)	14
Percentage of total	66.67%
III. Recommendations which the Committee do not desire to pursue in view of the Government's replies	
(vide Recommendation at Sl. No. 3 and 15)	02
Percentage of total	9.52%
IV. Recommendations in respect of which replies of the Government have not been accepted by the Committee	
(vide recommendation at Sl. Nos. 5, 14 and 19)	03
Percentage of total	14.29%
V. Recommendations in respect of which final replies of the Government are still awaited	
(vide recommendation Sl. Nos. 7 & 8)	02
Percentage of total	9.52%

