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**COMMITTEE ON WELFARE OF  
OTHER BACKWARD CLASSES  
(2019-20)**

**(SEVENTEENTH LOK SABHA)**

**MINISTRY OF COAL**

**“Measures undertaken to secure representation of OBCs in  
employment and for their welfare in Coal India Ltd. (CIL),  
Northern Coalfields Limited (NCL) and South Eastern Coalfields  
Limited (SECL)”**

**THIRD REPORT**



सत्यमेव जयते

**LOK SABHA SECRETARIAT**

**NEW DELHI**

*March, 2020/Chaitra, 1942 (Saka)*

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Presented to Hon’ble Speaker on 13<sup>th</sup> June, 2020



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NEW DELHI**

*March, 2020/Chaitra, 1942 (Saka)*

**C.O.OBC No. 35**

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**COMPOSITION OF THE COMMITTEE ON WELFARE OF OBCs (2019-20)**

**SHRI GANESH SINGH- CHAIRPERSON**

**MEMBERS**

**LOK SABHA**

2. Shri Ramesh Bidhuri
3. Shri S. Jagathrakshakan
4. Smt S. Jothimani
5. Shri Dileshwar Kamait
6. Smt. Raksha Nikhil Khadse
7. Shri Bandi Sanjay Kumar
8. Shri Sadashiv Kisan Lokhande
9. Dr. (Smt.) Pritam Gopinathrao Munde
10. Shri Balak Nath
11. Shri Ajay Nishad
12. Dr. Sanghamitra Maurya
13. Shri Parbhatbhai Savabhai Patel
14. Shri Kapil Moreshwar Patil
15. Shri Mahesh Sahoo
16. Shri Sanjay Seth
17. Shri Ram Shiromani
18. Shri K. Sudhakaran
19. Shri Rajesh Verma
20. Shri Ashok Kumar Yadav

**RAJYA SABHA**

21. Shri Ram Narain Dudi
22. Shri T.K.S. Elangovan
23. Shri B.K. Hariprasad
24. Shri Vishambhar Prasad Nishad
25. Dr. Banda Prakash
26. Shri K.K Ragesh
27. Smt. Vijila Sathyananth
28. Shri Ram Nath Thakur
29. Smt. Chhaya Verma
30. Shri Harnath Singh Yadav

## SECRETARIAT

- |    |                     |   |                             |
|----|---------------------|---|-----------------------------|
| 1. | Smt Anita B. Panda  | - | Joint Secretary             |
| 2. | Shri Kusal Sarkar   | - | Director                    |
| 3. | Shri Md. Aftab Alam | - | Additional Director         |
| 4. | Shri Janmesh Singh  | - | Deputy Secretary            |
| 5. | Ms. Suvaiba Shaikh  | - | Assistant Executive Officer |

## **INTRODUCTION**

I, the Chairperson, Committee on Welfare of Other Backward Classes (2019-20) having been authorised by the Committee to present the Report on their behalf, do present this Third Report on “Measures undertaken to secure representation of OBCs in employment and for their welfare in Coal India Ltd. (CIL), Northern Coalfields Limited (NCL) and South Eastern Coalfields Limited (SECL)’ pertaining to the Ministry of Coal.

2. The Committee took evidence of the representatives of the Ministry of Coal and Coal India Ltd. (CIL), Northern Coalfields Limited (NCL) and South Eastern Coalfields Limited (SECL) on 25<sup>th</sup> October, 2019 and 19<sup>th</sup> November, 2019. The Committee would like to express thanks to the representatives of Ministry of Coal, Coal India Ltd. (CIL), Northern Coalfields Limited (NCL) and South Eastern Coalfields Limited (SECL) for tendering evidence before them and furnishing the requisite information in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee at their sitting held on 19<sup>th</sup> March, 2020.

4. The Committee place on record their appreciation for the valuable assistance rendered to them by the Committee Secretariat.

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

**NEW DELHI;**  
**23<sup>rd</sup> March, 2020**  
**3 Chaitra, 1942 (Saka)**

**GANESH SINGH,**  
**Chairperson,**  
**Committee on Welfare of OBCs**



## **PART I**

### **CHAPTER I**

#### **INTRODUCTORY**

Coal being the most crucial source of energy of the country, it was considered necessary to expedite the development and modernisation of the coal industry in the First Five Year Plan. In 1951 the Working Party for the coal Industry was set up which included representatives of coal industry, labour unions and Government which suggested the amalgamation of small and fragmented producing units. Thus, the idea for a nationalized unified coal sector was born. Integrated planning in coal mining is a post-independence phenomenon. National Coal Development Corporation was formed with 11 collieries with the task of exploring new coalfields and expediting development of new coal mines. Later in pursuance of the nationalisation policy of the Government of India, the Coal India Limited (CIL) came into being in November 1975. With a modest production of 79 Million Tonnes (MTs) at the year of its inception CIL today is the single largest coal producer in the world and one of the largest corporate employer. Operating through 83 mining areas and spread over eight (8) provincial States of India, CIL being a Maharatna company is an apex body with 7 wholly owned coal producing subsidiaries and 1 mine planning and consultancy company. CIL also manages various establishments like workshops, hospitals etc. and also owns 27 training institutes and 76 Vocational Training Institutes. Indian Institute of Coal Management (IICM), a state-of-the-art management training institute conducts multi-disciplinary management development programmes and is also operated by CIL.

1.2 CIL produces around 83% of India's overall coal production in India where approximately 57% of primary commercial energy is coal dependent. CIL alone meets 40% of this primary commercial energy requirement. The share of coal is expected to remain high at 48-54% till 2040. CIL also accounts for 76% of total thermal power generating capacity of the Utility sector. While supplying coal at prices discounted to international prices, the company also insulates Indian coal consumers against price volatility in international market thereby making the end user industry globally competitive.

(i)

1.3 At present, Coal India is a holding company with seven wholly owned coal producing subsidiary companies, one mine planning & consultancy company and one overseas subsidiary company named 'Coal India Africana Limitada' in Mozambique as given below:-

1. The Eastern Coalfields Limited (ECL)
2. The Bharat Coking Coal Limited (BCCL)
3. The Central Coalfields Limited (CCL)
4. The Western Coalfields Limited (WCL)
5. Northern Coalfields Limited (NCL)
6. South Eastern Coalfields Limited (SECL)
7. Mahanadi Coalfields Limited(MCL)
8. The Central Mine Planning & Design Institute Limited (CMPDIL)
9. Coal India Africana Limitada, Mozambique

North Eastern Coalfields (NEC) a small coal producing unit operating in Margherita, Assam is under direct operational control of CIL.

1.4 In connection with the examination of the subject "Measures undertaken to secure representation of OBCs in employment and for their welfare in Coal India Ltd. (CIL), Northern Coalfields Ltd. (NCL) and South-Eastern Coalfields Ltd. (SECL)", the Committee obtained Background Note/written replies and took oral evidence of the representatives of the Ministry of Coal, CIL, NCL and SECL. They also undertook Study Visit to Mumbai and interacted with the representatives of the OBC office bearers of All India SC/ST/OBC Employees Co-ordination Council. The Committee also held informal discussion with the officials of Ministry of Coal, CIL, NCL and SECL regarding measures undertaken to secure representation of OBCs in recruitment and for their welfare. Based on the written submissions and oral depositions of the representatives of the Ministry of Coal, CIL, NCL and SECL and inputs gathered during the Study Visit, the Committee have examined the subject in detail as enumerated in the succeeding paragraphs.

## **ORGANISATIONAL SET UP**

### **Coal India Limited (CIL)**

1.5 Coal India Limited (CIL), the holding Company with headquarters in Kolkata, is headed by a Chairman-cum-Managing Director. He is assisted by four Functional Directors, namely, Director (Technical), Director (Personnel and Industrial Relations), Director (Finance) and Director (Marketing). Each Subsidiary Company of CIL has its own Board of Directors headed by a Chairman-cum-Managing Director. In addition, there are four functional Directors in each of the seven production companies. In addition, part-time or nominee Directors on the Board of CIL and its subsidiary companies, are appointed in accordance with the Articles of Association of the Company and Government guidelines prescribed in this regard from time to time.

### **Northern Coalfields Limited (NCL)**

1.6 NCL is headquartered in Singrauli district of Madhya Pradesh. The company operates through its 10 highly mechanized opencast mines. The NCL having abundant resource of power grade coal, supplies more than 90% of its produced coal to the nearby pithead thermal power plants including India's largest thermal power station - NTPC Vindhyachal Super Thermal Power Project.

1.7 NCL is an ISO 14001, ISO 9001 and OHSAS 18001 company with state-of-the-art technological infrastructure and facilities like Belt Pipe Conveyor (BPC) for coal transportation, GPS based Operator Independent Truck Dispatch System (OITDS) and modern CHP (Coal Handling Plants). The Universal Simulator installed in its in-house training center is one of its kinds in Indian coal industry.

1.8 NCL produced 101.50 MT in 2018-19, approx. 14% of the total coal production of India, and dispatched 100.66 MT of coal. The targets for coal production in 2019-20 and 2020-21 are 106.25 MT and 110.50 MT, respectively. The coal supply from NCL has made it possible to produce about 10515 MW of electricity from pithead power plants having power generation of 13295 MW. In addition, NCL is also supplying coal to power plants of Rajasthan Rajya Vidyut Utpadan Nigam Ltd, Delhi Vidyut Board (DVB), Haryana State Electricity Board, Lanco, Adani Power etc.

1.9 The organisational chart of NCL is given at **Annexure-I**.

### **South Eastern Coalfields Limited (SECL)**

1.10 South Eastern Coalfields Limited (SECL) was incorporated on 28.11.1985 with the objective to acquire and take over business of the Bilaspur division of Western Coalfields & the Talcher division of Central Coalfields limited. SECL is a Schedule-B Mini-ratna CPSE in the coal & lignite sector. It is one of the eight subsidiaries of Coal India Limited under the Ministry of Coal having registered Corporate Office at Bilaspur, Chhattisgarh.

1.11 South Eastern Coalfields Limited (SECL) is single largest Coal producing Company of India, with 157.35 MT of coal production in 2018-19. Coal reserves of SECL are spread over the States of Chhattisgarh & Madhya Pradesh and the Company is operating 70 mines (43 mines in CG & 27 mines in MP).

1.12 The organisational structure of SECL is given at **Annexure-II**.

## CHAPTER - II

### REPRESENTATION OF OTHER BACKWARD CLASSES IN COAL INDIA LIMITED(CIL), NORTHERN COALFIELDS LIMITED(NCL) AND SOUTH EASTERN COALFIELDS LIMITED (SECL)

#### Coal India Limited (CIL)

2.1 Coal India Limited(CIL) is a holding company with seven wholly owned coal producing subsidiary companies under it and one planning and design company. As per the information furnished to the Committee, the representation of OBCs in the workforce of CIL as a whole (from 1.1.2005 till 1.1.2019) is as under:-

Year	Total Employees	Total OBCs	% of OBCs
1.1.2019	288687	62538	21.66
1.1.2018	302006	69183	22.91
1.1.2017	313809	78354	24.97
1.1.2016	326032	77820	23.87
1.1.2015	336675	78193	23.23
1.1.2014	350188	78542	22.43
1.1.2013	361348	64222	17.77
1.1.2012	374650	65783	17.56
1.1.2011	386530	67186	17.38
1.1.2010	401510	69403	17.29
1.1.2009	415488	75874	18.26
1.1.2008	429507	102468	23.86
1.1.2007	443128	103416	23.34
1.1.2006	457108	105481	23.08
1.1.2005	473707	110539	23.33

2.2 On being asked about the reasons for the decrease in the number of OBC employees from 2005 to 2019, the CIL through a written reply submitted as under:-

“Reduction in manpower (including OBCs) is mainly due to retirement, death and resignation. Though recruitment are also done, the number is less due to change in technology and advanced methods used in mining and other works.”

2.3 The reply further clarified that:-

“It is not a fact that contract workers are engaged through contractors against these vacant positions. The outsourcing of works have mostly been in new projects where the equipment are also brought by the outsourced agency.”

2.4 Group-wise Representation of OBCs in the workforce of CIL as a whole (as on 01.01.2019) is as follows:-

Group	Representation of OBCs		Percentage of OBC
	Total no. of employees	OBCs	
A	15543	2329	14.98
B	20524	4476	21.81
C	146253	34499	23.59
D	106367	21234	19.96
Total	<b>2,88,687</b>	<b>62,538</b>	<b>21.66*</b>
*The Reservation of OBC was effective from 08.09.1993. Some of those who are on roll of the company and had joined prior to 1993, have not submitted/ declared OBC certificates.			

2.5 On being asked about the reasons for low percentage of OBCs in Group-A against the prescribed 27%, the CIL through a written reply submitted as under:-

“The recruitment of OBCs in Group A posts after 1993 has been 27% but for the shortfall, vacancies are to be filled in next recruitment cycle. The figure of 14.98% was arrived at considering the executives on roll as on 01.01.2019 including those recruited prior to 1993 and those promoted to executive cadre from non-executive cadre where reservation of OBC are not mandated.”

2.6 On this issue, the CMD, Coal India Limited, during the course of evidence on 25 October, 2019 made following deposition before the Committee:-

“01.01.2019 के मुताबिक हमारा ओबीसी का जो 14.98 प्रतिशत का आंकड़ा है, हमने अभी एक एक्सर्सर्वाइज करवायी है, जिसमें वर्ष 2007 से लेकर अब तक के आंकड़े हमारे पास मौजूद हैं। हम लोगों ने वर्ष 2007 से लेकर वर्ष 2019 तक 9,800 एग्जिक्यूटिव्स का अपाइंटमेंट किया है। उसमें 26.4 परसेंट ओबीसी हैं। वर्ष 2007 के पहले का अभी मेरे पास आँकड़ा नहीं है लेकिन वर्ष 2007 से 2019 के बीच में जो टोटल अपाइंटमेंट है, उसमें यह आँकड़ा 26.4 परसेंट का है। हम लोग यह एन्शोर करते हैं कि जो कुछ बैक-लॉग वैकेंसीज बच जाएं, उसको अगले साल में हम लोग फुलफिल कर लें। वर्ष 2019 में हम लोगों ने 528 डॉक्टरों के अपाइंटमेंट के लिए एडवर्टाइज किया था, उसमें अभी केवल 286 डॉक्टरों ने जॉइन किया है। जब ये पूरे लोग जॉइन कर लेंगे तो हम आपको कम्पलीट जानकारी देने की पॉजिशन में होंगे कि उसमें कितने ओबीसी हैं।”

2.7 Further elaborating on the break-up of the executives belonging to OBC category, the CIL furnished the following data:-

Total Executives	Recruited prior to 1993	Non-Executive to Executive promotees	Net Executives through direct recruitment	Total OBC Executives on roll recruited since 1993	OBC Executives on own merit	Net OBC Executives	Percentage of OBC Executives out of direct recruitment
15543	3391	4011	8141	2329	308	2021	24.83%

2.8 It has been informed to the Committee that in Coal India Limited direct recruitment is carried out for Group "A" in Executive Cadre posts only. No recruitment in Groups 'C' and 'D' is carried out at Coal India level. The recruitment of non-executives in Groups B, C & D posts in CIL is being carried out by its subsidiaries and each subsidiary is following the reservation policy /quota as prescribed for the respective region.

#### **Northern Coalfields Limited (NCL)**

2.9 Representation of OBCs in the workforce of NCL as a whole (from 1.1.2015 till September, 2019) is as under:-

Year	Total Employees	Total OBCs	% of OBCs
Sept, 2019	14748	2556	17.33
1.1.2019	14648	2304	15.72
1.1.2018	15060	2660	17.66
1.1.2017	15577	2525	16.20
1.1.2016	16236	2612	16.08
1.1.2015	16392	2246	13.70

2.10 Group wise details regarding representation of OBCs/ SCs/ STs in NCL is given below:-

Group	Representation of OBC employees	Representation of SC employees	Representation of ST employees
Group-A	103	145	31
Group-B	199	119	135
Group-C	534	462	277
Group-D	1720	1492	895
<b>Total</b>	<b>2556</b>	<b>2218</b>	<b>1338</b>

2.11 When asked about the reasons for low representation of OBCs in NCL, it submitted through a written reply that:-

“The headquarters of Northern Coalfields Limited is located in Singrauli, Madhya Pradesh and all appointments are done from the headquarters level, so the reservation rules for Madhya Pradesh are complied with, which is currently 15 percent for Other Backward Classes.”

**South Eastern Coalfields Limited (SECL)**

2.12 The SECL has furnished the following data related to year-wise representation of OBCs in the organization:-

Year	Total Manpower	Total OBCs	% of OBCs
01/01/2006	85627	15948	18.62
01/01/2007	84713	15694	18.53
01/01/2008	83117	15411	18.54
01/01/2009	81903	15055	18.38
01/01/2010	80267	14757	18.38
01/01/2011	78272	14373	18.36
01/01/2012	76583	14106	18.42
01/01/2013	74311	13668	18.39
01/01/2014	71677	13567	18.93
01/01/2015	68736	13856	20.16
01/01/2016	65556	13985	21.33
01/01/2017	62255	13584	21.82
01/01/2018	59087	13102	22.17
01/01/2019	55778	12441	22.30
Sept, 2019	52992	12402	23.4

2.13 On the issue of low representation of OBCs in SECL, the CMD, SECL, during the course of evidence on 25 October, 2019 made the following deposition before the Committee:-

"एसईसीएल कोल इंडिया की सबसे बड़ी सब्सिडिएरी है। जैसा बताया गया कि एक जनवरी, 2019 को हमारे कर्मचारियों की कुल संख्या 55,778 है। उसमें 12,441 कर्मचारी ओबीसी कैटेगरी से हैं। यह 22.3 प्रतिशत है। जो रिक्रूटमेंट में बताया गया, क्योंकि हमारे आपरेशनल दो राज्यों छत्तीसगढ़ और मध्य प्रदेश में हैं, तो जब हम डायरेक्ट रिक्रूटमेंट में जाते हैं, तो उसमें ओबीसी कैटेगरी का 13 प्रतिशत का रिजर्वेशन है। एस.सी.-एस.टी. क्रमशः 14 परसेंट और 23 परसेंट रिजर्वेशन है। हम इसको मेनटेन करते हैं। प्रमोशन में एस.सी.-एस.टी. कैटेगरी को रिजर्वेशन दिया जाता है। प्रमोशन में ओबीसी के लिए रिजर्वेशन का कोई प्रावधान नहीं है।"



2.14 When asked to furnish details of representation of OBCs, SCs and ST in various services, SECL shared the following data:-

	<b>Total no. of employees</b>	<b>OBCs</b>	<b>SCs</b>	<b>STs</b>	<b>UR</b>
<b>Group A</b>	2525	418	403	170	1534
<b>Group B</b>	3837	624	434	481	2298
<b>Group C</b>	31090	7929	4961	5668	12532
<b>Group D</b>	15202	3431	3130	4899	3742
<b>Group D1</b>	338	0	338	0	0
<b>Total</b>	52992	12402	9266	11218	20106

(as on 31/10/2019)

2.15 Further elaborating on the details of category-wise Executives as in 2019, the SECL furnished the following information:-

<b>Grade</b>	<b>Designation</b>	<b>2019</b>				
		<b>Gen</b>	<b>SC</b>	<b>ST</b>	<b>OBC</b>	<b>Total</b>
<b>E1</b>	Officer/SoE	343	21	7	4	375
<b>E2</b>	Sr. Officer/MT	72	16	6	13	107
<b>E3</b>	Asst. Manager	236	101	55	166	558
<b>E4</b>	Dy. Manager	314	104	38	115	571
<b>E5</b>	Manager	164	53	30	37	284
<b>E6</b>	Sr. Manager	434	85	38	34	591
<b>E7</b>	Chief Manager	288	36	4	2	330
<b>E8</b>	General Manager	93	4	3	2	102
	<b>Grand Total</b>	<b>1944</b>	<b>420</b>	<b>181</b>	<b>373</b>	<b>2918</b>
	Percentage	66.6	14	6.2	12.8	100

## CHAPTER - III

### IMPLEMENTATION OF RESERVATION POLICY FOR OTHER BACKWARD CLASSES IN RECRUITMENT

3.1 It has been informed that as per the O.M. No.36012/22/93-Est. (SCT) dated 8.9.1993 regarding reservation for Socially and Educationally Backward Classes in civil posts and services under Government of India awarding 27% reservations for OBCs, Coal India Limited has implemented the presidential directives on reservation for Other Backward Classes(OBCs) in appointments w.e.f. 08/09/1993.

3.2 In Coal India Limited direct recruitment is carried out for Group "A" in Executive Cadre posts only. No recruitment in Groups 'C' and 'D' is carried out at Coal India level.

3.3 On the issue of appointment/posting of Executives in CIL and its subsidiaries, the representative of the CIL during the course of evidence held on 25.10.2019 submitted the following:-

"कोल इंडिया केवल एग्जिक्यूटिव का अपाइंटमेंट करती है। इसकी जितनी भी अनुषंगी कंपनिया हैं, उन सभी कंपनियों के लिए जो एग्जिक्यूटिव का रिक्लूटमेंट होता है, वह सेन्ट्रलाइज्ड रूप से कोल इंडिया करती है। जहां पर जितनी भी रिक्तियां होती हैं, उसके हिसाब से उन अनुषंगी कंपनियों में उतने लोग भेज दिए जाते हैं।"

3.4 Further, there is no reservation for OBCs in promotion as well as promotion/selection through limited departmental competitive examinations.

3.5 The CIL has provided following information related to percentage of Reservation for the posts filled by direct recruitment in CIL:

Group-A & B Posts	Direct Recruitment		
	SC	ST	OBC
All India basis by open competitive test (written)	15%	7 <sup>1</sup> / <sub>2</sub> %	27.00%
All India basis otherwise than open competitive test (without written)	16 <sup>2</sup> / <sub>3</sub> %	7 <sup>1</sup> / <sub>2</sub> %	Rest limited to 50%

3.6 It has been further informed that the recruitment of non-executive in Groups "C" & "D" posts in Coal India Limited is being carried out by its subsidiaries and each subsidiary is

following the reservation policy/quota as prescribed for the respective regions which is appended below:

Company	State	% of OBC
BCCL	JHARKHAND	12
CCL		
CMPDIL		
ECL	WEST BENGAL	22
CIL, KOLKATA		
MCL	ODISHA	12
NCL	MADHYAPRADESH	15
SECL	CHHATTISGARH	6
WCL	MAHARASHTRA	27
NEC	ASSAM	27

3.7 Details of the Recruitment made during the last three years in CIL as a whole, as furnished to the Committee are as under:

Year	Category. of post	Total No. of persons recruited	OBC recruited	% of OBC
01.01.2016 to 31.12.2017	A	706	191	27.05
	B	6	3	50
	C	926	274	29.59
	D	0	0	0
01.01.2017 to 31.12.2017	A	1562	541	34.64
	B	0	0	0
	C	830	165	19.88
	D	1494	221	14.79
01.01.2018 to 31.12.2018	A	906	258	28.48
	B	0	0	0
	C	479	128	26.72
	D	962	307	31.91

3.8 It has been informed that following relaxations are given to OBC candidates in direct recruitment in CIL:-

- i) Age relaxation of 3 years.
- ii) Relaxation of 05 marks is given in the qualifying marks in comparison to the General category in open recruitment and 02 marks in Campus recruitment.

3.9 The modes of recruitment followed by CIL for filling up of Executive cadre posts in Group-A is as under:

- i) Campus Recruitment
- ii) Recruitment through All India Open Recruitment Advertisement
- iii) Departmental promotion/selection from Non-Executive to Executive cadre

3.10 Asked about details of the modes of recruitment followed for filling up various categories of posts in the CIL, SECL and NCL the Ministry of Coal submitted as below:-

Company	Hq	Percentage
CIL (Group-A)	Kolkata (WB)	(All India Open Competition) 25.84 (Otherwise than all India Open Competition)
SECL (Group-B,C&D)	Bilaspur(CG)	13
NCL (Group-B,C, &D)	Singrauli (MP)	15

3.11 Year-wise details of the appointments made in CIL since 2007 till date, as furnished to the Committee are as follows:

Year	Category of the post	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes						Back log OBC vacancies
				Reserved during the year	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC vacancies actually filled	Shortfall	%age of Shortfall	
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.
2007	A	29	29	7	0	7	7	0	0	0
2008	A	177	177	47	0	47	33	14	29.79	0
2009	A	411	411	110	14	124	80	44	35.48	14
2010	A	571	571	154	44	198	180	18	9.09	44
2011	A	685	685	189	18	207	207	0	0	18
2012	A	1258	1258	339	0	339	297	42	12.39	0
2013	A	2048	2048	552	42	594	594	0	0	42
2014	A	961	961	259	0	259	259	0	0	0
2015	A	696	696	187	0	187	187	0	0	0

2016	A	706	706	191	0	191	191	0	0	0
2017	A	1648	1567	441	0	441	426	15	3.4	0
2018	A	*610	**305	151	15	166	**129	**37	**22.29	**

**NOTE:** Files/records pertaining to the period from 1993 to 2006 in r/o recruitment process conducted are not readily available in the new office, after shifting of office in the year 2015.

*\*It includes the vacancy of 528 Medical Executives against the Rect. Advt. No. 01/2018 which is currently underway. \*\*As of now, 258 candidates have joined CIL in different phases and hence, the figures of the column indicated in \*\* will vary accordingly on completion of the recruitment cycle.*

3.12 On the issue of adhering to reservation guidelines related to appointment of OBCs at Executive level in CIL, its representative during the course of the evidence on 25 October, 2019 informed the Committee as under:-

"01.01.2019 के मुताबिक हमारा ओबीसी का जो 14.98 प्रतिशत का आंकड़ा है, हमने अभी एक एक्सर्साइज करवायी है, जिसमें वर्ष 2007 से लेकर अब तक के आंकड़े हमारे पास मौजूद हैं। हम लोगों ने वर्ष 2007 से लेकर वर्ष 2019 तक 9,800 एग्जिक्यूटिव्स का अपाइंटमेंट किया है। उसमें 26.4 परसेंट ओबीसी हैं। वर्ष 2007 के पहले का अभी मेरे पास आँकड़ा नहीं है लेकिन वर्ष 2007 से 2019 के बीच में जो टोटल अपॉइंटमेंट है, उसमें यह आँकड़ा 26.4 परसेंट का है। हम लोग यह एन्शोर करते हैं कि जो कुछ बैक-लॉग वैकेंसीज बच जाएं, उसको अगले साल में हम लोग फुलफिल कर लें। वर्ष 2019 में हम लोगों ने 528 डॉक्टरों के अपॉइंटमेंट के लिए एडवरटाइज किया था, उसमें अभी केवल 286 डॉक्टरों ने जॉइन किया है। जब ये पूरे लोग जॉइन कर लेंगे तो हम आपको कम्पलीट जानकारी देने की पॉजिशन में होंगे कि उसमें कितने ओबीसी हैं।"

3.13 Further examining the recruitment process being followed in CIL, the Committee inquired about overall representation of OBCs in Executive category *vis-a-vis* general category employees. The representative of CIL during oral evidence on 19 November, 2019 furnished the following information related to recruitment of Executives in Group-A posts in CIL IN 2018 and 2019(upto 31.10.2019):-

Post	No. of vacancies			No. of vacancies filled		OBC on own merit
	Total	OBC	OBC (Carried forward)	Total	OBC	
Executives (Management Trainee+Medical)	610*	166	15	350**	77	14

\* Includes vacancy of 528 Medical Executives against the Rect. Advt. No.01/2018, which is yet to be completed.

\*\* Includes 300 candidates of Medical discipline joined in different phases as on 31.10.2019, the figure will vary on completion of the recruitment cycle.

3.14 On being asked about the constraints, if any, being faced by the CIL in filling up the vacancies reserved for OBC category and efforts being made to overcome the problems, CIL in a written note submitted:-

“No constraints faced in filling up the vacancies other than availability of adequate eligible candidates, at times.”

3.15 On being asked about the checks devised by CIL to ensure that the reservation policy for Other Backward classes are implemented properly, the CIL in a written reply stated:-

“In CIL and its Subsidiaries, Liaison Officers for OBC are nominated to monitor compliance of the various Presidential Directives pertaining to reservation of Other Backward Classes. Besides the close monitoring by Liaison Officers for implementation of Guidelines/Directives, periodical meetings are held with Backward Classes Employees Associations, in order to address their issues. One representative of Other Backward Classes is always present in the Recruitment Boards of CIL and its Subsidiaries.”

3.16 On being asked about the checks devised by NCL to ensure that the reservation policy for Other Backward classes are implemented properly, the NCL in a written reply stated:-

“In NCL, Liaison Officers for OBC are nominated to monitor compliance of the various Presidential Directives pertaining to reservation of Other Backward Classes. Besides the close monitoring by Liaison Officers for implementation of Guidelines/Directives, periodical meetings are held with Backward Classes Employees Associations, in order to address their issues. One representative of Other Backward Classes is always present in the Recruitment Boards of CIL.”

3.17 Year-wise details of the appointments made by NCL under various categories of posts since 1993 till date are given at **Annexure-III**.

3.18 On being asked about the details of the modes of recruitment followed for filling up various categories of posts in the NCL, through a written reply they submitted:-

“The modes of recruitment followed by Northern Coalfields Limited for filling up of Non-Executive cadre posts are as under:

- i) Recruitment through All India Open Recruitment Advertisement.

- ii) Compassionate employment against death of employee.
- iii) Employment under R&R Policy of Coal India Limited.”

3.19 Year-wise details of appointments made in the SECL since 1993 till date are at **Annexure-IV**.

3.20 It has been informed by SECL that following checks have been devised by them to ensure that the reservation policy for other Backward classes is implemented properly:-

- (i) Regular inspection of rosters by the Liaison Officer .
- (ii) Recruitment is made strictly as per the roster point considering the backlog vacancies reflected in the rosters.
- (iii) Backlog vacancies in various posts as worked out are taken into consideration while preparing manpower budget.
- (iv) Representative of OBC employees is included in Recruitment Committee to monitor the implementation of reservation policy.
- (v) Complaint register is being maintained in order to register the grievances of OBC employees.

## **BACKLOG VACANCIES**

### **CIL**

3.21 On being asked about the reasons for shortfall, if any, in filling up of vacancies reserved for OBCs in each year and remedial steps taken to make up the deficiencies, the CIL, through a written reply, submitted as under:-

“To fill up the shortfall, vacancies are carried forward to the next year and after adding the same to the current year figures, action is taken to fill up the total numbers.”

3.22 On being asked about the number of backlog/shortfall of vacancies of Backward classes identified and number of vacancies filled in all the Special Recruitment Drives launched during the last five years by CIL, it was replied as under:-

“Recruitment is a regular process and as such backlog/shortfall vacancies, if any, are carried forward to the next year and filled up accordingly. Thus, no Special Recruitment Drive was required or has been conducted in this regard in the last 5 years.”

## NCL

3.23 From the information submitted to it, the Committee find that there are no backlog vacancies in NCL at present. The NCL was also specifically asked about the constraints being faced by it in filling up the vacancies reserved for the OBCs, to which it replied that no constraints have been faced in filling up the vacancies.

## SECL

3.24 On being asked about the backlog vacancies, the SECL through a written reply stated as below:-

“There are 36 vacancies of OBC (Group C-15 + Group D-21) still lying vacant till 01-01-2019. Out of these backlog vacancies, 12 no. of backlog vacancy of OBC will be filled up shortly.”

3.25 Further elaborating on the existing OBC backlog vacancies in SECL, its representative during the evidence held on 25.10.2019 submitted before the Committee as below:-

"जहाँ तक वैकेंसी का सवाल है, आज की तारीख में कुल 36 वैकेंसीज हैं। ये दो कैटेगरी ग्रुप-सी और ग्रुप-डी की वैकेंसीज हैं। ग्रुप-सी की 15 वैकेंसीज हैं। माइनिंग सरदार की 12 वैकेंसीज के लिए हमने नोटिफिकेशन निकाला है। दिसम्बर तक इसकी लिखित परीक्षा करके प्रक्रिया पूरी हो जाएगी। ग्रुप-सी में तीन वैकेंसी स्टॉफ नर्स, फार्मासिस्ट और एक्सरे-टेक्निशियन की है। इसका नोटिफिकेशन हमें दिसम्बर में करना है। इन वैकेंसीज के लिए हम पहले इंटरनली देखते हैं। हम इसकी लिखित परीक्षा और रिजल्ट अप्रैल, 2020 तक करा देंगे। ग्रुप-डी की 21 वैकेंसीज सिक्योरिटी की हैं। हमने देखा है कि जो सिक्योरिटी सर्विस हम अपने कर्मचारियों के थ्रू देते हैं, वह बहुत ज्यादा इफेक्टिव नहीं है। इसके लिए हमने स्टेट गवर्नमेंट से एप्रोच की है। एम.पी. स्टेट गवर्नमेंट से हमको स्टेट इंडस्ट्रियल सिक्योरिटी फोर्स मिलेंगे। 250 सिक्योरिटी पर्सनल हम प्रथम फेज में ले रहे हैं। आगे जैसे-जैसे हम डिक्लेयर करते जाएंगे, उस हिसाब से बढ़ता जाएगा। छत्तीसगढ़ में भी हमने इसी तरह से एप्रोच की थी। वहाँ स्टेट इंडस्ट्रियल सिक्योरिटी फोर्स नहीं है। वहाँ होम गार्ड्स हैं। हम उन्हें लेकर डिप्लॉय करेंगे।"

3.26 On being asked about the constraints, if any, being faced by the SECL in filling up the vacancies reserved for OBC category and efforts being made to overcome the problems, it replied as under:-



“No constraints faced in filling up the vacancies other than availability of adequate eligible candidates, at times.”

3.27 On being specifically asked about the number of backlog/shortfall of vacancies of Backward classes identified number of vacancies filled in all the Special Recruitment Drives launched during the last five years, the SECL through a written reply stated:-

“Special Recruitment Drive was made in 2014 & thereafter the notification has been issued in the year 2019. Details of the same are as under:-

Year	Shortfall of OBCs			Filled up			
	A	B	C (including erstwhile Group ‘D’)	A	B	C (including erstwhile Group ‘D’)	
2014	0	0	0	243	--	--	189
2019	0	0	0	36	12 Vacancies of Mining Sirdar under Group C have been notified during the year 2019. Written test is proposed to be conducted during the Month of Nov/Dec 2019.		

## **RESERVATION ROSTERS**

### **CIL**

3.28 On being asked whether Rosters are being maintained properly for direct recruitment and promotion of all posts as per order on the subject, CIL informed the Committee as under:-

“Rosters are being maintained for each category of the post in CIL(HQ) separately for direct recruitment in executive posts and promotion/selection from Non-Executive to Executive cadre posts as per Govt. of India policy/guidelines.

Mode of RRs	Level at which roster is maintained	No. of Rosters	Date of upgradation of Roster
Direct Recruitment	Group-A (CIL level)	21 (discipline-wise)	31.12.2018
Promotion/selection from Non-Executive to Executive cadre	Group-A (CIL level)	17 (discipline-wise)	31.12.2018

3.29 Further elaborating on the imperative for maintaining Reservation Roster, the representative of CIL during the course of the evidence held on 19 November, 2019 submitted the following before the Committee:-

“As I said earlier, as per the Government of India guidelines, all the employees are categorized into four categories A, B, C & D and A is generally the executive force and on all-India basis, the recruitment is done. For recruitment of B, C, & D categories, the percentage varies from State to State. Coal India does recruitment of Group A, that is only for executives and all our subsidiaries are doing recruitment for B, C and D posts and they maintain it. As per the Government of India guidelines, for each such recruitment, rosters have to be maintained. So, the vacancy which arises and action which is to be taken to fill the vacancy is done as per the roster. Post- based rosters are there and 200 point rosters have to be maintained. Then it will be mentioned that first has to be filled by general and 6<sup>th</sup> and 7<sup>th</sup> will be by SC and it goes on like that. All the points are mentioned and accordingly rosters will be maintained at the time of recruitment. It is not that first will be filled by general or by OBC. If rosters are maintained, it takes care of all the reservation policy which Government has already formulated.”

3.30 CIL was asked whether the procedure of grouping of posts in direct recruitment is adopted for maintaining Reservation Rosters. Through a written reply, CIL submitted that the groupings of posts is not adopted in direct recruitment for maintaining rosters.

3.31 On a specific query about the modes for inspection of these Reservation Rosters, while furnishing the action taken on the inspection report of Liaison Officer, CIL in a written note informed:-

There are separate Liaison Officers for OBCs in Coal India Limited and at Subsidiary level.

Year	Date of Inspection by the Liaison Officer	Comments of Liaison Officer	Action Taken Report
2016	Jan' 17	- Nil -	- Nil -
2017	Jan' 18		
2018	Jan' 19		
2019	Due in Jan'20	- Nil -	- Nil -

## NCL

3.32 On being asked whether Rosters are being maintained properly for direct recruitment and promotion of all posts as per order on the subject, the NCL furnished the following information to the Committee:-

“Rosters are being maintained for each category of the post separately for direct recruitment and promotion as per Govt. of India policy/guidelines.

<b>Mode of RRs</b>	<b>Level at which roster is maintained</b>	<b>No. of Rosters</b>	<b>Date of up-gradation of Roster</b>
Direct Recruitment	HQ Level	One roaster /register for each identified post	28.05.2019
Promotion	HQ and Area/Unit Level		10.07.2019

3.33 When asked about the procedure of grouping of posts in direct recruitment adopted for maintaining Reservation Rosters, NCL in a written reply informed that that groupings of posts is not adopted in direct recruitment for maintaining rosters.

3.34 In reply to a query about the mechanism in place for effective monitoring and verification of the Rosters, NCL in a written reply submitted that there are separate Liaison Officers for OBCs in Northern Coalfields Limited and furnished the action taken on the inspection Report of the Liaison Officer for the last four years as under:

<b>Year</b>	<b>Date of Inspection by the Liaison Officer</b>	<b>Comments of Liaison Officer</b>	<b>Action Taken Report</b>
2016	31.03.2016	No adverse comments had been made.	
2017	31.03.2017		
2018	31.03.2018		
2019	31.03.2019		

## SECL

3.35 On being asked whether rosters are being maintained for direct recruitment and promotion for all posts as per orders on the subject, the SECL replied:

Yes, Rosters are being maintained for direct recruitment and promotion for all the posts.

<b>Mode of RRs</b>	<b>Level at which Roster is</b>	<b>No. of Rosters</b>	<b>Date of Up gradation of Roster</b>
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	<b>Maintained</b>		
Direct Recruitment	SECL HQ	One	01.01.2019
Promotion	SECL HQ & Area/Unit	One each at HQ/Area/Unit	01.01.2019

3.36 On a query regarding procedure of grouping the posts in direct recruitment for maintaining rosters, SECL informed that grouping of posts is not adopted in direct recruitment for maintaining the roster.

3.37 The following information was furnished to the Committee regarding inspection of Roster Registers in SECL:-

“The roasters are inspected by Liaison officer on regular basis. The details of inspections are as under:

Year	Date of Inspection by Liaison Officer	Comments of Liaison Officer	Action Taken Report
2016	27 Feb '17	Nil	Nil
2017	09 Feb'18	Nil	Nil
2018	30 Jan'19	Nil	Nil
2019	Yet to	Nil	Nil

### **LIASION OFFICERS AND SEPARATE CELL FOR OBCs**

#### **CIL**

3.38 When the Committee desired to know whether a separate Liaison Officer for OBCs has been appointed , CIL in a written note submitted that replied that General Manager (Personnel), CIL belonging to General category is the Liaison Officer of CIL(HQ), for OBC.

3.39 During the course of evidence on 25 October, 2019, when the Committee enquired about the OBC Liaison Officer, the representative of CIL informed the Committee that:

"आज की डेट में ओबीसी, डिप्टी सेक्रेट्री लेवल ऑफिसर उपलब्ध नहीं हैं।"

3.40 On the working of the Backward classes Cell under the direct control of Liaison Officer, it stated that:-

“Backward classes Cell as such has been set-up under the direct control of Liaison Officer. General Manger (P) & Liaison Officer (OBC) at CIL HQ is assisted by One Dy Manager (P) & One Clerical Staff for works related to OBC Cell.”

## **NCL**

3.41 On the issue of appointment of a separate Liaison Officer for OBCs, NCL through a written reply stated that a Dy. Manager (P) who belongs to OBC category has been appointed as Liaison Officer of OBC at Headquarters level.

3.42 On being asked whether a Backward classes Cell has been set-up under the direct control of Liaison Officer, the NCL through a written reply stated that it will be formed soon.

## **SECL**

3.43 On being asked whether a separate Liaison Officer for OBCs has been appointed, SECL through a written reply informed that a Dy.Mgr (OL/Admn) belonging to OBC Community is the Liaison Officer of SECL.

3.44 On the working of the OBC cell, SECL informed that OBC Cell has been set-up under the direct control of Liaison Officer. One Clerical Staff has also been posted for works related to OBC Cell.

## **Selection Board**

3.45 The Committee brought to the notice of Ministry of Coal the contents of DoPT OM No. 42011/2/2014-Estt.(Res.) dated 13 February, 2014 which inter-alia, makes it mandatory to include one member belonging to OBC in the Selection Committee/Board for making recruitment to 10 or more vacancies in any level of posts/services. DoPT has also directed to ensure that where the number of vacancies against which selection is to be made is less than 10, no effort should be spared in finding an OBC officer amongst others for inclusion in such Committees/Boards and sought to know if the DoPT instructions were being followed scrupulously in the Organization while making recruitment to various posts/services. To, the above query, the Ministry of Coal, CIL and its subsidiaries replied affirmatively, assuring the Committee that they were totally complying to the above mentioned orders of DoPT.

3.46 The Committee then asked about the representation of backward classes on recruitment

Boards / Selection Committees/DPCs for each of the PSUs under Ministry of Coal for the post wherein reservation / concessions for Backward classes are applicable, the Ministry of Coal in a note stated as under:

“About 700 Selection Committees/Boards were constituted for recruitment process of Executive i.e. Group-A posts, during the last 10 years. Each Committee/Board had one member representing OBC.”

3.47 The Ministry further added that:-

“A representative of OBC is included to represent the persons of OBC category in all the Selection Board/Committees. The details for OBC members in the Selection Committees/Boards for recruitment of Management Trainees, Medical Specialists & Sr. Medical Officer to the posts of Executive cadre during the period from 2016 to 2019 is as follows:-

	<b>No. of Selection Committees/Boards</b>	<b>No. of OBC Representatives</b>
2016-17	39	39
2017-18	39	39
2018-19	56	56
Total	134	134

3.48 The NCL in the context of OBC representation on recruitment/selection boards in written note stated as below:-

“Nine (09) Selection Committees/Boards were constituted for recruitment process of Non-Executive i.e. Group-C & D posts, during the last 10 years. Each Committee/Board had one member representing OBC.”

3.49 Furthermore, NCL elaborated as follows:-

“A representative of OBC is included to represent the persons of OBC category in all the Selection Board/Committees. The details for OBC members in the Selection Committees/Boards for recruitment of non-executive cadre posts during the period from 2016 to 2019 is as follows:-

<b>Year</b>	<b>No. of Selection Committees/Boards</b>	<b>No. of OBC Representatives</b>
2014-15	01	Each Committee/Board had one member representing OBC.
2016-17	01	
2017-18	01	
2018-19	01	
<b>Total</b>	<b>04</b>	

3.50 Similarly, the SECL also replied affirmatively about having representation of OBCs on selection boards and stated that:-

“A total of six selection committee/ Boards were constituted for recruitment of Non-Executive post in last 10 years and each committee/Boards had one member representing OBC Category.”

## CHAPTER-IV

### TRAINING FACILITIES FOR OBC CANDIDATES/ EMPLOYEES

4.1 On being asked if the CIL and its subsidiaries run any training institute or technical school, along with the details of the courses and the representation of the Other Backward Classes candidate in the training courses, the CIL stated as below:-

“Subsidiaries of CIL have Vocational Training Centers for training of employees (Including OBCs) as per training need basis.”

4.2 Also, on the same issue the NCL stated that:-

“NCL has 11 training institutes, one is the nodal training centre known as CETI/HRD Department located at NCL HQ and the other 10 are Vocational Training Centers located at the various areas of NCL. The various training programs conducted at CETI. The 10 VTCs of NCL conduct Basic training, Refresher training, Special training (IMS, Environmental training, AIDS Awareness programme), Safety Training (Fire Fighting, First Aid etc.) for its employees. The candidates of various categories including SC, ST, & OBCs are adequately represented in these programs.”

4.3 When the Committee asked about the existence of Training Institutes/Technical Schools in SECL and details of the courses offered and representation of the Other Backward Classes candidate in the training courses, the SECL in a written note stated :-

“A total of 21 Training Institutes are presently available in SECL. Details related to training are as below-

Sl. No.	Year	No. of employee trained	No. of OBC employees trained
1	2018-19	17382	5635
2	2019-20*	4773	1539

\*Till July 2019”

### **Pre-recruitment and pre-promotion training:**



4.4 Asked whether pre-recruitment and also pre-promotion training is imparted to OBC candidates/employees, the CIL and SECL in a written reply stated:-

“Job specific post-recruitment as well as pre-promotion training programmes are conducted in an inclusive manner by the respective HRD Department of Subsidiary companies for departmental candidates, as per need.”

4.5 Regarding the pre-recruitment and pre-promotion training in NCL, in written reply furnished to the Committee it was stated as below:-

“Job specific post-recruitment as well as Pre-promotion training is given to our employees for Statutory posts like for appearing in First Class Coal Mines Manager & Second Class Coal Mines Manager & Overman’s Certificate Examination in which employees of all categories are included.

<b>Year</b>	<b>Name of Training</b>	<b>Date</b>	<b>No of Participants</b>	<b>No of SC</b>	<b>No of ST</b>	<b>No. of OBCs</b>
2015-16	Functional skill Development for IInd Class	07.09.2015 - 12.09.2015	30	7	9	7
2016-17	Coaching Class for appearing in First class coal mines Manager	15.11.2016 - 19.11.2016	23	08	0	08
2016-17	Coaching Class for appearing in Second class coal mines Manager	07.11.2016 - 12.11.2016	18	03	05	03
2017-18	Coaching Class for appearing in Overman’s Certificate Examination	27.11.2017 - 02.12.2017	12	01	02	06
2017-18	Coaching Class for appearing in Second class coal mines Manager	21.01.2018 - 03.02.2018	23	0	0	09
2018-19	Coaching Class for appearing in Overman’s Certificate Examination	22.10.2018 - 27.10.2018	12	01	01	05

## CHAPTER V

### GRIEVANCE REDRESSAL MECHANISM

5.1 The Committee asked the CIL to furnish the details of the employees' grievances/complaints/requests including those received from OBC employees in the last four years, the CIL furnished the following written information:-

Year	No. of Grievances in the year				
	Carry forward from previous year	Received in current year	Total	Settled in current year	Grievance carry forward to next year
2015-16	12	166	178	59	119
2016-17	119	1183	1302	1050	252
2017-18	252	1851	2103	1989	114
2018-19	114	1195	1309	1277	32

The pending grievances of that particular year is carry forward to next year. As on 01.04.19, only 32 grievances are pending at CIL HQ.

5.2 Elaborating on the mechanism for addressing the grievances of OBC employees in CIL and its subsidiaries, the CIL stated as follows:-

“Grievance Redressal Cells are functioning in every subsidiary to redress the grievances of all employees including OBC. A grievance register is maintained for registering the grievances of employees. All grievances received on line/off line/through CPGRAMS or individually are addressed immediately to ensure redressal in shortest possible time. In normal course, 30 days' time is given to address the grievance. Additionally, a SAMADHAN Cell is also functioning to accept grievances/ representations from employees as well as ex-employees.”

5.3 The Committee asked if the NCL held periodic meetings with OBC employees to sort out their grievances to which it replied through a written reply that formal meetings are held as per the request of company's association”

5.4 Relating to SECL, the Committee was informed as under:-

“OBC Cell has been set up at Company level (HQ) for the purpose of redressal of

grievances of the persons belonging to OBCs. A grievance register has also been opened to register the grievances received from OBC employees for the same. Grievances are also resolved through quarterly meeting held with the association i.e. All India SC/ST/OBC coordination Council.”

5.5 The Committee enquired about the complaints received from OBC employees during the last five years and the steps taken for disposal of those complaints, the Ministry of Coal in a written reply informed that no complaint was received during the last five years. The Committee received similar response from CIL, NCL and SECL as follows:-

“No differentiation is made on the basis of caste/category or religion while redressing the complaints of employees. However, all complaints from employees (including OBCs) are addressed promptly and redressed as per rule/ policy within the shortest time.”

5.6 Details of the complaints received in NCL:-

<b>Year</b>	<b>No. of grievances</b>	<b>Opening Balance</b>	<b>Addition during the year</b>	<b>Closed/Disposed off during the year</b>	<b>Closing balance</b>
2016	35	5	30	29	6
2017	83	6	77	75	8
2018	86	8	78	78	8
2019 (Up to September)	53	8	45	47	6

5.7 Similarly details of the complaints received in SECL are as follows:-

<b>Sl. No.</b>	<b>No. of grievances</b>	<b>Opening Balance</b>	<b>Addition during the year</b>	<b>Closed/ Disposed off during the year</b>	<b>Closing Balance</b>
2016	<b>Nil</b>				
2017					
2018					
2019					

5.8 The SECL has also added that after implementation of CLIP, number of grievances have

reduced. However, grievances, if received/reported, are immediately taken up with the respective contractor and resolved duly.

### **Liaison Officers for OBCs**

5.9 On being asked whether CIL and its subsidiaries has appointed a Liaison Officer for OBCs, CIL stated in a written reply:-

“There are separate Liaison Officers for OBCs in Coal India Limited and at Subsidiary level.”

5.10 The Committee were also informed by the NCL and SECL the that they had also appointed separate Liaison Officer to promote and protect the interests of OBCs.

5.11 To its above reply the SECL further added that:-

“OBC Cell has been set-up under the direct control of Liaison Officer. One Clerical Staff has also been posted for works related to OBC Cell.”

### **OBC Employees's Association**

5.12 From the information furnished by the Ministry of Coal the Committee observed that there was no separate OBC Employees' Association in CIL and its two subsidiaries i.e. NCL and SECL.

5.13 Regarding separate OBC Employees Association, the SECL in a written reply stated as under:-

“At present an Association, named All India SC/ST & OBC Employees Co-ordination Council is in operation for Welfare of OBC employees working in SECL..... The process of formation of a separate Association for employees belonging to OBC Category is underway.”

5.14 Further, during the evidence held on 25 October, 2019 the representatives of SECL, made the following submission before the Committee:-

“एसोसिएशन नहीं बन पाया है, पर लाएजन ऑफिसर है।“

5.15 During the Study Visit of the Committee to Mumbai on 13 January, 2020, the Committee interacted *inter alia* with the OBC representatives of All India SC/ST/OBC Employees' Co-ordination Council regarding the measures undertaken to secure representation of OBCs in employment and their Welfare in CIL, NCL and SECL. The representatives submitted a memorandum to the Committee containing demands and grievances of OBC Employees working in Coal India Ltd & its subsidiaries companies which is at **Annexure-V**. The Committee assured them to take up the issues with concerned authorities.

## CHAPTER VI

### Contractual Appointments and Outsourcing of Services / Jobs

#### Contractual Appointments

6.1 When the Committee enquired with the Ministry of Coal whether retired Government employees are being re-appointed as consultants or in any other capacity in the Ministry/PSUs, the CIL furnished the following information:-

“In Coal India Ltd and its Subsidiaries, sometimes retired CMDs/Directors/Sr. Level executives are appointed as Full Time/Part Time Advisors as per the Company’s Policy”

6.2 The Committee desired to know the post-wise details thereof along with the terms and conditions and the remuneration, benefits/facilities provided to them and details of the policy/guidelines formulated by the Ministry of Coal in this regard. The CIL in their reply stated that:-

“At present in CIL(HQ), 07 nos. retired executives/Senior level executives have been appointed as, Advisor/Sr. Advisor in Marketing & Sales, Railway, Secretarial, Mining, Environment & Finance discipline. The Terms and Conditions of the Advisors/Sr. Advisor, as per the approved policy, are stated below:

1. The age limit shall not exceed 65 years and the contract period of not more than two years.

2. Consolidated monthly compensation/Honorarium for Full Time Advisors for rendering service on full time basis on monthly basis is given below:

a) For Retd. Chairman/Directors	Rs.1,00,000/- per month
b) For Retd. E-9 Gr. Executive	Rs. 80,000/- per month
c) For Retd. E-8 Gr. Executive	Rs. 70,000/- per month
d) For Retd. E-7 Gr. Executive	Rs. 60,000/- per month
e) For Retd E-6 Gr. Executive	Rs 50,000/-per month
f) For Retd E-5 Gr. Executive	Rs 40,000/-per month
g) For Retd E-4 Gr Executive	Rs 35,000 per month
h) For Retd E-3 Gr Executive	Rs 30,000 per month
i) For Retd E-2 Gr Executive	Rs 25,000 per month

Part-Time Advisors are entitled to 60% of the consolidated pay of the Full Time Advisors of the corresponding grade. They would not be entitled to any other facility/benefits stipulated in the policy.

3. Company shall provide Conveyance for Full Time Advisors as per availability.

However, where conveyance is not provided, they shall be eligible for 5% of consolidated pay per month as conveyance charge.

4. Suitable company accommodation shall be provided as per availability. However, if company accommodation not available consolidated amount will be paid as-For X class cities,25%of consolidated per month, For Y class cities,16% of consolidated pay; For Z class cities 8% of Consolidated pay per month.

5. Reimbursement for use of mobile telephone based on the actual bill or Rs.750/- p.m. whichever is less.

6. Medical: All executives of CIL are covered under the Post-Retirement Medical Benefit Scheme will continue to be governed by the said scheme. Those appointed, who were not under the roll of CIL, will be given the same coverage of benefit, if they are not covered under any post retiral medical scheme or Medical Coverage benefit would be governed through a Medical Insurance Policy.

7. Leave: The Advisors shall be entitled for paid leave of 15 days in every six months in addition to the paid holidays in the establishment. Paid Leave is to be regulated as per provision of EL. Paid Leave is not encashable.

8. TA/DA: TA/DA and other boarding/lodging charges shall be payable as per entitlement applicable to the existing executives of equal grades whenever tours are undertaken for the jobs related to assignment.”

6.3 Taking view of the information furnished by the Ministry of Coal regarding contractual appointment, the Committee felt the need to ascertain whether the interests of serving employees, especially the OBC employees are being adversely affected as a result of contractual appointments. The Ministry of Coal replied that these have no bearing on the recruitment/vacancies to be filled and for temporary period only a limited number of advisors are appointed.

6.4 The Committee sought information as to whether the Office Memorandum dated May 15, 2018 of the Department of Personnel and Training, Government of India, regarding provision of reservation for Scheduled Castes / Scheduled Tribes/OBCs in temporary appointments for duration not exceeding 45 days in respect of appointments in Central Government posts and services has been complied with. The CIL replied in written note as under:

"DoPT guidelines regarding temporary appointments lasting 45 or more days are in respect of for vacant permanent posts. All appointments in Coal India and its subsidiaries are made on permanent basis. Contractual/ temporary appointments are not made."

6.5 The Committee sought information if any retired Government employees are being re-appointed as consultants or in any other capacity. NCL in their reply stated:

In Northern Coalfields Limited, sometimes executives are appointed as Full Time/Part Time Advisors, as per the policy of CIL for appointment of retired Executives as Advisors.

6.6 While furnishing the reasons for non adherence of reservation roster for contract appointments of 45 days and above, NCL in a written note stated:

“Northern Coalfields Limited does not provide contract / temporary appointments. All appointments are made against permanent vacancies. The Company has outsourced some of the work to Contractors who engage Contractor Workers for execution of such works. The Contractors are the employers for such Contract Workers. NCL Management is only the Principle Employer for certain obligations under the Contract Labour (Regulation & Abolition) Act, 1970 like wages payment, welfare amenities, safety, etc. NCL Management has no role in the appointment of such contract workers. It is done by the Contractors themselves as they are being the employers. There are some such Contract Works, the duration of which exceed 45 days. In view of the deliberation held on such engagement for more than 45 days at the meeting on 19.11.2019, we are taking clarifications from the DoPT through CIL/ MoC regarding applicability of the Presidential Directives on Reservation for SC/ ST/ OBC on such Contractors and accordingly further compliance will be ensured.”

6.7 The NCL also allayed Committee's apprehensions of any adverse effects on interests of serving' employees, especially the OBC employees by stating that these have no bearing on the recruitment/vacancies to be filled and for temporary period only a limited number of advisors are appointed. These appointments are statedly not against any permanent vacancy.

6.8 In the context of SECL, the Committee was informed that as on date, there is no retired Government employee, re-appointed as consultant in SECL.

### **Outsourcing of Services/Jobs**

6.9 On being asked whether CIL and its subsidiaries are outsourcing some of their non-core



functions along with details of type of services outsourced, the Ministry replied as under:-

“Only for certain activities for increased efficiency and non-perennial works job contracts have been awarded like Civil work, Construction work, Watch & Ward, Hiring of vehicles. These contracts are awarded not against the posts of CIL/Subsidiaries but for carrying out the works.

Subsequently, NCL also made the following submission:-

Only for certain activities for increased efficiency and non-perennial works job contracts have been awarded like Civil work, Construction work, Watch & Ward, Hiring of vehicles. These contracts are awarded not against the posts mentioned in the manpower budget of NCL, but for carrying out the works.

The SECL also stated that:-

The contractors’ workers deployed by the contractors are paid wages as per applicability by the contractors and are covered under Provident Fund (PF). They are provided with medical facilities, both OPD and indoor, in the Company’s Dispensaries/Hospitals.”

6.10 When the Committee asked to furnish the details of Outsourcing Companies which have been contracted along with the total number of contractual/ outsourced employees working in the CIL and its subsidiaries during the last five years along with the provisions/guidelines to protect the interest of OBCs while outsourcing the jobs. The CIL submitted:

“The contractor workers deployed from contractor varies from month to month, considering the number of operative contracts /requirement of Manpower by the contractor. As per figures, as on 01<sup>st</sup> April of respective year, in respect of CIL & Subsidiaries is given below:

<b>Total number of contractual/ outsourced employees working in CIL&amp; its subsidiaries during the last five years</b>					
<b>Subsidiary</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Total	65090	74028	76758	69372	73562

6.11 The information about number of contractual/ outsourced employees working in NCL is as below:-

“The contractor workers deployed from contractor varies from month to month, considering the number of operative contracts /requirement of Manpower by the contractor. As per figures, as on 31<sup>st</sup> March of respective year, in respect of NCL is given below:

<b>Year</b>	<b>Nos of Contracts</b>	<b>Nos of worker engaged</b>
2015	377	11073
2016	399	14932
2017	417	14480
2018	447	15363
2019	619	14179

The contractor workers are on the rolls of the contractor. Their details are maintained by the contractors.”

6.12 When the Committee desired to know the percentage of backward classes is represented in these workers. The NCL in a written note submitted that the contractor workers deployed from contractor varies from month to month, considering the number of operative contracts/ requirement of Manpower by the contractor. As per figures, as on 31st March of respective year, in respect of NCL and the representation of OBC in it, is as follows:-

<b>Year</b>	<b>Nos of Contracts</b>	<b>No. of worker engaged</b>	<b>No. of OBC workers engaged</b>	<b>Percentage %</b>
2015	377	11073	4429	39.99
2016	399	14932	5873	39.33
2017	417	14480	5592	38.61
2018	447	15363	5900	38.40
2019 (till September)	619	14179	5689	40.12

Note:- The representation of OBC workers may increase in 2019 for remaining period.”

6.13 On being asked whether there are there any guidelines to ensure representation of backward classes among contractor workers in NCL, the representatives of NCL replied as follows:-

“At present no such guidelines have been received from Competent Authority. Singrauli District (MP) and Sonebhadra District (UP) are mostly inhabited by OBC SC and ST population. The percentage of representation is naturally covered as the management also emphasise for employment of locals by the contractors for smooth operation.”

6.14 During the evidence held on 19 November 2019 with the representatives of CIL and NCL

the Committee desired to know if there was any proposal under for giving reservation in recruitment of contractual workers. To which representative from CIL replied as follows:-

“As far as contractual workers are concerned, the job is outsourced to the contractor and in the legal parlance, we are called as principal employer and employer is the contractor. So, the contractor chooses his methodology for selection of his workmen where we have no role to play and so far no such guideline has come by which we can bind them that they must ensure that such and such persons are to be recruited. It is not binding by the Government of India so far. That is why, we are not in a position to force such things on the contractors.

The SECL submitted as follows:-

No employee is engaged in the Company directly on contract basis. However, the Agencies to whom certain works are awarded, deploy their (contractors’) workers.

The total no. of contractors engaged and contractors’ workers deployed are as under:

Sl.	Category	No. of Contractors	No. of Contractors’ Workers
1	Mining Activities	257	6,575
2	Coal Transportation	67	2,499
3	Civil Works	416	3,465
4	Watch & Ward	1	79
5	Others	98	676
	Total	839	13,294

6.15 At the sitting held with representatives of CIL and its subsidiaries the representative of SECL also stated that:-

“हमारे एस.ई.सी.एल. में 13,198 कॉन्ट्रैक्ट वर्कर्स हैं, जिन में ओबीसी 2,451 हैं, जो कि 18.6 प्रतिशत है उस हिसाब से इन का प्रतिशत भी मैच करता है क्योंकि एस.ई.सी.एल. दोनों राज्यों में है तो यह 13 प्रतिशत मेनटेन करता है। उस हिसाब सेभी यह फुल फिल करता है।”

6.16 The Committee sought information that while hiring the persons for work on contractual bases does the CIL and its subsidiaries under the Ministry of Coal follow the rule of ensuring that the requisite percentages of persons belonging to the OBCs are there. Both CIL and NCL in written reply informed that:-

“.....does not directly engage contract labour. Only on the jobs outsourced, contractors deploy their manpower.”

6.17 During the evidence with the Committee, the representatives of NCL also stated that:-

“As regards, contractual workers are concerned, we outsource the work as a work contract and not labour contract. As such, for carrying out the work on job specified basis, the contractor employer deploys his manpower.”

6.18 Keeping the welfare of all the employees in mind the Committee asked the Ministry of Coal to enumerate the existing mechanism in the Ministry to ensure payment of minimum wages to such employees as per the Minimum Wages Act and adherence to other social security benefits. The CIL in written note stated that:-

“Before releasing the payment bills of contractors, wages paid and other statutory deductions e.g. PF deduction are properly checked by the management. A portal named CLIP (Contract Labour Information Portal) has been in-house developed which contains details of contractors as well as workers engaged by them. Contractors have to upload the details of payment made to their workers on company’s portal before their payment is released.”

6.19 The NCL had taken followed measures to ensure timely payment of wages and other benefits to outsourced employees:-

“Before releasing the payment bills of contractors, wages paid and other statutory deductions e.g. PF deduction are properly checked by the management. A portal named CLIP (Contract Labour Information Portal) has been in-house developed which contains details of contractors as well as workers engaged by them. Contractors have to upload the details of payment made to their workers on company’s portal before their payment is released.”

6.20 In SECL following steps were taken to ensure payment of minimum wages to employees outsourced:-

“The mechanism being followed in SECL to ensure payment of minimum wages to contractors’ workers is as under:

**1. Clause about payment of Minimum Wages in Notice Inviting Tenders**

In NITs issued by the Company, clause regarding payment of minimum/applicable wages (HPC wages in case of Mining Activities) to workers engaged by contractors is mentioned.

## 2. Clause about CIL's Contract Labour Information Portal (CLIP) in NITs

In all NITs, following clause regarding CIL's Contract Labour Information Portal is mentioned:

The Contractors shall register themselves on the Contract Labour Payment Management Portal of CIL within 30 days of issue of work order in case the contract period is more than 30 days and within 07 days in case the contract period is less than 30 days, and will have to enter and update periodically the following details in the portal:

- a. Work Order details
  - b. Contractors' workers' details and wages payment details in respect of each work-order
- ## 3. Instructions have been sent to all Areas for collection of following documents from the Contractors, by the authorized official of the Company, before issue of Labour Payment Certificate for bill payment:
- a. Details of contractors' workers engaged by contractors, with attendance certified by concerned officials of the company
  - b. Wages sheet
  - c. Proof of payment of wages through bank, duly certified by concerned bank official
  - d. Proof of remittance of provident fund (CMPF/EPF)
  - e. Proof of uploading of wages details in CLIP

[SECL has adopted Coal India Limited's Contract Labour Information Portal (CLIP) where all contractors are registered. Contractors register details of their workers and upload their wages details along with PF details.]

From the above documents, the concerned official, before issue of labour payment certificate, satisfies herself/himself that applicable wages have been paid by the contractor to the respective contractors' workers through bank, applicable deductions have been made and also that PF (CMPF/EPF) contributions have been submitted to the concerned PF authority.

## 4. Contract Labour Management Cell

To monitor compliance of provisions of Contract Labour (Regulation & Abolition) Act, 1970 & Rules, 1971, etc., Contract Labour Management Cells have been constituted at SECL HQ and all Areas”

6.21 From the information furnished by the Ministry of Coal, the Committee observed that the number of employees in OBC category in Coal India has reduced from 15,948 to 12,441 as on 01.01.2019 in the last 14 years and asked the Ministry reasons for the same and if this fall in manpower could be attributed to engagement of 13294 employees through Contractors. The Ministry in written reply stated that:-

“Due to increase in mechanization of mines in SECL, the requirement of manpower has been reducing and also, there are 3000 employees (approx) retiring, each year, for the last few years. Each year in the Company, approximately 900 employment is given against dependent employment and employment against land. Considering the available resources, as per requirement, various types of works are given to Contractors/done through outsourced.”

6.22 The Committee questioned whether contractor workers across the various fields in these Companies are being given wages as per the minimum rate of wages, prescribed in the Act passed by the Parliament. The SECL furnished the following details:-

**“Contractors’ workers engaged in Mining activities:** Wage rates as recommended by High Power Committee/Joint Committee, as constituted by Coal India Limited, Kolkata. GM (MP&IR), CIL, circulates the Wage Rates, with addition/revision relating to DA, as applicable from time to time. The existing rate as applicable w.e.f. 01.10.2019 are as

Particulars	Highly Skilled	Skilled	Semi-Skilled	Unskilled
Basic (₹ Per day)	877	847	817	787
DA (wef 01.10.2019) (₹ per day)	77	74	71	69
Total (₹ per day)	954	921	888	856
Overtime	As per rule			
Other allowances, if any	Coverage under EPF/CMPF			

**Workers/Security Personnel engaged by ESM agencies sponsored by DGR:** Payment of wages is based on DGR wage structure.

Particulars	Security Guard	Armed Guard	Security Supervisor
Basic (₹ Per day)	637	693	637*1.33=847.21
DA (wef 01.10.2019)	96	104	96*1.33=127.68

(` per day)			
Total (` per day)	733	797	974.89
Overtime	As per rule		
Other allowances, if any	Bonus @ 8.33% (of Basic+DA) Uniform Outfit Allowance (@ 5% of Basic+DA) Uniform Washing Allowance (@ 3% of Basic+DA) Coverage under ESI (@ 4.75% of Basic+DA) Coverage under EDLI (@ 0.50% of Basic+DA)		

**For all other works:** As per minimum wages specified by Central/State Government.

Particulars	Highly Skilled	Skilled	Semi-Skilled	Unskilled
Basic (` Per day) (Area C)	579	494	410	350
DA (wef 1.10.2019) (` per day)	87	75	62	53
Total (` per day)	666	569	472	403
Overtime	As per rule			
Other allowances, if any	Coverage under EPF/CMPF			

*[As notified vide OM No. RP-92(01)12016-ES. Dtd. 24.09.2019 of ALC (C), Raipur]*

## PART-II

### OBSERVATIONS/RECOMMENDATIONS

#### Implementation of OBC reservation policy

##### Coal India Limited (CIL)

1. Coal India Ltd. (CIL) is a holding company with seven wholly owned coal producing subsidiary companies and one consultancy company. CIL produces around 83% of India's overall coal production, accounting for 76% of total thermal power generating capacity of the utility sector. This Maharatna Company is today the single largest coal producer in the world and one of the largest corporate employer. The Northern Coalfields Ltd. (NCL) and South-Eastern Coalfields Ltd. (SECL) are its subsidiary companies.

The Committee note that as on 01.01.2019 CIL had a total employee strength of 288687, out of which 62,538 belong to OBC category. Hence, the overall representation of OBCs in CIL is only 21.66%. From the past trend of OBC representation in CIL, the Committee are worried about the progressive decline in representation of OBCs in the company, which declined from 24.97% in 2017 to 22.91% in 2018. In 2019 it got further reduced to 21.66%. The CIL has justified this decreasing trend by referring to retirements, deaths, resignations and also due to changes in technology and adoption of advanced methods. The Committee are not fully convinced with these justifications in the light of the fact that the drop in the representation of OBCs in the last three years from nearly 25% is way more than their share in the reservation quota. It is evident from the data furnished by CIL that while the overall decline in manpower had been in the range of 8%, for OBCs it had been a sharp 20.18% reduction. In the opinion of the Committee this can not be seen as a normal course of manpower decline due to deaths, resignations, retirements, changes in technology etc. Therefore, the Committee strongly recommend that the declining trend of OBC employees in CIL need to be checked immediately and steps should be taken to ensure that no prejudice is caused to the interest and representation of OBCs in CIL in the long term.



### Northern Coalfields Ltd. (NCL)

2. NCL operates through its 10 highly mechanized opencast mines. The company having abundant resource of power grade coal, supplies more than 90% of its produced coal to the nearby pithead thermal power plants. The Committee note that the overall representation of OBCs in NCL is only 17.33%. The NCL has justified this figure by saying that the percentage confirms to the OBC reservation rules of Madhya Pradesh (where NCL headquarters are situated) which is currently 15%. The Committee understand that the overall figure of representation OBC in NCL is as per the extant rules. However, in this particular company, the Committee are worried about the concentration of OBC employees in unskilled/semi-skilled Group-D jobs which seems to have added heft to the overall representation of OBCs in NCL. The data furnished by NCL suggests that 67.29% of the OBC employees are concentrated at the entry level Group D. The Committee understand that in NCL generally all workers join Group-B category posts after promotion while recruitment to Group A is done by the holding company i.e. CIL. However, the Committee desire that NCL should ensure that OBCs do not remain concentrated in lower echelon of the hierarchy but are offered adequate promotional avenues at par with other social categories, without discrimination. They further emphasise that CIL, being the holding company, should ensure that at least 27% OBC category executives are manning each subsidiary company at a time through rotation among other subsidiary companies.

### South Eastern Coalfields Ltd. (SECL)

3. The Committee note that the SECL is the largest coal producing company in the country having its coal reserves spread over Chhattisgarh and Madhya Pradesh. The Committee observe that the company is able to provide an overall 23.4% representation in employment to OBCs which is commendable in the light of the fact that quota for OBCs for filling up Group-B, C & D posts is only 13% in Chhattisgarh and 15% in Madhya Pradesh. However, the Committee are perturbed to learn that representation of OBCs in Group-A is only 16.55% as against the mandated 27%. They are also concerned to note that this representation plummets as one goes up in the hierarchy. While the representation of OBCs at the level of Sr. Officer/MT and Assistant Manager is 12.14% and 29.74%, respectively,

their representation shrank to an alarming low of 0.61% and 1.96%, respectively at the level of Chief Manager and General Manager. In Committee's view, more efforts are required if despite a quarter century of reservation benefits being extended to OBCs, only a handful of them are able to make their way to the top of the hierarchy. The Committee, therefore recommend that SECL should not only aim at meeting quantitative requirement of OBC reservation but must also endeavour to broad-base the benefits across the hierarchy.

#### **Representation of OBCs**

4. The Committee understand that Coal India Ltd. carries out recruitment for Group A in Executive Cadre posts only. After recruitment, these executives are posted to various subsidiary companies. In this regard, the Committee note that representation of OBCs is only 14.98% in Group A in Coal India Ltd. which is far less than the mandated 27%. On the Committee's query on the shortfall, the Coal India Ltd. has defended itself by submitting that the recruitment of OBCs in Group A posts after 1993 has indeed been 27% but for the shortfall vacancies to be filled in next recruitment cycle. However, the Committee find it difficult to put this claim to empirical test as CIL has furnished recruitment data for the period 2007-2019 and has failed to submit data prior to 2007 on the plea that file are not readily available for the period 1993-2006 due to shifting of their office. The Committee have been further informed that since 2007 CIL has been able to recruit 9800 Executives out of which 26.4% belong to OBC category. Though the efforts are praiseworthy, CIL should not continue to rest on the laurels because it has become quite clear that even such a spurt in OBC recruitment has not resulted in achieving the mandated 27% quota meant for OBCs. The Committee, therefore, strongly recommend that CIL should come out with a roadmap to increase the representation of OBCs in Group A and share it with the Committee at the action taken stage.

#### **Backlog vacancies**

5. The Committee note that Coal India Ltd. had a backlog of 15 OBC vacancies in Group A in 2017 which was carried forward to the recruitment cycle in 2018. Further, 610 posts were notified for filling up by Coal India Ltd. during the year which also included 528 posts of Medical Executives for which candidates are still joining in different phases. At this

stage it is not possible to ascertain the backlog vacancies because the recruitment cycle is not over. The Committee would like to be accordingly, acquainted about the final backlog position at the action taken stage. It can also be seen that CIL had reserved 151 vacancies for OBCs in this recruitment cycle which is only 24.75% of the total earmarked vacancies of 610. Rest 15 vacancies had been carried forward from the backlog of previous year, thus making it a total of 166 OBC vacancies. The Committee opine that CIL should have reserved 27% of the total seats for OBCs without taking into account the backlog vacancies (which can not be adjusted against fresh seats for reservation). The Committee are pained to note that CIL is not following the instructions relating to OBC reservation in letter and spirit. The Committee, therefore recommend that in future all regulations related to OBC reservation should be strictly adhered to by the CIL.

6. With regard to the NCL, from the information made available to them, the Committee find that the figures do not reflect any backlog vacancies at present. The Committee note that a total of 892 vacancies were filled in 2019 but the number of OBC vacancies actually filled were only 114 (12.78%). It clearly shows that requisite 15% of vacancies (the quantum of reservation for Madhya Pradesh) were not earmarked for OBCs during the year. Similarly, for 2018 only 14.46% of a total of 159 seats were earmarked to be filled up by OBCs. The Committee find that in these cases backlog vacancies were not calculated on a realistic basis. The Committee, therefore, strongly recommend that NCL should scrupulously earmark OBC seats for reservation as per the existing State stipulations during each recruitment process without fail.

7. In case of SECL, the Committee note that there are 36 backlog vacancies in all with 15 in Group C and 21 in Group D. With respect to Group C, the Committee are pleased to note that steps have already been initiated to fill up 12 posts of 'mining sirdars' and 3 posts of staff nurse, pharmacist and x-ray technician. The Committee would like to be apprised about the recruitment status at the action taken stage since the SECL stated that all 36 vacancies would be filled by April, 2020. With regard to the 21 Group D posts pertaining to security personnel, the SECL has argued that in order to avail better security services, they are in the process of requisitioning 250 security personnel from the Madhya Pradesh State Industrial Security Force. The Committee are of the opinion that SECL should definitely look towards improving its security services but while doing so, it should be ensured that

quota meant for OBCs is not compromised. A future policy decision regarding requisitioning specialized security personnel is a step in right direction but the existing OBC backlog vacancies should be filled up by resorting to the method of special recruitment drive.

#### Liaison Officers for OBCs

8. The Committee have been informed that separate Liaison Officers have been appointed by CIL, NCL and SECL to look into the matters related to OBC reservation in these organizations. The Committee are of the considered opinion that the role of a separate Liaison Officer in an organisation is very critical for overseeing proper implementation of reservation policy for OBCs and for ensuring speedy redressal of OBC employees' grievances. In view of the sensitive nature of the post, it is imperative that the Liaison Officer should necessarily be appointed from amongst OBC Officers only. However, the Committee find that the Liaison Officer in CIL is not from OBC category but belongs to the General Category. The Committee are not convinced by the submissions of CIL that a suitable officer belonging to OBC category is not available for appointment. The Committee, therefore, recommend that CIL should immediately appoint an officer from the OBC category as the Liaison Officer. The Committee also desire that the Backward Classes Cell in NCL should be set up without any further delay.

#### Reservation Rosters

9. It is imperative that there is a proper monitoring mechanism for effective implementation of the OBC reservation policy. Proper maintenance and inspection of Reservation rosters is very important for ensuring that OBC vacancies are duly advertised and filled-up. In this respect the Committee have been informed that CIL and its subsidiaries are adhering to the strict maintenance and inspection of these Rosters. The Committee appreciate the internal compliance in this regard. However, the Committee recommend that the Reservation Rosters should also be put on the website of the company concerned so that any misgivings regarding non-adherence to reservation guidelines are allayed from the minds of the stake-holders.

### **OBC Employees Association**

10. The Committee note that there is no separate OBC employees' Association in CIL and its subsidiaries including NCL and SECL. The Committee had interacted with the OBC representatives of All India SC/ST/OBC Employees' Co-ordination Council during their Study Visit to Mumbai on 13 January, 2020 regarding the measures undertaken to secure representation of OBCs in employment and their Welfare in CIL, NCL and SECL. The representatives submitted a memorandum to the Committee, wherein the representatives raised certain issues relating to less representation of OBCs in recruitment, appointment of independent liaison officer from OBC category etc. The Committee desire that Coal India Ltd. and its subsidiaries including NCL and SECL should examine the demands and issues raised in the Memorandum and apprise the Committee about the same at the Action Taken stage. The Committee also gathered that there is a combined association for all the SCs, STs and OBCs employees in CIL and its subsidiaries including NCL and SECL. The Committee feel that issues and grievances of SCs, STs and OBCs employees are multifarious, hence, those need to be attended specifically. The Committee are also of the opinion that separate OBC employees association can serve as a significant channel of communication between the management and employees on various issues related to the recruitment/welfare including grievances of OBCs within the organisation. While the Committee acknowledge the efforts put by CIL, NCL and SECL to ensure an overall well being of its employees, at the same time they are of the considered opinion that formation of a separate OBC Employees' Welfare Association is required so as to give voice to the sentiments/problems/grievances/complaints etc. of OBC employees before the management. The Committee, therefore, desire that the OBC employees need to be provided necessary support and infrastructure to help them establish their separate OBC association. The management may also hold periodical meetings with the representatives of OBCs Association to ensure that their grievances are resolved expeditiously.

### **Outsourcing/Engaging Contractual Employees**

11. The Committee note that CIL and its subsidiaries are outsourcing certain activities for increased efficiency and non-perennial works job contracts have been awarded like Civil work, Construction work, Watch & Ward, Hiring of vehicles. These contracts are

awarded not against the posts of CIL and its subsidiaries but for carrying out the works. The Committee were disappointed to know that CIL did not maintain any data of backward classes represented in these workers. As informed by the Ministry of Coal there are as many as 73562 outsourced employees working CIL and its subsidiaries . It has been informed that outsourced workers are engaged by the respective agencies in their own capacity as employer. These agencies in turn obtain licenses for deployment of contractors' workers. It has been informed that outsourced workers are engaged by the respective agencies in their own capacity as employer. However, CIL and its subsidiaries as a Principal Employer ensures that no workforce of any nature is discriminated on account of caste, creed, religion, gender or beliefs. The Committee do not desire to question the policy decision taken by the Government to outsource non-core activities of any Government enterprise, however, they are of the opinion that it affects adversely the opportunity of regular employment of bonafide candidates, especially the reserved category people. It is, therefore, imperative that CIL and its subsidiaries find a way to give representation to the backward section people while engaging any workforce on outsource basis and issue necessary guidelines accordingly. Also, the Committee urge the Ministry of Coal to ensure strict compliance to Office Memorandum dated May 15, 2018 of the Department of Personnel and Training Government of India, regarding provision of reservation for Scheduled Castes / Scheduled Tribes/OBCs in temporary appointments for duration not exceeding 45 days in respect of all the contractual appointments in Coal India and its subsidiaries. Moreover, payment of minimum wages as per the Minimum Wages Act and benefits of other social security schemes relating to health, education, insurance, provident fund facility, etc. should also be ensured to such employees engaged on outsource basis. The Committee would like to be apprised of the action taken in this regard.

#### **Reservation in Appointments of Casual Workers to Regular Posts**

12. During the course of evidence the Committee came to know that in CIL/Subsidiaries sometimes retired CMDs/Directors/Sr. Level executives are appointed as Full Time/Part Time Advisors as per the Company's Policy. Without questioning the Government's policy decision to engage contract employees for certain services and works under the department, the Committee feel that such appointments of retired employees on contractual basis can hamper the opportunities otherwise available to the reserved classes

in regular appointments. In this regard, the Committee would like draw attention of CIL and its subsidiaries including NCL and SECL to DoPT O.M.No.49014/12/1988-Estt(C)dated 22/08/1988 which stipulates that:

"Appointment of casual workers against regular posts will be a case of direct recruitment. Hence all statutory requirements relating to filling up of posts by direct recruitment should be followed while regularizing the services of casual workers. General orders relating to reservation for persons belonging to SCs, STs and OBCs will be applicable in cases relating to regularization of casual workers. Vacancies meant for these categories of persons should be filled up by casual workers of respective reserved categories and the balance, if any, may be filled up by outsiders belonging to these categories, who are not casual workers. Casual workers, who do not belong to the reserved categories, can be appointed against unreserved vacancies only".

The Committee further recommend that separate rosters should be prepared for regular and temporary appointment for OBCs in CIL and its subsidiaries including NCL and SECL.

13. In this connection, the Committee would further like to remind the CIL, NCL and SECL that DOP&T has been issuing various instructions/guidelines regarding reservations for SC, ST and OBCs in temporary appointments. The Committee would like to enumerate the following instructions/guidelines of DOP&T which are made applicable to Central Public Sector Enterprises through Department of Public Enterprises, and expect that the same are strictly adhered to:

#### *Reservation in Posts of Industrial Workers*

The industrial establishments of the Government of India and the posts and grades in such establishments, whether these have been classified as group A, B, C and D or not, are covered by the scheme of reservation for Scheduled Castes, Scheduled Tribes and Other Backward Classes. [O.M.No.8/7/1974-Estt.(SCT) dated 22/08/1975]

#### *Reservation in Temporary Appointment*

There shall be reservation for SC/ST/OBC class candidates in all temporary appointments, which are to last for 45 days or more. [O.M. No.36036/3/2018 - ESTT. (Res.) dated 15.05.2018]

*Reservation in Work-Charged Posts*

The principle of reservation for Scheduled Castes, Scheduled Tribes and Other Backward Classes should generally be suitably applied to the extent possible, to work-charged posts also except those required for emergencies like flood relief work, accident restoration and relief etc. The percentages of reservation in such appointments may correspond to what is applicable to Group C and Group D posts.

[O.M.No.36021/9/1976-Estt.(SCT) dated 10/02/1977]

*Reservation in Voluntary Agencies*

The Ministries/Departments should insist as a pre-condition to the sanction of grants-in-aid from Central Government to a non-Government organizations/ voluntary agency etc. that it shall provide reservation to the extent of 15% to SCs, 7.5% to STs and 27% to OBCs in case of direct recruitment on all India basis in case of direct recruitment to posts normally attracting candidates from a locality or region where:

(a) The recipient body employs more than 20 persons on a regular basis and at least 50 percent of its recurring expenditure is met from grants-in-aid from the Central Government; and

(b)The body is a registered society or a cooperative institution and is in receipt of a general purpose annual grants-in-aid of ₹ 2 lakh and above from the Consolidated Fund of India.

A clause providing for reservations in the services under the voluntary agencies should be included in the terms and conditions under which such voluntary agencies /organizations etc. are given grants-in-aid by Government, somewhat on the following lines: “.....(Name of Organization/ Agency etc.) agrees to make reservations for Scheduled Castes, Scheduled Tribes and Other Backward Classes in the posts/services



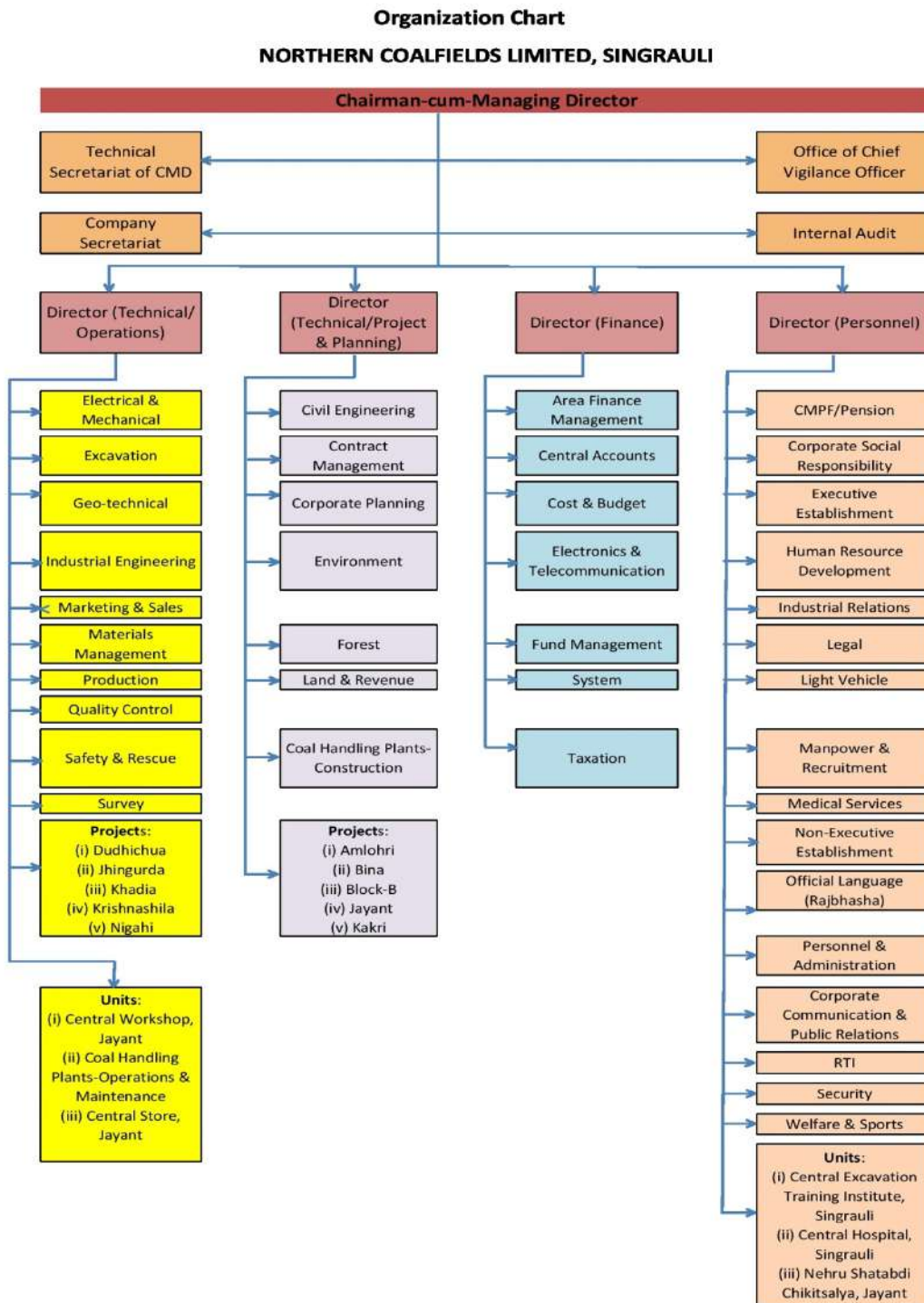
**under its control on the lines indicated by the Government of India.**

**While sanctioning grants-in-aid to various voluntary agencies the progress made by such agencies in employing Scheduled Caste, Scheduled Tribe and Other Backward Class candidates in their services should be kept in view by the administrative Ministries/Departments. The voluntary agencies etc. should be informed that the progress in respect to the employment by them of Scheduled Castes, Scheduled Tribes and OBCs in the services under them would be taken into account by Government while sanctioning future grants-in-aid to them.[O.M.No.27/12/73-Estt.SCT) dated 7/10/1974]**

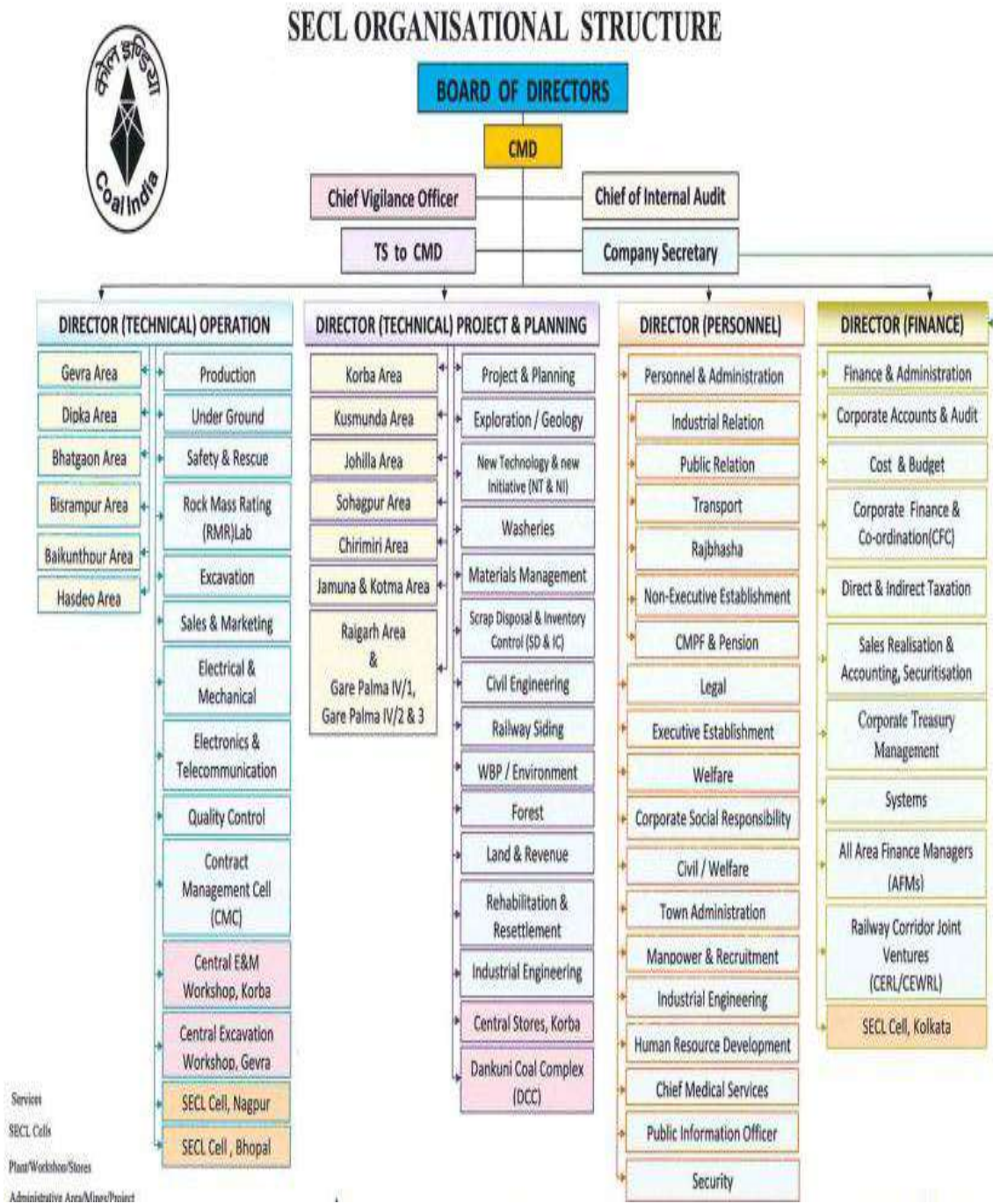
**NEW DELHI;  
23<sup>rd</sup> March, 2020  
3 Chaitra, 1942(Saka)**

**GANESH SINGH  
Chairperson  
Committee on Welfare of Other Backward Classes**

**THE ORGANISATIONAL CHART OF NCL**



## THE ORGANISATIONAL CHART OF SECL



**YEAR-WISE DETAILS OF THE APPOINTMENTS MADE BY NCL  
UNDER VARIOUS CATEGORIES OF POSTS SINCE 1993 TILL DATE**

Year	Category of posts	Total number of vacancies occurred	Total number of vacancies actually filled	No. of vacancies reserved for Other Backward Classes						Backlog OBC Vacancies	Backlog OBC vacancies filled
				Reserved during the year	No. of carried forward vacancies	Total OBC vacancies	Total OBC vacancies actually filled	shortfall	%age of shortfall		
1	2	3	4	5	6	7	8	9	10	11	12
1993	B	0	0	0	0	0	0	0	0	0	0
	C	20	20	1	0	1	1	0	0	0	0
	D	0	0	0	0	0	0	0	0	0	0
	<b>Total</b>	20	20	1	0	1	1	0	0	0	0
1994	B	0	0	0	0	0	0	0	0	0	0
	C	29	29	2	0	2	2	0	0	0	0
	D	124	124	16	0	16	16	0	0	0	0
	<b>Total</b>	153	153	18	0	18	18	0	0	0	0
1995	B	0	0	0	0	0	0	0	0	0	0
	C	98	98	11	0	11	11	0	0	0	0
	D	55	55	6	0	6	6	0	0	0	0
	<b>Total</b>	153	153	17	0	17	17	0	0	0	0
1996	B	0	0	0	0	0	0	0	0	0	0
	C	109	109	15	0	15	15	0	0	0	0
	D	58	58	6	0	6	6	0	0	0	0
	<b>Total</b>	167	167	21	0	21	21	0	0	0	0
1997	B	0	0	0	0	0	0	0	0	0	0
	C	2	2	0	0	0	0	0	0	0	0
	D	0	0	0	0	0	0	0	0	0	0
	<b>Total</b>	2	2	0	0	0	0	0	0	0	0
				No. of vacancies reserved for Other Backward Classes							
Year	Category of posts	Total number of vacancies occurred	Total number of vacancies actually filled	Reserved during the year	No. of carried forward vacancies	Total OBC vacancies	Total OBC vacancies actually filled	shortfall	%age of shortfall	Backlog OBC Vacancies	Backlog OBC vacancies filled

1	2	3	4	5	6	7	8	9	10	11	12
1998	B	0	0	0	0	0	0	0	0	0	0
	C	0	0	0	0	0	0	0	0	0	0
	D	0	0	0	0	0	0	0	0	0	0
	Total	0	0	0	0	0	0	0	0	0	0
1999	B	0	0	0	0	0	0	0	0	0	0
	C	15	15	2	0	2	2	0	0	0	0
	D	0	0	0	0	0	0	0	0	0	0
	Total	15	15	2	0	2	2	0	0	0	0
2000	B	0	0	0	0	0	0	0	0	0	0
	C	4	4	0	0	0	0	0	0	0	0
	D	0	0	0	0	0	0	0	0	0	0
	Total	4	4	0	0	0	0	0	0	0	0
2001	B	0	0	0	0	0	0	0	0	0	0
	C	4	4	0	0	0	0	0	0	0	0
	D	33	33	3	0	3	0	3	100 %	3	0
	Total	37	37	3	0	3	0	3	100 %	3	0
2002	B	0	0	0	0	0	0	0	0	0	0
	C	0	0	0	0	0	0	0	0	0	0
	D	0	0	0	3	3	0	3	100 %	3	0
	Total	0	0	0	3	3	0	3	100 %	3	0
2003	B	0	0	0	0	0	0	0	0	0	0
	C	0	0	0	0	0	0	0	0	0	0
	D	0	0	0	3	3	0	3	100 %	3	0
	Total	0	0	0	3	3	0	3	100 %	3	0
2004	B	0	0	0	0	0	0	0	0	0	0
	C	21	21	2	3	5	0	5	100 %	5	0
	D	0	0	0	0	0	0	0	0	0	0
	Total	21	21	2	3	5	0	5	100 %	5	0
2005	B	0	0	0	0	0	0	0	0	0	0
	C	4	4	0	2	2	0	2	100 %	2	0
	D	0	0	0	3	3	0	3	100 %	3	0
	Total	4	4	0	5	5	0	5	100 %	5	0
2006	B	0	0	0	0	0	0	0	0	0	0
	C	61	61	7	2	9	9	0	0	2	2
	D	181*	181	0	3	3	0	3	100 %	3	0
	Total	242	242	7	5	12	9	3	25%	5	2
				No. of vacancies reserved for Other Backward Classes							

Year	Category of posts	Total number of vacancies occurred	Total number of vacancies actually filled	Reserved during the year	No. of carried forward vacancies	Total OBC vacancies	Total OBC vacancies actually filled	shortfall	%age of shortfall	Backlog OBC Vacancies	Backlog OBC vacancies filled
1	2	3	4	5	6	7	8	9	10	11	12
2007	B	0	0	0	0	0	0	0	0	0	0
	C	60	60	7	0	7	7	0	0	0	0
	D	4	4	0	3	3	0	3	100 %	3	0
	<b>Total</b>	64	64	7	3	10	7	3	30%	3	0
2008	B	0	0	0	0	0	0	0	0	0	0
	C	0	0	0	0	0	0	0	0	0	0
	D	0	0	0	3	3	0	3	100%	3	0
	<b>Total</b>	0	0	0	3	3	0	3	100%	3	0
2009	B	0	0	0	0	0	0	0	0	0	0
	C	28	28	2	0	2	2	0	0	0	0
	D	230	230	33	3	36	36	0	0	3	3
	<b>Total</b>	258	258	35	3	38	38	0	0	3	3
2010	B	0	0	0	0	0	0	0	0	0	0
	C	153	82	6	0	6	5	1	16.66 %	1	0
	D	359	319	59	0	59	49	10	16.94 %	10	0
	<b>Total</b>	512	401	65	0	65	54	11	16.92 %	11	0
2011	B	27	23	4	0	4	4	0	0	0	0
	C	195	62	17	1	18	6	12	66.66 %	12	0
	D	0	0	0	10	10	0	10	100%	10	0
	<b>Total</b>	222	85	21	11	32	10	22	68.75 %	22	0
2012	B	0	0	0	0	0	0	0	0	0	0
	C	55	30	7	12	19	11	8	42.10 %	12	4
	D	1546	1189	230	10	240	240	0	0	10	10
	<b>Total</b>	1601	1219	237	22	259	251	8	3%	22	14
2013	B	0	0	0	0	0	0	0	0	0	0
	C	0	0	0	8	8	0	8	100 %	8	0
	D	0	0	0	0	0	0	0	0	0	0
	<b>Total</b>	0	0	0	8	8	0	8	100 %	8	0
	B	0	0	0	0	0	0	0	0	0	0

2014	C	100	62	12	8	20	17	3	15.00 %	8	5	
	D	457	396	67	0	67	67	0	0	0	0	
	<b>Total</b>	557	458	79	8	87	84	3	3.44%	8	5	
				No. of vacancies reserved for Other Backward Classes								
<b>Year</b>	<b>Category of posts</b>	<b>Total number of vacancies occurred</b>	<b>Total number of vacancies actually filled</b>	<b>Reserved during the year</b>	<b>No. of carried forward vacancies</b>	<b>Total OBC vacancies</b>	<b>Total OBC vacancies actually filled</b>	<b>shortfall</b>	<b>%age of shortfall</b>	<b>Backlog OBC Vacancies</b>	<b>Backlog OBC vacancies filled</b>	
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	
2015	B	0	0	0	0	0	0	0	0	0	0	
	C	0	0	0	3	3	0	3	100 %	3	0	
	D	0	0	0	0	0	0	0	0	0	0	
	<b>Total</b>	0	0	0	3	3	0	3	100 %	3	0	
2016	B	0	0	0	0	0	0	0	0	0	0	
	C	265	185	39	3	42	35	7	16.66 %	7	0	
	D	0	0	0	0	0	0	0	0	0	0	
	<b>Total</b>	265	185	39	3	42	35	7	16.66 %	7	0	
2017	B	0	0	0	0	0	0	0	0	0	0	
	C	203	203	30	7	37	37	0	0	7	7	
	D	0	0	0	0	0	0	0	0	0	0	
	<b>Total</b>	203	203	30	7	37	37	0	0	7	7	
2018	B	0	0	0	0	0	0	0	0	0	0	
	C	0	0	0	0	0	0	0	0	0	0	
	D	159	138	23	0	23	23	0	0	0	0	
	<b>Total</b>	159	138	23	0	23	23	0	0	0	0	
2019	B	0	0	0	0	0	0	0	0	0	0	
	C	273	273	24	0	24	24	0	0	0	0	
	D	619	619	90	0	90	90	0	0	0	0	
	<b>Total</b>	892	892	114	0	114	114	0	0	0	0	

\* Special recruitment Drive for SC & ST.

**Annexure-IV**  
**Vide para 3.19**

**YEAR-WISE DETAILS OF APPOINTMENTS MADE IN THE SECL SINCE  
1993 TILL DATE**

Year	Category of Post	Total No. of Vacancies occurred	Total No. of Vacancies actually filled	No. of Vacancies reserved for OBC						OBC >	B O > r o n e
				Reserved during the year	No. of Carried forward OBC vacancies	Total OBC vacancies	Total OBC Vacancies actually filled	Shortfall	% of shortfall (against CI no 5)		
1	2	3	4	5	6	7	8	9	10	11	12
1993	B	0	0	0	0	0	0	0	0.0	0	0
	C	360	360	43	0	43	27	16	37.2	16	0
	D	0	0	0	0	0	0	0	0.0	0	0
	<b>TOTAL</b>	<b>360</b>	<b>360</b>	<b>43</b>	<b>0</b>	<b>43</b>	<b>27</b>	<b>16</b>	<b>37.2</b>	<b>16</b>	<b>0</b>
1994	B	0	0	0	0	0	0	0	0.0	0	0
	C	173	173	21	16	37	21	16	43.2	16	0
	D	0	0	0	0	0	0	0	0.0	0	0
	<b>TOTAL</b>	<b>173</b>	<b>173</b>	<b>21</b>	<b>16</b>	<b>37</b>	<b>21</b>	<b>16</b>	<b>43.2</b>	<b>16</b>	<b>0</b>
1995	B	0	0	0	0	0	0	0	0.0	0	0
	C	44	44	5	16	21	5	16	76.2	16	0
	D	0	0	0	0	0	0	0	0.0	0	0
	<b>TOTAL</b>	<b>44</b>	<b>44</b>	<b>5</b>	<b>16</b>	<b>21</b>	<b>5</b>	<b>16</b>	<b>76.2</b>	<b>16</b>	<b>0</b>
1996	B	0	0	0	0	0	0	0	0.0	0	0
	C	27	27	3	16	19	3	16	84.2	16	0
	D	752	752	90	0	90	90	0	0.0	0	0
	<b>TOTAL</b>	<b>779</b>	<b>779</b>	<b>93</b>	<b>16</b>	<b>109</b>	<b>93</b>	<b>16</b>	<b>14.7</b>	<b>16</b>	<b>0</b>
1997	B	0	0	0	0	0	0	0	0.0	0	0
	C	18	18	2	16	18	2	16	88.9	16	0
	D	360	360	43	0	43	43	0	0.0	0	0
	<b>TOTAL</b>	<b>378</b>	<b>378</b>	<b>45</b>	<b>16</b>	<b>61</b>	<b>45</b>	<b>16</b>	<b>26.2</b>	<b>16</b>	<b>0</b>
1998	B	0	0	0	0	0	0	0	0.0	0	0
	C	43	43	4	16	20	7	13	65.0	13	3
	D	0	0	0	0	0	0	0	0.0	0	0
	<b>TOTAL</b>	<b>43</b>	<b>43</b>	<b>4</b>	<b>16</b>	<b>20</b>	<b>7</b>	<b>13</b>	<b>65.0</b>	<b>13</b>	<b>3</b>
1999	B	0	0	0	0	0	0	0	0.0	0	0
	C	0	0	0	13	13	0	13	0.0	13	0
	D	0	0	0	0	0	0	0	0.0	0	0
	<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>13</b>	<b>0</b>	<b>13</b>	<b>0.0</b>	<b>13</b>	<b>0</b>
2000	B	0	0	0	0	0	0	0	0.0	0	0
	C	287	287	37	13	50	37	13	26.0	13	0
	D	240	240	31	0	31	31	0	0.0	0	0
	<b>TOTAL</b>	<b>527</b>	<b>527</b>	<b>68</b>	<b>13</b>	<b>81</b>	<b>68</b>	<b>13</b>	<b>16.0</b>	<b>13</b>	<b>0</b>
2001	B	0	0	0	0	0	0	0	0.0	0	0
	C	0	0	0	13	13	0	13	0.0	13	0




2002	D	0	0	0	0	0	0	0	0.0	0	0
	<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>13</b>	<b>0</b>	<b>13</b>	<b>0.0</b>	<b>13</b>	<b>0</b>
2002	B	0	0	0	0	0	0	0	0.0	0	0
	C	0	0	0	13	13	0	13	0.0	13	0
	D	0	0	0	0	0	0	0	0.0	0	0
	<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>13</b>	<b>0</b>	<b>13</b>	<b>0.0</b>	<b>13</b>	<b>0</b>
2003	B	0	0	0	0	0	0	0	0.0	0	0
	C	0	0	0	13	13	0	13	0.0	13	0
	D	0	0	0	0	0	0	0	0.0	0	0
	<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>13</b>	<b>0</b>	<b>13</b>	<b>0.0</b>	<b>13</b>	<b>0</b>
2004	B	0	0	0	0	0	0	0	0.0	0	0
	C	0	0	0	13	13	0	13	0.0	13	0
	D	0	0	0	0	0	0	0	0.0	0	0
	<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>13</b>	<b>0</b>	<b>13</b>	<b>0.0</b>	<b>13</b>	<b>0</b>
2005	B	0	0	0	0	0	0	0	0.0	0	0
	C	0	0	0	13	13	0	13	0.0	13	0
	D	0	0	0	0	0	0	0	0.0	0	0
	<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>13</b>	<b>0</b>	<b>13</b>	<b>0.0</b>	<b>13</b>	<b>0</b>
2006	B	0	0	0	0	0	0	0	0.0	0	0
	C	0	0	0	13	13	0	13	0.0	13	0
	D	0	0	0	0	0	0	0	0.0	0	0
	<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>13</b>	<b>0</b>	<b>13</b>	<b>0.0</b>	<b>13</b>	<b>0</b>
2007	B	0	0	0	0	0	0	0	0.0	0	0
	C	0	0	0	13	13	0	13	0.0	13	0
	D	0	0	0	0	0	0	0	0.0	0	0
	<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>13</b>	<b>0</b>	<b>13</b>	<b>0.0</b>	<b>13</b>	<b>0</b>
2008	B	0	0	0	0	0	0	0	0.0	0	0
	C	530	337	32	13	45	32	13	28.9	13	0
	D	0	0	0	0	0	0	0	0.0	0	0
	<b>TOTAL</b>	<b>530</b>	<b>337</b>	<b>32</b>	<b>13</b>	<b>45</b>	<b>32</b>	<b>13</b>	<b>28.9</b>	<b>13</b>	<b>0</b>
2009	B	0	0	0	0	0	0	0	0.0	0	0
	C	0	0	0	13	13	0	13	0.0	13	0
	D	400	81	24	0	24	24	0	0.0	0	0
	<b>TOTAL</b>	<b>400</b>	<b>81</b>	<b>24</b>	<b>13</b>	<b>37</b>	<b>0</b>	<b>37</b>	<b>35.1</b>	<b>13</b>	<b>0</b>
2010	B	0	0	0	0	0	0	0	0.0	0	0
	C	295	295	35	13	48	46	2	4.2	2	11
	D	0	0	0	0	0	0	0	0.0	0	0
	<b>TOTAL</b>	<b>295</b>	<b>295</b>	<b>35</b>	<b>13</b>	<b>48</b>	<b>46</b>	<b>2</b>	<b>4.2</b>	<b>2</b>	<b>11</b>
2011	B	51	46	2	0	2	2	0	0.0	0	0
	C	233	233	28	2	30	28	2	6.7	2	0
	D	0	0	0	0	0	0	0	0.0	0	0
	<b>TOTAL</b>	<b>284</b>	<b>279</b>	<b>30</b>	<b>2</b>	<b>32</b>	<b>30</b>	<b>2</b>	<b>6.3</b>	<b>2</b>	<b>0</b>
2012	B	0	0	0	0	0	0	0	0.0	0	0
	C	295	261	73	2	75	39	36	48.0	36	0
	D	0	0	0	0	0	0	0	0.0	0	0
	<b>TOTAL</b>	<b>295</b>	<b>261</b>	<b>73</b>	<b>2</b>	<b>75</b>	<b>39</b>	<b>36</b>	<b>48.0</b>	<b>36</b>	<b>0</b>
2013	B	0	0	0	0	0	0	0	0.0	0	0
	C	0	0	0	36	36	0	36	0.0	36	0
	D	200	33	24	0	24	3	21	87.5	21	0
	<b>TOTAL</b>	<b>200</b>	<b>33</b>	<b>24</b>	<b>36</b>	<b>60</b>	<b>3</b>	<b>57</b>	<b>95.0</b>	<b>57</b>	<b>0</b>
2014	B	0	0	0	0	0	0	0	0.0	0	0
	C	700	258	166	36	202	10	192	95.0	192	0
	D	0	0	0	21	21	0	21	0.0	21	0
	<b>TOTAL</b>	<b>700</b>	<b>258</b>	<b>166</b>	<b>57</b>	<b>223</b>	<b>10</b>	<b>213</b>	<b>95.5</b>	<b>213</b>	<b>0</b>
2015	B	0	0	0	0	0	0	0	0.0	0	0
	C	0	0	0	192	192	189	3	1.6	3	189

2016	D	0	0	0	21	21	0	21	0.0	21	0
	<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>213</b>	<b>213</b>	<b>189</b>	<b>24</b>	<b>11.3</b>	<b>24</b>	<b>189</b>
	B	0	0	0	0	0	0	0	0.0	0	0
	C	75	58	20	3	23	17	6	26.1	6	0
	D	0	0	0	21	21	0	21	0.0	21	0
	<b>TOTAL</b>	<b>75</b>	<b>58</b>	<b>20</b>	<b>24</b>	<b>44</b>	<b>17</b>	<b>27</b>	<b>61.4</b>	<b>27</b>	<b>0</b>
2017	B	0	0	0	0	0	0	0	0.0	0	0
	C	332	210	43	6	49	28	21	42.9	21	0
	D	0	0	0	21	21	0	21	0.0	21	0
	<b>TOTAL</b>	<b>332</b>	<b>210</b>	<b>43</b>	<b>27</b>	<b>70</b>	<b>28</b>	<b>42</b>	<b>60.0</b>	<b>42</b>	<b>0</b>
2018	B	0	0	0	0	0	0	0	0.0	0	0
	C	0	18	0	21	21	6	15	0.0	15	6
	D	0	0	0	21	21	0	21	0.0	21	0
	<b>TOTAL</b>	<b>0</b>	<b>18</b>	<b>0</b>	<b>42</b>	<b>42</b>	<b>6</b>	<b>36</b>	<b>0.0</b>	<b>36</b>	<b>6</b>
2019	B	0	0	0	0	0	0	0	0.0	0	0
	C	0	2	0	15	15	0	15	0.0	15	0
	D	0	0	0	21	21	0	21	0.0	21	0
	<b>TOTAL</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>36</b>	<b>36</b>	<b>0</b>	<b>36</b>	<b>0.0</b>	<b>36</b>	<b>0</b>

**COPY OF MEMORANDUM CONTAINING DEMANDS AND GRIEVANCES OF  
OBC EMPLOYEES WORKING IN COAL INDIA LTD. AND ITS SUBSIDIARIES**

शिक्षित बनो ! संघटीत रहो ! संघर्ष करो !

 **ऑल इन्डिया SC/ST/OBC एम्प्लॉईज को-ऑर्डिनेशन कौन्सिल**  
(प्रधान कार्यालय : ३०९, बी.बी. गांगुली स्ट्रीट, कोलकाता-१२.) रजि. नं. एस./१२९६३  
कोल इंडीया लिमिटेड युनिट - कोलकाता  
शाखा कार्यालय : वेस्टर्न कोल फिल्ड्स लिमिटेड (मुख्यालय), सिव्हिल लाईन, नागपूर

**OBC प्रतिनिधी मंडल**

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संदर्भ पत्र क्र. एससी/एसटी/बीसी./कौन्सिल/सि.आय.एल. 179 दिनांक : 12/01/2020

**जापन**

माननीय गणेश सिंह, अध्यक्ष, संसदीय समिति अन्य पिछड़ा वर्ग कल्याण, भारत सरकार, नई दिल्ली को उनकी दिनांक १३/०१/२०२० को मुम्बई यात्रा के दौरान कोल इंडिया लिमिटेड एवं कोल इंडिया लिमिटेड की सहायक कंपनियों में कार्यरत अन्य पिछड़ा वर्ग कर्मियों की समस्या / शिकायतों का निराकरण करने संबंधी जापन प्रस्तुत।

प्रस्तुतकर्ता,

OBC प्रतिनिधि, कौन्सिल, CIL

- 1) Rajendra Muneshwar Singh
- 2) [Handwritten signature]
- 3) Rajkumar Singh
- 4) Satyanarayan Verma
- 5) Kavita W. Mandlik
- 6) Asha Lokhande
- 7) Ram Mohan [Handwritten signature]
- 8)
- 9)
- 10)

शिक्षित बनो !

संघटीत रहो !

संघर्ष करो !



## ऑल इंडिया SC/ST/OBC एम्प्लॉइज को-आर्डिनेशन कौन्सिल

(प्रधान कार्यालय : ३०९, बी.बी. गांगुली स्ट्रीट, कोलकाता-९२.) रजि. नं. एस./९२९६३

कोल इंडिया लिमिटेड युनिट - कोलकाता

शाखा कार्यालय : वेस्टर्न कोल फिल्डस लिमिटेड (मुख्यालय), सिव्हील लाईन, नागपूर

### OBC प्रतिनिधी मंडल

संदर्भ पत्र क्र. एससी/एसटी/बीसी./कौन्सिल/सि.आय.एल. ३७

दिनांक : १३/०१/२०२०

सेवा में

माननीय गणेश सिंह

अध्यक्ष,

संसदीय समिति अन्य पिछड़ा वर्ग कल्याण,

नई दिल्ली कैम्प मुंबई

आदरणीय महोदय,

हमें ऑल इंडिया एससी एसटी ओबीसी एम्प्लॉइज को आर्डिनेशन कौन्सिल की ओर से १३ जनवरी २०२० को कोल इंडिया लिमिटेड का दौरा करने पर आपका हार्दिक स्वागत करते हुए बहुत प्रसन्नता हो रही है।

आपका स्वागत करते तथा धन्यवाद देते हुए हम कोल इंडिया लिमिटेड एवं कोल इंडिया लिमिटेड की सहायक कंपनियों में कार्यरत अन्य पिछड़ा वर्ग अधिकारी एवं कर्मचारियों की समस्या में संबंधित मांगों का जापन धैर्य पूर्वक सुनने तथा भारत सरकार एवं प्रबंधन द्वारा इन्हें सुलझाने जाने के लिए आपके समक्ष रखना चाहते हैं।

हमें उम्मीद है कि आपके प्रयासों से सामाजिक न्याय के हित में अन्य पिछड़ा वर्ग के अधिकारी और कर्मचारियों की शिकायतें/समस्याओं का समाधान हो जाएगा।

धन्यवाद!

दिनांक १३/०१/२०२०

भवदीय,

मुम्बई

OBC प्रतिनिधि, कौन्सिल, CIL

1) राजेश कुमार - [Signature]

2) जय शंकर सिंह - [Signature]

3) Raj Kumar Mah - [Signature]

4) Satyanarayan Verma - [Signature]

5) Kavita N. Mandlik - [Signature]

6) Asha Lokhande - [Signature]

7) Ram Mandhar Jode - [Signature]

8)

9)

10)

शिक्षित बनो !

संघठीत रहो !

संघर्ष करो !



## ऑल इन्डिया SC/ST/OBC एम्प्लॉईज को-आर्डिनेशन कौन्सिल

(प्रधान कार्यालय : ३०९, बी.बी. गांगुली स्ट्रीट, कोलकाता-१२.) रजि. नं. एस./१२९६३

कोल इंडीया लिमिटेड युनिट - कोलकाता

शाखा कार्यालय : वेस्टर्न कोल फिल्डस लिमिटेड (मुख्यालय), सिव्हील लाईन, नागपूर

### OBC प्रतिनिधी मंडल

संदर्भ पत्र क्र. एससी/एसटी/बीसी./कौन्सिल/सि.आय.एल. 139

दिनांक : 13/01/2020

### MEMORANDUM

Presented to **Shri Ganesh Singh, Honourable Chairman,** Parliamentary Committee on Welfare of Other Backward Classes on 13<sup>th</sup> January 2020 at Mumbai to redress Grievances of Other Backward Classes Employees working in Coal India Limited, and its subsidiaries Companies.

Presented by

OBC Representatives of this Council, CIL

- 1) Rajendra munshwar Ram
- 2) Gopal Verma
- 3) Rakesh Kumar
- 4) Jyoti Narayan Verma
- 5) Mandlik N. Kavita
- 6) Asha Lokhande
- 7) Ram Manohar
- 8)
- 9)
- 10)

शिक्षित बनो !

संघटीत रहो !

संघर्ष करो !



## ऑल इन्डिया SC/ST/OBC एम्प्लॉईज को-आर्डिनेशन कौन्सिल

(प्रधान कार्यालय : ३०९, बी.बी. गांगुली स्ट्रीट, कोलकाता-९२.) रजि. नं. एस./९२९६३

कोल इंडीया लिमिटेड युनिट - कोलकाता

शाखा कार्यालय : वेस्टर्न कोल फिल्डस लिमिटेड (मुख्यालय), सिव्हील लाईन, नागपूर

### OBC प्रतिनिधी मंडल

संदर्भ पत्र क्र. एससी/एसटी/बीसी./कौन्सिल/सि.आय.एल./३१

दिनांक : 13/01/2020

To,

Honourable Shri Ganesh Singh

Chairman,

Parliamentary Committee on the Welfare of Other Backward Classes, New Delhi. Camp - Mumbai

Respected Sir,

On the behalf of All India SC/ST/OBC Employees coordination Council, CIL It is the moment of immense please in expressing our whole hearted welcome to the visit on welfare of Other Backward Classes community on the day of 13<sup>th</sup> January 2020

While expressing our welcome and thanks to your visit, we would also like to avail this opportunity to submit before you a memorandum consisting of demands and grievances of Other Backward Classes Employees working in Coal India Ltd & its subsidiaries companies for giving patience hearing and taking up the matter with Government of India and the CIL management for resolving the same with due response to the Council.

Thanking you in anticipation for mitigating grievances of Other Backward Classes and also in the interest of social justice.

Date :-13<sup>th</sup> January 2020

Mumbai

Yours faithfully

OBC Representatives of this Council, CIL

- 1) Rajendra moushwar - *Rmj*
- 2) *जय वरिष्ठ अर स्ये*
- 3) Rajkumar rights - *Rajkumar*
- 4) *Subha narayan Verma - Subha*
- 5) Kavita N. Mandlik - *K*
- 6) Asha Lohande - *al*
- 7) *Chandramohan yadav*
- 8)
- 9)
- 10)

माँग क्रमांक 01:-कोल इंडिया लिमिटेड सहित उसकी सभी अनुषंगि कंपनियों के निदेशक मंडल में अन्य पिछड़ा वर्ग (OBC) का एक निदेशक का समावेश किया जाए।

कोल इंडिया लिमिटेड एवं उसकी सभी अनुषंगि कंपनियों भारत सरकार के देखरेख में 1974 से कार्य कर रही है, परंतु आजतक निदेशक मंडल में अन्य पिछड़ा वर्ग (OBC) के एक या दो निदेशक बन पाये हैं।

अतः कौन्सिल माँग करती है कि कोल इंडिया लिमिटेड की हर एक कंपनी में अन्य पिछड़ा वर्ग(OBC)का कम से कम एक निदेशक निश्चित किया जाए ।

माँग क्रमांक 02 :- अन्य पिछड़ा वर्ग समुदाय को भारत सरकार, भारत सरकार के उद्यम, राज्य सरकार, उनके मंडल आदि में पदोन्नति में आरक्षण की व्यवस्था बहाल की जाए। कोल इंडिया ली. में पदोन्नति में अन्य पिछड़ा वर्ग (OBC) आरक्षण की व्यवस्था की जाये।

भारत देश में अन्य पिछड़ा वर्ग समुदाय की जनसंख्या 52% मानी जा रही है, इस कारण आरक्षण की व्यवस्था 50% की मर्यादा को संतुष्ट करने हेतु वह सिर्फ 27% ही आरक्षण पा रहे हैं एवं पदोन्नति में अन्य पिछड़ा वर्ग को आरक्षण की व्यवस्था ना होने के कारण उनका प्रतिनिधित्व हर स्तर पर आवश्यक / पर्याप्त नजर नहीं आ रहा है। इस कारण अन्य पिछड़ा वर्ग को सही लाभ मिलने हेतु उन्हें पदोन्नति में आरक्षण की व्यवस्था होना अनिवार्य है।

अन्तः कौन्सिल माँग करती है कि अन्यपिछड़ा वर्ग समुदाय को भारत सरकार, भारत सरकार के उद्यम, राज्य सरकार एवं उनके मंडल आदि में पदोन्नति में आरक्षण की व्यवस्था बहाल की जाए।

माँग क्रमांक 03 :- कोल इंडिया लिमिटेड और इसकी सहायक कंपनियों के ओबीसी के गैर-अधिकारियों को विभागीय भर्ती द्वारा अधिकारी श्रेणी में भर्ती और चुना जाए।

कोल इंडिया लिमिटेड में भू-आश्रित कर्मी, कर्मी-आश्रित कर्मी अथवा जो अलग अलग कैडर में कार्यरत अन्य पिछड़ा वर्ग के अ-अधिकारी जिन्होंने माइनिंग फर्स्ट क्लास अथवा सेकंड क्लास परीक्षा उत्तीर्ण की है अथवा उक्त कैडर के अधिकारी वर्ग की आहर्ता रखते हैं, उनका करियर ग्रोथ नहीं हो पा रहा है। वह अ-अधिकारी वर्ग का निचला स्तरके कैडर में अपना जीवन यापन कर रहे हैं। दूसरी ओर कंपनी को ऐसे अधिकारी वर्ग की आज बहुत ही ज्यादा आवश्यकता है और इस कारण सरल भर्ती बार-बार निकाली जा रही है।

अतः कांसिल मांग करती है कि ऐसे अधिकारी वर्ग की आहर्ता रखने वाले अन्य पिछड़ा वर्ग समुदाय के कार्यरत अ-अधिकारी वर्ग के ओबीसी कर्मियों की माइनिंग, सिविल, मैकेनिकल, इलेक्ट्रिकल, पर्सनल, सिस्टम, कोल प्रिपरेशन, मैटेरियल मैनेजमेंट, मार्केटिंग एंड सेल्स, कम्युनिटी डेवलपमेंट, लीगल, फार्मासिस्ट आदि कैडर की विभागीय भर्ती लेकर उन्हें अधिकारी वर्ग में चयन किया जाए।

ऐसी भर्ती वर्ष 1997 में पत्र क्रमांक :- (1)CIL/C-5A(i)/50254/743दि.26/03/1997(2)CIL/C-5A(i)/50254/777 दि.21/04/1997(3)दि. 28/12/2000का Reportof Selection Committee for the position Management Trainee अंतर्गत की गई है उसकी पुनरावृत्ति की जाए।

माँग क्रमांक 04 :-कोल इंडिया लिमिटेड एवं उसकी अनुषंगी कंपनियों में स्वतंत्र संपर्क अधिकारी (अन्य पिछड़ा वर्ग) की नियुक्ति की जाए।

माँग क्रमांक 05 :- कोल इंडिया लिमिटेड में कार्यरत अन्य पिछड़ा वर्ग कर्मियों की अधिकारी तथा अ-अधिकारियों की अलग अलग कैडर अनुसार सूची तैयार कर कुल कर्मियों में उसकी प्रतिशत की जानकारी कोल इंडिया लिमिटेड तथा उसकी अनुषंगी कंपनियों की वेबसाइट पर प्रकाशित की जाए।



माँग क्रमांक 06 :- भू आश्रित कर्मी आश्रितों को शैक्षणिक योग्यता के आधार पर रोजगार प्रदान किया जाए।

कोल इंडिया लिमिटेड एवं उसकी अनुषंगी कंपनियों में प्रबंधन द्वारा नीति अपनाई जा रही है कि कर्मी - आश्रित तथा भू -आश्रितों को भूमिगत खदानों में पदस्थापना दी जाए। इस कारण भू- आश्रित एवं कर्मी -आश्रितों का करियर ग्रोथ नहीं हो पा रहा है।

अंतः काउंसिल मांग करती है कोल इंडिया लिमिटेड एवं उसकी अनुषंगी कंपनियों में अन्य पिछड़ा वर्ग (OBC) भू-आश्रितों एवं कर्मी-आश्रितों को रोजगार दिया गया है। ऐसे आश्रितों को शैक्षणिक योग्यता अनुरूप विभागीय भर्ती/चयन निकालकर योग्यता अनुसार भर्ती /चयन किया जाए।

माँग क्रमांक 07 - कोल इंडिया लिमिटेड एवं उसकी अनुषंगी कंपनियों में कर्मी हित में कार्यरत विविध मंडल एवं समितियों में (जैसे Steering Committee, Welfare Board, House Allotment Committee, Safety Committee, Joint Coordination Committee etc.) ऑल इंडीया SC/ST/OBC एम्प्लॉईज को आर्डि.काउंसिल को प्रतिनिधित्व दिया जाए।

वास्तविकता है कि कोल इंडिया लिमिटेड एवं उसकी अनुषंगी कंपनियों में अकेले अन्य पिछड़ा वर्ग कर्मियों की संख्या 50% से ज्यादा है परंतु आज तक किसी भी उपरोक्त समितियों में ऑल इंडिया एससी एसटी ओबीसी काउंसिल के माध्यम से ओबीसी को प्रतिनिधित्व बहाली नहीं की गई है।

अतः कौन्सिल माँग करती है कि कोल इंडिया लिमिटेड एवं उसकी अनुषंगी कंपनियों में मंडल एवं समितियों में प्रतिनिधित्व बहाली की जाए।

माँग क्रमांक 08: - कोल इंडिया ली. की कर्मी आश्रितों की नीति में माता, पिता, पत्नी, पुत्र, पुत्री और भाई यह परिवार की परिभाषा में अंतर्भूत है, परन्तु कर्मी की अविवाहित बहन को आश्रित नहीं माना गया है। जो ५०% महिला आबादी के उपर कोल इंडिया प्रशासन द्वारा किया गया अन्याय है, इसमें दुरुस्ती कर भारतीय संविधान के निर्देशों का अंमल किया जाए। और अविवाहित बहन को कर्मी आश्रित माना जाए।

माँग क्रमांक 09:- कोल इंडिया लिमिटेड एवं उसकी अनुषंगी कंपनियों में अन्य पिछड़ा वर्गसमुदाय(OBC) के भु-धारक, भुस्वामी,भु-आश्रित तथा कर्मी आश्रित को प्रबंधन द्वारा समय-समय पर अलग-अलग जबरन त्रुटिया निकालकर रोजगार से वंचित रखा जा रहा है, ऐसे आश्रितों को तुरंत रोजगार बहाली की जाए।

उदाहरणार्थ:--1) राजेंद्र यादव, CCL, 2) सुशीला खांदाडे,WCL

माँग क्रमांक 10: - कोल इंडिया लिमिटेड एवं उसकी अनुषंगी कंपनियों में अन्य पिछड़ा वर्ग (OBC)का रोजगार में रोस्टर बनाए रखने हेतु तथा भारतीय संविधान का कलम 16(4) अंतर्गत रोजगार में पर्याप्त प्रतिनिधित्व बहाली हेतु उन समुदाय की सीधी भर्ती की जाए।

वर्तमानस्थिति में कोल इंडिया लिमिटेड एवं उस की अनुषंगी कंपनियों में सर्वसाधारण तथा तांत्रिक कैडर में पर्याप्त जनशक्ति उपलब्ध नहीं है। इस कारण उसका सीधा प्रभाव कोल उत्पादन पर हो रहा है तथा भर्ती ना होने के कारण अन्य पिछड़ा वर्ग (OBC) का बैकलॉग दिन-ब-दिन बढ़ रहा है और भारतीय संविधान की कलम 16(4) अंतर्गत रोजगार में पर्याप्त प्रतिनिधित्व अन्य पिछड़ा वर्ग को नहीं मिल पा रहा है।

अतः कॉन्सील माँग करती है कि सीधी भर्ती कर न्याय किया जाए।

माँग क्रमांक 11: - कोल इंडिया और उसकी अनुषंगी कंपनीओ सरल-सरल केन्द्र की आरक्षण निती का अंमल करने के निर्देश जारी किए जाए।

कोल इंडिया और उसकी अनुषंगी कंपनीओमें आरक्षण निती में विभीन्नता है, जब की कोलइंडिया और उसकी अनुषंगी कंपनीया केन्द्र की संस्था है। जब अनुषंगी कंपनीओ में रोजगार जाहिरात पुर्ण देशके लिए प्रकाशित होती तब उसकी आरक्षण निती भी केन्द्र की होनी चाहिए। परंतु अनुषंगी कंपनीया राज्य आरक्षण निती लगाकर आरक्षण निती को तोरमरोड करOBC समुदाय का नुकसान कररही है। इसे रोक लगाकरसरल-सरल केन्द्र की आरक्षण निती का अंमल करने के निर्देश जारी किए जाए।

माँग क्रमांक 12: - कोल इंडिया लिमिटेडकी अनुषंगी कंपनियों में भर्ती के समय राज्य आरक्षण निती मे 50 से ज्यादा का अंश गणना को एक मान कर 50%लिमिट को संतुष्ट कर आरक्षण निती का सही अंमल करने के निर्देश जारी किये जाए।

कंपनियों में भर्ती के समय राज्य आरक्षण निती मे जो अंश आरक्षण कोटे के तहद गनन किया जाताहै,वह यदी 50 से ज्यादा भी होता है तो उसे एक ना मानकर शून्य मानकर आरक्षण निती का उल्लंघन किया जा रहाहै।जिस कारण OBC कोटा 50% लिमिट सेकही कम हो जा रहा है।इस में सुधार कर 50 से ज्यादा का अंश गणना को एक मानकर 50% लिमिट को संतुष्ट कर आरक्षण निती का सही अंमल करने के निर्देश जारी किये जाए।

माँग क्रमांक 13 :- अन्य पिछड़ा वर्ग के प्रतिनिधियों की वार्षिक दो बैठक CIL स्तर पर और तिन बैठके अनुषंगी कंपनियों में प्रबंधन के साथ काउंसिल के माध्यम से निश्चित की जाए।

अन्य पिछड़ा वर्ग आरक्षण 1993 से जारी है परंतु कोल इंडिया स्तर पर उनकी समस्या सुनने उसका निराकरण करने हेतु आज तक एक भी बैठक संपन्न नहीं हुई है।

अतः काउंसिल मांग करती है कि अन्य पिछड़ा वर्ग की वार्षिक दो बैठक के कोल इंडिया लिमिटेड स्तर पर एवं तिन बैठक के उसकी अनुषंगी कंपनियों में काउंसिल के माध्यम से निश्चित की जाए।

माँग क्रमांक 14 :-कोल इंडिया सहित सभी अनुषंगी कंपनियों में देखने में आया है की अन्य पिछड़ा वर्ग (OBC) के अधिकारी पदोन्नती से वंचित रखने के उद्देश से प्रबंधन द्वारा उनपर किसी ना किसी तरह के आरोप लगा कर उनका CR खराब किया जाता है या फिर उनका CR इस प्रकार लिखा जाता है की उनकी पदोन्नती ना हो सके ।

इस पर यथा शिघ्रातीशिघ्र रोक लगाई जाए ।

माँग क्रमांक 15:-कोल इंडिया सहित सभी अनुषंगी कंपनियों में एवं उसके अंतर्गत आनेवाले क्षेत्रों में संपर्क अधिकारियों (अन्य पिछड़ा वर्ग) (OBC) को सेपरेट कार्यालय एवं आवश्यक स्टाफ दिया जाए।

माँग क्रमांक 16- कोल इंडिया लिमिटेड एवं उसकी अनुषंगी कंपनियों 200पाइंट रोस्टर का सही अमल नहीं कर रही है एवं रोस्टर रजिस्टर नियमित रूप से भरे नहीं जा रहे हैं । इसमें सुधार करने हेतु एवं पारदर्शिता लाने हेतु हर स्तर पर अन्य पिछड़ा वर्ग (OBC) का training प्रोग्राम लगाए जाए।

माँग क्रमांक 17:- कॉन्ट्रक्चुअल मॅन पॉवर भारतीय संविधान अंतर्गत OBC आरक्षण निती का अमल करके पदस्थापित किया जाए।

कोल इंडिया सहित सभी अनुषंगिक कंपनियों में कॉन्ट्रक्चुअल माईन खुलना जारी है। एवं एक माईनमे करीबन 1000 से ज्यादा कामगार कॉन्ट्रक्चुअल पदस्थापित करने का अनुमान है। चूंकी कोल इंडिया सहित सभी अनुषंगिक कंपनीया सरकारी संस्थान है एवं सरकारी संस्थान मे भारतीय संविधान के अंतर्गत OBC समुदाय को आरक्षण अधिकार है।

अतः कॉन्ट्रक्चुअल मॅन पॉवर भारतीय संविधान अंतर्गत OBC आरक्षण निती का अमल करके पदस्थापित किया जाए।

माँग क्रमांक 18:-कोल इंडिया लिमिटेड एंव उसकी अनुषांगिक कंपनी में रोजगार मे रहते हुए कुछ अन्य पिछड़ा वर्ग काकर्मि गुमसुदा हो जाते है, उनके अश्रीतो को गुमशुदा का सात साल का काल पूर्ण होते ही रोजगार बहाली की जाये।

माँग क्रमांक 19:-कोल इंडिया लिमिटेड में 9.4.0 / 9.4.3/ 9.4.5/ अंतर्गत आश्रीतो के बतौर रोजगार देते वक्त पुरुष आश्रीतो की उम्र पैतीस साल अधिकतम की गई है उसमे सुधारकर अन्य पिछड़ा वर्ग के पुरुषों के लिए अधिकतम उम्र 40 साल की जाये।

**Demand No. 01: - To include one Director of the Other Backward classes in the Board of Directors of Coal India Limited and its subsidiaries companies.**

Coal India Limited and all its subsidiaries have been working under the supervision of the Government of India since 1974, but till date, not more than one to two director of the OBC has been appointed in the Board of Directors.

Therefore, the Council demands that at least one Director of the OBC should be appointed in each of the companies of Coal India Limited.

**Demand number 02: - Provision of reservation in promotion for Other Backward Classes in Government of India, Government of India Enterprises, State Government, their Board etc. and also In Coal India Ltd**

In India, 52% of the population of OBC community is considered in whole. To satisfy the limit of 50%, they are getting only 27% reservation and also there is no provision of reservation in promotion to them. Due which their representation does not seem necessary / sufficient at every level. In order to get the right benefits to the Other Backward Classes, it is mandatory to have a system of reservation in promotion.

So the Council demands that the system of reservation in promotion for other backward classes in the Government of India, Government of India Enterprises, State Government and their Board etc. should be restored.

**Demand No. 03: - Non-officers of OBC of Coal India Limited and its subsidiaries companies be recruited and selected in the officer category by departmental recruitment.**

Non-officers, Land-dependent personnel, personnel-dependent personnel of Other Backward Classes working in Coal India Limited have passed first class or second class examination of mining or have passed graduate / post graduate examination in Mining, Civil, Mechanical, Electrical, Personal, Systems, Coal Preparation, Material Management, Marketing & Sales, Community Development, Legal, Pharmacists etc. are living in a lower level cadre of non-officers category, their career is not getting growth. On the other hand, the company is very much in need of such officers and due to this direct recruitment is being done again and again.

Therefore, the Council demands that the OBC personnel of the working-class should be recruited and selected in the officer category by departmental recruitment.

In the recruitment year 1997, letter number: - (1) CIL / C-5A (i) / 50254/743 dt. 26/03/1997 (2) CIL / C-5A (i) / 50254/777 dt.21/04/1997 (3) dt.28/12/2000 Report of Selection Committee for the position of Management Trainee.

**Demand number 04: - Independent liaison officer (Other Backward Classes) should be appointed in Coal India Limited and its subsidiary companies.**

**Demand number 05: - A list and percentage (in the total personnel of different cadre of officers and non-officers) of other backward class personnel working in Coal India Limited should be published on the website of Coal India Limited and its subsidiaries.**

**Demand No. 06- The land-dependent and personnel-dependent be provided employment on the basis of educational qualifications.**

Coal India Limited and its subsidiaries companies have been given employment to OBC land dependents and employee dependents and the policy is being adopted by the management that personnel - dependents and land-dependents should be posted in underground mines. Due to this, the career of land dependents and personnel-dependents is not growing.

So the Council demands that the land-dependent and personnel-dependent be provided employment on the basis of educational qualifications.

**Demand No. 07:- Representation should be given to the All India SC / ST / OBC Employees Coordination Council in various boards and committees (eg. Steering Committee, Welfare Board, House Allotment Committee, Safety Committee, Joint Coordination Committee etc.) Working in the interests of the employees in Coal India Limited and its subsidiaries Companies.**

The reality is that the number of other backward class personnel alone in Coal India Limited and its subsidiaries is more than 50% but till date no representation has been restored in any of the above committees through this Council.



Therefore, the Council demands that the representation in the boards and committees be restored in Coal India Limited and its subsidiaries.

**Demand Number 08 - In Coal India Limited and its subsidiaries company's mother, father, wife, son, daughter and brother are included in the definition of family of an employee but unmarried sister of the employee is not considered a dependent, which is an injustice done by the Coal India administration over 50% of the female population.**

So we demand that it should be rectified and complied with the instructions of the Constitution of India, an unmarried sister to be considered as a dependent of an employee.

**Demand No. 09-InCoal India Limited and its subsidiaries companies, the OBC community land-owners, land-dependents and employee-dependents are being denied employment by the management from time to time by forcibly errors. Such dependents to be immediately employed.**

For example: - 1) Rajendra Yadeo, CCL,2) Smt Sushila Khandade,WCL

**Demand No. 10 - Coal India Limited should directly recruit OBC candidates to maintain the roster of OBC in Coal India Ltd and its subsidiaries companies and to restore adequate representation under Article 16 (4) of the Constitution of India.**

At present Coal India Limited and its subsidiaries does not have available sufficient manpower of general and Technical cadres. Due to this, its direct impact is on coal production and due to non-recruitment the backlog of OBC is increasing day by day and is not getting adequate representation Under the mandate of the Article of 16(4) of the Constitution of India.

Therefore we demand that justice be done by direct recruitment.

**Demand Number 11 -The reservation policy in Coal India and its subsidiaries companies have been adopted differently, while Coal India and its subsidiaries are centrally owned organizations.**

When employment in subsidiary companies is published for the entire country, then its reservation policy should also be of the center. But the subsidiaries are putting OBC community at a disadvantage by breaking the reservation policy by applying state reservation policy.

So we demand that, Instructions should be issued to implement the reservation policy of the center by stopping it.

**Demand number 12 - Our observations that at the time of recruitment in subsidiaries of Coal India Limited, the quantum of the reservation quota in the state reservation policy, if is more than 50 then they considering it as zero. Due to which OBC quota is being reduced from 50% limit. which is nothing but the violation of reservation policy.**

6

So we demand that, instructions should be issued for correcting the reservation policy by satisfying the 50% limit by considering more than 50 as one calculation

**Demand number 13: - The annual two meeting of the representatives of the Other Backward Classes should be decided at the Coal India level and three at its subsidiary companies levels with management through this council.**

Other backward class reservation has been going on since 1993, but not a single meeting has been held till date to solve their problems at the Coal India level or its subsidiary companies levels.

Therefore, the Council demands that the annual two meeting of the Other Backward Classes be decided at the Coal India Limited level and three meetings in its subsidiary companies level through this Council.

**Demand number 14.: - In order to deprive OBC Officers in promotions, the management spoils their CR by making allegations of some kind on their CR. or it written like that he could not be promoted.**

This should be stopped as early as possible.

**Demand number 15: - In Coal India Limited and its subsidiaries companies, necessary staff should be provided to the Liaison Officers (OBC) in all the subsidiaries and the areas under it.**

**Demand number 16:- Coal India Limited and its subsidiaries are not implementing the 200 point roster and roster registers are not being filled regularly. In order to improve and bring transparency, training programs should be introduced at every level.**

**Demand No. 17: - Implementation of OBC reservation policy in Contractual mine/outsourced mining.**

Contractual mines are continuously opening in all subsidiaries and it is estimated that more than 1000 workers contractual posts will be established in one month. Since all the subsidiaries including Coal India are government institutions and the OBC community has reservation rights under the Indian Constitution in the governmental institute

So we demand that OBC reservation policy should be implemented in Contractual mine/outsourced mining.

**Demand number 18: - In Coal India Limited and its subsidiaries companies, some OBC personnel are missing, their dependent should be given an employment as soon as the missing seven-year period is over.**

**Demand No. 19: - The maximum age of male dependent of OBC employee should be increased from thirty five to 40 years, while giving employment as dependents under clause 9.4.0 / 9.4.3 / 9.4.5 of NCWA.**

**Annexure-VI**  
**Vide para 6.6**

**INFORMATION GIVEN BY SECL ABOUT ALLOCATION AND EXPENDITURE  
SPENT ON THE WELFARE OF OTHER BACKWARD CLASSES UNDER  
VARIOUS SCHEMES AND HEADS DURING THE LAST 5 YEARS**

SOUTH EASTERN COALFIELDS LTD WELFARE EXPENDITURE											
Sl.No	PARTICULARS	FIG.IN CRORES					Approximate expenditure(in INR Crores)				
		Budget Allocated (in INR Crores)					2014-15	2015-16	2016-17	2017-18	2018-19
		14-15	15-16	16-17	17-18	18-19					
1	Medical (Medicine, Patient Diet, Reimbursement of medical expenses, out referral, Lab items other hospital expenses etc.)	95	112.39	119.99	113.87	142.68	95.00	115.00	130.65	126.32	114.32
2	Sports (Intra and Inter Company Sports, Children Sports, Rural Sports, CISPA etc.)	5.96	6.13	6.51	7.03	8.00	5.96	2.50	4.24	4.57	5.49
3	Educational Expenses (Running of project Schools, Grant in aid to others sports, tuition fees Reimbursement, Scholarships to wards of employees etc.)	44.62	52.11	56.83	61.27	59.12	44.62	35.00	48.25	46.85	52.08
4	IMPROVEMENT OF QUALITY OF LIFE (Repair & Maintenance works, water supply Colony road, sanitation etc.)	89.33	121.87	116.54	115.36	163.23	89.33	103.00	163.33**	263.11**	269.51**
5	Miscellaneous welfare expenses (Club recreation, events etc.)	24.9	24.05	25.52	22.47	23.77	24.89	28.40	33.84	31.33	47.03
	<b>GRAND TOTAL</b>	<b>259.81</b>	<b>316.55</b>	<b>325.39</b>	<b>320.00</b>	<b>396.80</b>	<b>259.8</b>	<b>283.9</b>	<b>380.31</b>	<b>472.18</b>	<b>488.43</b>
	IMPROVEMENT OF LIVING CONDITIONS (Special focus on quarter upgradation and improvement of overall sanitation)				597.56*				*Approx INR 358 crores expenditure incurred; balance will be incurred in 2019- 20		

\*\* Includes expenditure incurred in respect of  
improvement in living conditions.

**COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2019-20)**

**MINUTES OF THE TENTH SITTING OF THE COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2019-20) HELD ON 25<sup>TH</sup> OCTOBER, 2019 IN COMMITTEE ROOM 'B', PARLIAMENT HOUSE ANNEXE, NEW DELHI**

The Committee sat from 1400 hrs. to 1525 hrs.

PRESENT

Shri Ganesh Singh — *Hon'ble Chairperson*

MEMBERS

*Lok Sabha*

2. Shri Ramesh Bidhuri
3. Smt. S. Jothimani
4. Shri Dileshwar Kamait
5. Shri Ajay Nishad
6. Dr. Sanghamitra Maurya
7. Shri Ram Shiromani
8. Shri Rajesh Verma
9. Shri Ashok Kumar Yadav

**RAJYA SABHA**

10. Shri Ram Narain Dudi
11. Shri T.K.S. Elangovan
12. Shri B.K. Hariprasad
13. Shri Vishambhar Prasad Nishad
14. Dr. Banda Prakash
15. Shri K.K Ragesh
16. Smt. Vijila Sathyananth
17. Shri Ram Nath Thakur
18. Smt. Chhaya Verma
19. Shri Harnath Singh Yadav

SECRETARIAT

- |                        |   |                     |
|------------------------|---|---------------------|
| 1. Smt Anita B. Panda  | - | Joint Secretary     |
| 2. Shri Md. Aftab Alam | - | Additional Director |

## WITNESSES

### **REPRESENTATIVES OF MINISTRY OF COAL**

- |    |                         |   |                                       |
|----|-------------------------|---|---------------------------------------|
| 1. | Shri Anil Kumar Jain    | - | Secretary                             |
| 2. | Shri Vinod Kumar Tiwari | - | Addl. Secretary                       |
| 3. | Shri Ashish Upadhyay    | - | Joint Secretary                       |
| 4. | Shri Rajesh Kumar Sinha | - | Joint Secretary                       |
| 5. | Smt. Reena Sinha Puri   | - | Joint Secretary and Financial Adviser |
| 6. | Smt. Vismita Tej        | - | Joint Secretary                       |
| 7. | Shri B.P. Pati          | - | Joint Secretary                       |
| 8. | Dr. Anindya Sinha       | - | Advisor                               |

### **REPRESENTATIVES OF COAL INDIA LTD. (CIL)**

- |    |                     |   |                                |
|----|---------------------|---|--------------------------------|
| 1. | Shri A.K. Jha       | - | Chairman-cum-Managing Director |
| 2. | Shri R P Srivastava | - | Director (P&IR)                |
| 3. | Shri P R Prasad     | - | General Manager                |

### **REPRESENTATIVE OF NORTHERN COALFIELDS LTD. (NCL)**

- |    |                          |   |                                |
|----|--------------------------|---|--------------------------------|
| 1. | Shri Prabhat Kumar Sinha | - | Chairman-cum-Managing Director |
| 2. | Shri Nag Nath Thakur     | - | Director (Pers./Fin.)          |

### **REPRESENTATIVE OF SOUTH EASTERN COALFIELDS LTD. (SECL)**

- |    |                     |   |  |
|----|---------------------|---|--|
| 1. | Shri A.P. Panda     | - | Chairman-cum-Managing Director                     |
| 2. | Shri A.K. Saxena    | - | General Manager (P&A)                              |
| 3. | Shri S.P. Das       | - | General Manager (P/MP)                             |
| 4. | Shri Sanish Chandra |   | Deputy Manager<br>(OL/Admn.)/Liaison Officer (OBC) |

2. At the outset, the Chairperson welcomed the representatives of the Ministry of Coal, Coal India Ltd., Northern Coalfields Ltd. and South-Eastern Coalfields Ltd. to the sitting regarding measures undertaken to secure representation of OBCs in employment and for their welfare in various PSUs/Organisations under the Ministry of Coal.

3. Thereafter, the representatives of Ministry of Coal, Coal India Ltd., Northern Coalfields Ltd. and South-Eastern Coalfields Ltd. made a brief power point presentation regarding various steps/measures undertaken by the Ministry and respective PSUs to secure representation of OBCs in employment and welfare measures initiated for promoting their interests.

4. Some of the major issues/points raised by the Chairperson and Members of the Committee during the sitting and responded to by the representatives of the Ministry of Coal/PSUs are as follows:

- (i) Implementation of OBC reservation in various organisations/PSUs under the Ministry of Coal;
- (ii) Reasons for delay in recruitment to various posts in Coal India Ltd., Northern Coalfields Ltd. and Southern Coalfields Ltd.;
- (iii) Monitoring of the recruitment process by the Ministry with regard to implementation of 27% reservation for OBCs;
- (iv) Reasons for backlog vacancies for OBCs and efforts made to fill up them;
- (v) Need for undertaking Special Recruitment Drive for filling the backlog vacancies of OBCs.
- (vi) Need for more awareness regarding available job opportunities and vacancies in PSUs under Ministry of Coal;
- (vii) Appointment of separate Liaison Officers and setting up special mechanism for redressing the grievances of OBC employees;
- (viii) Training facilities to OBCs at different stages to ensure equal opportunities for backward classes;
- (ix) Outsourcing of jobs in the concerned organisation and its impact on recruitment under OBC category;



- (x) Issues relating to engagement of contractual workers in various organisations, giving representation to OBCs therein and ensuring various facilities and social security benefits to them;
- (xi) Utilization of CSR funds for the welfare of OBCs.; and
- (xii) Measures undertaken for promoting overall welfare of OBC employees.

5. The Committee directed the representatives of the Ministry to furnish written replies to the queries which were not responded to by them during the sitting or on which the requisite information was not readily available with them, to the Committee at the earliest.

*The witnesses then withdrew.*

*The Committee then adjourned.*

A copy of the verbatim proceedings of the sitting has been kept.

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**COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2019-20)**

**MINUTES OF THE FIFTEENTH SITTING OF THE COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2019-20) HELD ON 19<sup>TH</sup> NOVEMBER, 2019 IN COMMITTEE ROOM 'B', PARLIAMENT HOUSE ANNEXE, NEW DELHI**

The Committee sat from 1625 hrs. to 1715 hrs.

PRESENT

Shri Ganesh Singh — *Hon'ble Chairperson*

MEMBERS

*Lok Sabha*

2. Smt. Raksha Nikhil Khadse
3. Shri Bandi Sanjay Kumar
4. Shri Sadashiv Kisan Lokhande
5. Dr. (Smt.) Pritam Gopinathrao Munde
6. Shri Balak Nath
7. Dr. Sanghamitra Maurya
8. Shri Parbatbhai Savabhai Patel
9. Shri Kapil Moreshwar Patil
10. Shri Ram Shiromani
11. Shri Ashok Kumar Yadav

**RAJYA SABHA**

12. Shri Ram Narain Dudi
13. Shri B.K. Hariprasad
14. Dr. Banda Prakash
15. Shri K.K Ragesh
16. Shri Ram Nath Thakur
17. Smt. Chhaya Verma

SECRETARIAT

- |    |                     |   |                     |
|----|---------------------|---|---------------------|
| 1. | Smt Anita B. Panda  | - | Joint Secretary     |
| 2. | Shri Md. Aftab Alam | - | Additional Director |
| 3. | Shri Janmesh Singh  | - | Deputy Secretary    |

## **WITNESSES**

### **REPRESENTATIVES OF MINISTRY OF COAL**

- |                             |   |                                       |
|-----------------------------|---|---------------------------------------|
| 1. Shri Vinod Kumar Tiwari  | - | Addl. Secretary                       |
| 2. Shri Rajesh Kumar Sinha  | - | Joint Secretary                       |
| 3. Smt. Reena Sinha Puri    | - | Joint Secretary and Financial Adviser |
| 4. Smt. Vishmita Tej        | - | Joint Secretary                       |
| 5. Shri Bhabani Prasad Pati | - | Joint Secretary                       |

### **REPRESENTATIVES OF COAL INDIA LTD. (CIL)**

- |                          |   |                 |
|--------------------------|---|-----------------|
| 1. Shri Anil Kumar Jha   | - | Chairman        |
| 2. Shri R. P. Srivastava | - | Director (P&IR) |

### **REPRESENTATIVES OF SOUTH EASTERN COALFIELDS LTD. (SECL)**

- |                    |   |                                |
|--------------------|---|--------------------------------|
| 1. Shri A.P. Panda | - | Chairman-cum-Managing Director |
| 2. Shri R.S. Jha   | - | Director (P.)                  |

### **REPRESENTATIVES OF NORTHERN COALFIELDS LTD. (NCL)**

- |                         |   |                                |
|-------------------------|---|--------------------------------|
| 1. Shri P. K. Sinha     | - | Chairman-cum-Managing Director |
| 2. Shri Nag Nath Thakur | - | Director (Pers./Fin.)          |

### **REPRESENTATIVES OF NLC (INDIA) LIMITED**

- |                      |   |                                |
|----------------------|---|--------------------------------|
| 1. Shri Rakesh Kumar | - | Chairman-cum-Managing Director |
| 2. Shri R. Vikraman  | - | Director                       |

2. At the outset, the Chairperson welcomed the representatives of the Ministry of Coal, Coal India Ltd. (CIL), South Eastern Coalfields Ltd (SECL), Northern Coalfields Ltd (NCL) and NLC India Limited to the follow up sitting on the subject "Measures undertaken to secure representation of OBCs in employment and for their welfare in PSUs under Ministry of Coal".

3. Some of the major issues/points raised by the Chairperson and Members of the Committee during the sitting and responded to by the representatives of the Ministries/Organisations are as follows:

- (i) Constitutional and legal provisions related to the quota in employment for OBC should be strictly followed and necessary steps for meeting the prescribed criteria be immediately taken;.
- (ii) Need for maintenance of separate rosters for the direct recruits and promotional posts as mandated by DoPT Guidelines dated 02.07.1997.
- (iii) Lack of efforts by SECL to reduce the backlog of OBC vacancies
- (iv) Maintenance of data of all casual workers who have worked for more than 45 days and implementation of DoPT instructions for providing OBC reservation therein;
- (v) Need for better database of OBC vacancies in the organization;
- (vi) Need for Workers' Union for OBCs or Employees Union for OBCs.
- (vii) Maintenance of Category-wise data for beneficiaries to ensure better identification and delivery and
- (viii) Strict adherence to all DoPT Orders/Guidelines w.r.t. OBC reservation in employment.

4. The Committee directed the representatives of the concerned Ministry/Organisations to furnish written replies to the queries which were not responded to by them during the sitting or on which the requisite information was not readily available with them, to the Committee at the earliest. The witnesses then withdrew.

*The Committee then adjourned.*

A copy of the verbatim proceedings of the sitting has been kept.

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**COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2019-20)**

**MINUTES OF THE TWENTIETH SITTING OF THE COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2019-20) HELD ON 19<sup>TH</sup> MARCH, 2020 IN COMMITTEE ROOM 'D', PARLIAMENT HOUSE ANNEXE, NEW DELHI**

The Committee sat from 1500 hrs. to 1510 hrs.

**PRESENT**

Shri Ganesh Singh — *Chairperson*

**MEMBERS**

***LOK SABHA***

2. Shri Ramesh Bidhuri
3. Smt S. Jothimani
4. Shri Dileshwar Kamait
5. Smt. Raksha Nikhil Khadse
6. Shri Bandi Sanjay Kumar
7. Shri Sadashiv Kisan Lokhande
8. Dr. (Smt) Pritam Gopinathrao Munde
9. Shri Balak Nath
10. Dr. Sanghmitra Maurya
11. Shri Ram Shiromani
12. Shri Rajesh Verma
13. Shri Ashok Kumar Yadav

**RAJYA SABHA**

14. Shri Ram Narain Dudi
15. Shri B.K. Hariprasad
16. Shri Vishambhar Prasad Nishad
17. Dr. Banda Prakash
18. Shri K.K. Ragesh
19. Smt. Vijila Sathyananth
20. Shri Ram Nath Thakur
21. Smt. Chhaya Verma
22. Shri Harnath Singh Yadav

## **SECRETARIAT**

1.	Smt Anita B. Panda	-	Joint Secretary
2.	Shri Kushal Sarkar	-	Director
3.	Shri Md. Aftab Alam	-	Additional Director
4.	Shri Janmesh Singh	-	Deputy Secretary

2. At the outset, the Chairperson welcomed the Members of the Committee to the Sitting. Thereafter, the Committee took up the Draft Report on the subject 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Coal India Ltd. (CIL), Northern Coalfields Limited (NCL) and South Eastern Coalfields Limited (SECL)' for consideration and adoption.

3. After some deliberations, the Committee adopted the Draft Report and authorised the Chairperson to finalise and present the same to both Houses of the Parliament.

*The Committee then adjourned.*

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