

**COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(2020-2021)**

(SEVENTEENTH LOK SABHA)

SECOND REPORT

ON

MINISTRY OF COAL

**“IMPLEMENTATION OF RESERVATION POLICY FOR SCHEDULED CASTES
AND SCHEDULED TRIBES IN COAL INDIA LIMITED AND ITS SUBSIDIARIES”**

Presented to Lok Sabha on 16.09.2020

Laid in Rajya Sabha on 16.09.2020



**LOK SABHA SECRETARIAT
NEW DELHI**

16, September, 2020/ Bhadrapada, 1942(Saka)

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**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF SCHEDULED
CASTES AND SCHEDULED TRIBES (2019-2020)**

Dr. Kirit Premji Bhai Solanki - Chairperson

MEMBERS - LOK SABHA

2. Shri Girish Chandra
3. Shri A. Narayanaswamy
4. Shri Santokh Singh Chaudhary
5. Shri Tapir Gao
6. Shri Saumitra Khan
7. Ms. Goddeti Madhavi
8. Smt. Pratima Mondal
9. Shri Ashok Mahadeorao Nete
10. Shri Vincent H. Pala
11. Shri Chhedi Paswan
12. Shri Prince Raj
13. Shri A. Raja
14. Shri Upendra Singh Rawat
15. Smt. Sandhya Ray
16. Shri Ajay Tamta
17. Shri Rebati Tripura
18. Shri Bishweswar Tudu
19. Shri Krupal Balaji Tumane
20. Shri Bhanu Pratap Singh Verma

MEMBERS - RAJYA SABHA

21. Shri Abir Ranjan Biswas
22. Shri Chandrasegharan
23. Smt. Kanta Kardam
24. Shri Ram Shakal
25. Shri K. Somaprasad
26. Shri Kamakhya Prasad Tasa
- 27.. Shri Ramkumar Verma

SECRETARIAT

- | | | | |
|----|---------------------|---|-----------------------------|
| 1. | Shri D.R. Shekhar | - | Joint Secretary |
| 2. | Shri A.K.Srivastava | - | Director |
| 3. | Shri V. K. Shailon | - | Deputy Secretary |
| 4. | Smt. Huma Iqbal | - | Assistant Committee Officer |

INTRODUCTION

I, the Chairperson, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee to finalise and submit the Report on their behalf, present this 2nd Report (Seventeenth Lok Sabha) on the subject “ Implementation of Reservation Policy for Scheduled Castes and Scheduled Tribes in Coal India Limited and its subsidiaries” pertaining to Ministry Of Coal.

2. The Committee took evidence of the representatives of the Ministry of Coal on 10.02.2020. The Committee wish to express their gratitude to the officers of the Ministry of Coal for placing before the Committee the material and information the Committee required in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on 18.08.2020

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

New Delhi;
.....16.....September, 2020
Bhadrapada .,1942(Saka)

DR. KIRIT P. SOLANKI
Chairperson
Committee on the Welfare of
Scheduled Castes and Scheduled Tribes

REPORT

CHAPTER I

I. Organisational set up of Coal India Limited.

(i) Coal India Limited, formed in 1975, is a schedule 'A' Maharatna incorporated under the Indian Companies Act, 1956 and is under the administrative control of Ministry of Coal.

(ii) Coal India Limited is the single largest producer of coal in the world having 8 Indian subsidiaries. The company operates 364 mines (Undeground-166 nos; Opencast-180 nos& Mixed 18 nos) spread over 8 States in India at present. It is a Maharatna company with a net worth of Rs. 26,435 Crore as on 31.03.19.

(iii) At present, Coal India is a holding company with seven wholly owned coal producing subsidiary companies and one mine planning & consultancy company, the details of which are given below:

- The Eastern Coalfields Limited (**ECL**)
- The Bharat Coking Coal Limited (**BCCL**)
- The Central Coalfields Limited (**CCL**)
- The Western Coalfields Limited (**WCL**)
- Northern Coalfields Limited (**NCL**)
- South Eastern Coalfields Limited (**SECL**)
- Mahanadi Coalfields Limited(**MCL**)
- The Central Mine Planning & Design Institute Limited (**CMPDIL**)

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

(iv) The composition of Board of Directors of Coal India Limited as on 01.01.2020 is as follows:

Functional Directors		Government Directors		Non-official Directors	
Sanctioned	Actual	Sanctioned	Actual	Sanctioned	Actual
5	5	2	2	7	2*

*vacant Non official Directors posts are filled by Gol and is under process.

The Functional Directors of Coal India Limited are selected by Public Enterprises Selection Board(PESB) and then appointed by Government of India. Government Nominee directors are nominated by Ministry of Coal and Independent Directors are appointed by Government of India.

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(v) On being asked whether any SC/ST had ever been appointed as Director in Coal India Limited the Committee have been informed that selection and appointment of Directors is done by Public Enterprises Selection Board(PESB) & Government of India GOI respectively. Hence, Coal India Ltd. Does not maintain the details of Directors based on their caste/category/community.

(vii) Total Manpower in Coal India Limited and its subsidiaries (category wise) and details of the employees is as under:-

Company	Groups	Representation of SCs/STs				
		(as on 1.1.2019)				
		Total No. of Employees	SCs	% of SC	STs	% of ST
CIL & its Subsidiaries	A	15543	2162	13.91	809	5.2
	B	20524	2741	13.36	1442	7.03
	C	146253	26725	18.27	22236	15.2
	D(ESK)	103869	20468	19.71	19065	18.35
	D(SK)	2498	2482	99.36	8	0.32
	Total	288687	54578	18.91	43560	15.09

II. Reservation in Services

A Recruitment

The Committee have been informed that as per the OM No. 38015/i/91-CA dated 16/01/1992 on reservation for SC/ST in appointment in Public Enterprises, Coal India Limited has implemented the presidential directives on reservation for SCs/STs in appointments. It was further informed that the recruitment of Executives in Group "A" posts is centrally done by Coal India Ltd. Percentage laid down for such recruitment on All India basis are as follows:

(i) Directives for reservation in Recruitment:

Group-A & B Posts	Direct Recruitment	
	SC	ST
All India basis by open competitive test (written)	15%	7 ¹ / ₂ %
All India basis otherwise than open competitive test (written)	16 ² / ₃ %	7 ¹ / ₂ %

(ii) Category wise details of recruitment in Group “A” post.

The details of category-wise posts showing year-wise recruitment of SC/ST done by CIL(Hq), for Group-A posts during the years **2016, 2017 and 2018** is as follows:

Year	Category of the post	Total No. of Vacancies occurred	Total No. of Vacancies actually filled	No. of Vacancies Reserved for Scheduled Castes			No. of Vacancies Reserved for Scheduled Tribes			No. of candidates appointed		No. of vacancies carried forward	
				C/F from Previous Yr.	Reserved during the Year	Total	C/F from Prev's Yr.	Reserved during the Year	Total	SCs	STs	SCs	STs
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.
2016	Group -A	706	619	44	106	150	35	53	88	109	42	41	46
2017		1648	1488	41	243	284	46	118	164	231	79	53	85
2018		*610	**388	53	96	149	85	52	137	**90	**60	***	***

**It includes the vacancy of 528 Medical Executives against the Rect. Advt. No. 01/2018 which is currently underway.*

*The figures in the column nos. 4, 11 & 12 indicated in ** and *** may vary accordingly on completion of the recruitment cycle.*

(iii) Directives for reservation in recruitment in Group “C” and “D” post.

The recruitment of non-executives 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 shown below:

Group-C&D Posts			
Company	State	% of SC	% of ST
BCCL	JHARKHAND	12	26
CCL			
CMPDIL			
ECL	WEST BENGAL	23	5
CIL, KOLKATA			
MCL	ODISSA	16	22
NCL	MADHYAPRADESH	15	20
SECL	CHHATTISGARH	12	32
WCL	MAHARASHTRA	10	9
NEC	ASSAM	7	12

IV. Position of SC/ST candidates coming on own merit:

In a written reply , Coal India Limited informed the Committee that candidates belonging to SC/ST recruited on the basis of merit in an open competition on the same standards prescribed for the general candidates and who appear in the general merit list are not being adjusted against their reservation quota. Such candidates are being adjusted against unreserved point of the reservation roster.

V On being asked whether any SC/ST reservation is provided to handicapped SC/ST applicants within the handicapped quota at the time of direct recruitment for various posts in Coal India limited(C.I.L.) the Committee were informed that In case of direct recruitment for Group A posts, the upper age limit is relaxed by 15 years for PwD candidates belonging to SC/ST category.

B. Promotion

VI The Committee have been informed that procedure followed for promotion of Non-executive in Group B, C and D posts employees is as per the cadre scheme. Promotion of Executives upto E6 grade is based upon the principle of seniority-cum- merit and from E-6 to E-7 based on merit cum seniority. Promotion from E-7 to E-8 is based on selection. The departmental employees including SC/ST are imparted pre-examination training for appearing in the departmental examination for promotion to the executive cadre posts. DPCs are conducted as per availability of sanctioned vacancy and reservation to SC/ST employees are given as per Government of India guidelines. The unfilled posts are carried forward and are considered in next DPC.

VII On being asked about the concessions/relaxations being given to SC/ST employees in promotion the Committee were informed that Concessions/relaxation is given in the promotion of SC/ST executives and non-executives as per following criterion:-

- Those who are promoted on their own merit are not adjusted against reserved quota.
 - 10% relaxation in General qualifying marks when the promotion is based on selection by a written test.
 - Promotion of SC/ST candidates against reserved vacancies is done as per the Government guidelines. In case of non-availability of the candidates for promotion against reserved quota, the same is carried forward for filling it up in the subsequent DPC.

VIII The statement showing the total number of employees promoted by CIL and its subsidiaries in various categories of posts during the years 2016, 2017 and 2018, the number and percentage of SC/ST employees out of them is given below

As on	Category of post	Total No of employees promoted	No. of		Percentage of	
			SC	ST	SC	ST
1	2	3	4	5	6	7
1.1.2016	A	1311	182	52	13.9	4
	B	2379	385	142	16.2	6
	C	9433	1614	1029	17.1	10.9
	D	3193	683	274	21.4	8.6
	Total	16316	2864	1497	17.6	9.2
1.1.2017	A	1457	233	71	16	4.9
	B	1572	208	108	13.2	6.9
	C	6764	1060	618	15.7	9.1
	D	2246	419	192	18.7	8.5
	Total	12039	1920	989	15.9	8.2
1.1.2018	A	2742	313	128	11.4	4.7
	B	1332	119	56	8.9	4.2
	C	7676	957	520	12.5	6.7
	D	2020	325	162	16	8
	Total	13770	1714	866	12.4	6.2
1.1.2019	A	1264	196	105	15.5	8.3
	B	1865	246	94	13.2	5
	C	9291	1184	708	12.7	7.6
	D	3765	555	326	14.7	8.7
	Total	16185	2181	1233	13.5	7.6

IX When the Committee desired to know the reasons for shortfall in promotions , the Committee was informed that shortfall in promotion in different grades, if any, is caused due to non-availability of sufficient number of SC/ST candidates in the zone of consideration in feeder cadre/below grade.

X After analysing the promotion details furnished to the Committee, it was found that reservation in promotion in Coal India Limited was given only upto E-6 level in Group A

services. The Committee during evidence raised this point before the Ministry in the light of recent Supreme Court judgement of M Nagraj vs. Union of India dated 17.05.2018 and

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subsequent DoP&T order dated June, 2018 (Annexure B) in which reservation benefits were extended to all levels in promotion in Central Government organisations and PSUs.

XI On being asked about the status of backlog vacancies present in Coal India Limited and efforts made by Coal India Limited to fill these vacancies the Committee were informed that regular direct recruitment has been done by CIL in the years 2012, 2014 and 2017 wherein the unfilled vacancies, if any, are being filled up by treating them as carry forward vacancies to the next recruitment cycle. In an upto date information the Committee was apprised that CIL has published Recruitment Advertisement 01/2019 on 17.12.2019 for open recruitment for 1326 posts of Management Trainees in different disciplines in which SC & ST quota posts including carried forward posts are notified.

XII During evidence, when the Committee desired to know the status of the latest recruitment drive by Coal India Limited, the Committee were informed that the last date for filling up the form was 21st January, 2020. A computer based test will be held on 27-28 February, 2020 and the complete recruitment process will be completed before June, 2020. The Committee expressed hope that backlog vacancies will be completely filled at the end of this recruitment drive.

XIII Subsidiary wise details of overall shortfall in SC/ST posts in Group "A" and "B" category is shown below

SI.No.	Name of subsidiary	Group	Percentage of Shortfall	
			SC	ST
1	2	3	4	5
ECL	1.1.86	A	11.97	7.19
		B	10.23	6.85
BCCL	1.1.80	A	14.32	7.23
		B	0.00	6.69
CCL	1.1.71	A	14.79	7.29
		B	14.51	0
WCL	1.3.75	A	13.82	7.33
		B	13.76	7.19
SECL Including DCC	1.4.86	A	13.04	6.64
		B	8.63	0.00
MCL	1.1.93	A	14.19	7.01
		B	10.81	4.10
NCL	1.4.86	A	13.99	6.49
		B	3.83	4.96
CMPDI	1.1.79	A	14.22	6.72

		B	12.37	6.18
NEC.	1.1.89	A	15	-
		B	15	-

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C. Rosters

12 The Committee have been informed that Post based rosters are maintained as per the Govt. Guidelines for all the posts/groups of posts for direct recruitment as well as in promotions up to E-6 level of executives in Group A at CIL(HQ). For other group of posts, it is maintained at Subsidiary level. Rosters are inspected by Liaison Officer as well as Govt. Authority. No discrepancy has been reported so far.

III Contractual Manpower

(i) Engagement of Contractual Manpower/outsourcing of Jobs

The Committee have been informed that CIL and its subsidiaries engage contractors and contract labour in the following sectors, (i) Civil and Construction, (ii) Transportation of Coal and (iii) Mining activities. The total no. of contractor's workers engaged in different jobs related to Mining activities, civil work, etc. are given below:

Sl. No.	Company	No. of Contractual Manpower presently engaged in CIL & It's Subsidiaries as on 01.12.2019
1	ECL	9275
2	BCCL	4743
3	CCL	5017
4	WCL	7967
5	SECL	13229
6	MCL	15776
7	NCL	14315
8	CMPDIL	1016
9	NEC	650
10	CIL(HQ)	283
TOTAL		72271

(ii) Payment of Wages

For the payment of wages at present, the minimum rate of wage including D.A. per day w.e.f. 01.10.2019 is given below.

Category	Central Government notified wages (Basic + VDA)	HPC wages (Basic + VDA)
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	(Rs.)		(Rs.)
	Above ground	Below ground	Above ground*
Unskilled	350+53= 403	437+66= 503	787+69= 856/-
Semi-skilled/Unskilled Supervisory	437+66= 503	523+80= 603	817+71= 888/-
Skilled	523+80= 603	610+93= 703	847+74= 921/-
Highly Skilled	610+93= 703	683+102= 785	877+77= 954/-

Besides above, the contract workers who are working in underground mines get 10% of basic as an U.G. Allowance. Also in case of any fatal accident in mining activity, ex-gratia of Rs.15.00 lakhs is given to contract workers in addition to statutory benefits.

(iii) **Safety and Health Measures**

The Committee have been informed that the Contractors are advised to provide Helmet, Mining Shoes, Dust Mask, Safety lamps and Raincoats free of cost to their workers working in the mining areas. Contractors are further advised to provide their workers who work in heavy watery mines, with raincoats, gumboots & proper hoods which is also ensured by the Management. For making working condition safer, close watch monitoring is carried out in each and every mines of the subsidiaries by appointing Safety Officers in each mine. Pit-Safety Committee consisting of representatives of Trade Unions & Management is operational at Unit level. There is a Safety Committee in vogue in each of the collieries of the subsidiaries, which deliberates issues pertaining to safety measures for miners including contractors workers. Besides above, a tripartite committee i.e. Safety Board is in vogue for deliberating the issues pertaining to safety measures for Miners as well as Mines. OPD & Indoor medical facilities are provided to the contractors workers in the Company's Hospitals/Dispensaries, free of cost.

(iv) **Welfare Facilities.**

With regard to Welfare Measures for contractual Labours the Committee have been informed that all the statutory payments, in respect of contract workers, are made as per the relevant Act/Rules as applicable. In addition to this all contract workers are covered under EPF/CMPF. Management also assists contract workers as well as contractors in opening their CMPF/EPF accounts.

(v) **Social Security Measures**

The facilities like Canteen & Rest Shelters, first-aid facilities etc., which are provided to the regular employees, are also utilized by the contractor workers. Contractors are advised to make all statutory payment including Bonus to their workers. There is facility to

impart vocational training as well as initial medical examination before deployment of the Contractor worker in Mines.

(vi) Need for Regularisation

During the course of evidence the Committee raised the issue of large number of workers working as contract labourers. The Committee pointed out that since the facilities provided to contract labourers is similar to permanent full-time workers, why doesn't Coal India regularise these workers. To this, the Ministry replied that since heavy machinery and extensive work force is required in mainly coal and soil digging sectors hence work is mainly done through contractors in these sectors. Heavy machinery and labour is easily provided by the contractors . Purchasing these machinery can be a cumbersome process for CIL.

IV Corporate Social Responsibility

(i) Corporate Social Responsibility is the continuing commitment by business houses/corporations to behave ethically and contribute to development of socially and economically backward groups, local community and society at large. Coal India limited has a well defined CSR policy which promotes a harmonious relationship between project proponent and peripheral communities. The poor and needy living in different parts of the country are also covered under CSR. Rural and tribal communities surrounding the project sites gain mostly from the CSR programs launches by subsidiaries of CIL as majority of CSR expenses are made within the radius of 25 km under the project location. CIL honours and abide by the statutes pertaining to CSR which vouches for reducing the inequalities faced by socially and economically backward groups and considers welfare of SCs and STs.

(ii) The Committee during evidence recalled that they had undertaken a study tour in September, 2018 in Ranchi which was an ST populated named Panskam in Bundu Block near Dasham Waterfall. The host organisation during this visit was Central Coal Field Limited(CCL). The Committee had directed CCL to provide public health facilities to the villagers like toilets, dispensaries etc under Corporate Social Responsibility. The Committee had also directed CCL to open a school upto 12th Standard since there was not a single school in the village. The Committee asked the officials of the Ministry and CIL regarding the progress made in this village in these sectors as directed to them during the study visit of the Committee.

V. SC/ST Cell/Liasion Officers

The Committee has been informed that SC/ST Cells consisting of Liaison Officer and adequate staff have been set up in all the subsidiaries as well as in the Coal India Hq. at Kolkata. The main function of the SC/ST Cell is to submit various periodical reports to Ministry of Coal and other Govt. Authorities on implementation of reservation policies. It also circulates the instructions/amendments in respect of reservation policy received from the Ministry/DoPT from time to time to the concerned subsidiaries for compliance. The Cell also makes arrangements to hold periodical meetings of representatives of SC/ST Employees Association with the Management for redressal of their grievances and checks roster registers and co-ordinates for imparting in house training to concerned officials. The Liaison Officers nominated in Coal India Ltd. and its subsidiaries belong to SC or ST category.

VI. SC/ST Employees Association

(i) On being asked about the registered SC/ST associations in Coal India Limited. the Committee was informed that there are two registered SC/ST Associations viz. Coal India SC/ST Employees Association and All India SC/ST/BC Co-ordination Council that are functioning in Coal India Ltd. The details of meetings held with these associations is as follows:

Sl. No.	Association	Date of Meeting
1.	Coal India SC/ST Employees Association	5.12.2019, 22.1.2019, 7.9.2018, 9.1.2018
2.	All India SC/ST/BC Co-ordination Council	8.2.2019, 18.12.2017

(ii) The Committee during evidence pointed that the meetings with the SC/ST employees Associations are not held quarterly as they are supposed to be. Only two meetings were held with Coal India SC/ST Employees Association in 2019 and only one with All India SC/ST/OBC Coordination Council.

VII. Redressal of Grievances

(i) ON being asked about the mechanism for redressal of grievances , Coal India Limited informed the Committee that SC/ST employees, SC/ST cells have been set up in all the subsidiaries as well as in the Coal India Ltd(Hq.) at Kolkata consisting of Liaison Officer and adequate staff. Meetings are also organized with the Coal India SC/ST Employees Association (CISTEA) and Coal India SC/ST/BC employees Co-ordination Council periodically to address the grievances of SC/ST employees. The Liaison Officer, depending upon the nature of grievance, takes up the matter with the concerned officers for redressal of

grievances .A complaint register is maintained in the cells for registering grievances of SC/ST employees.

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(ii) The Committee desired to Know the number and nature of complaints received during the last four years. In reply thereto Coal India Limited furnished the following information to the Committee:

Years	No of Complaints received	Nature of Complains	Disposed of
2016	34	Promotion, transfer, Quarter allotment, Pay fixation etc.	34
2017	34	Transfer/appointment/Room allotment for CISTEA/ harassment/ SFVRS/ Reinstatement/promotion	34
2018	15	Transfer/appointment/Room allotment for CISTEA/ Reinstatement/promotion	15
2019 (till Dec. 2019)	7	Economic Exploitation/ Transfer/ compassionate appointment/ promotion/ misconduct/ verification of Degree/ harassment and threatening	7

VIII. Training Abroad

(i) On being asked the Committee have been informed that foreign training is imparted as per organizational need and after examining their performance and vigilance clearance. The details of total No. of employees sent on foreign/abroad training, as well as SC/ST employees (amongst them) are as under:

Year	Total Employees nominated	SC	ST
2016	175	8	2
2017	78	4	1
2018	102	1	0
2019	70	3	2

(ii) During evidence, the Committee brought to the notice of the Ministry and C.I.L the difference in the number of SC/ST candidates nominated for trainings abroad and the actual number of candidates selected for it. The Committee was assured by the Secretary, Ministry of Coal that “the representation in Foreign Training is not very encouraging this matter will be taken up and efforts will be made to improve the representation of SC/ST in such trainings.”

Chapter II

Recommendations/Observations of the Committee

1 The Committee observe that records of officers appointed on Board of Directors of Coal India Limited are not maintained. The Committee recommend that henceforth the records of appointment of SC/ST officers on Board of Directors of Coal India Limited be maintained and efforts should be made to increase their representation on the Board. The Committee feel that the scope for appointment of an eligible SC/ST especially as an independent Director on board of Coal India Limited is much wider in comparison to other Public Sector Undertakings as there are 5 vacancies in the category of Independent/non-official Directors on Board of Coal India Limited. The Committee therefore recommend that Public Enterprises Selection Board (PESB) should widely publicise advertisements for filling up these vacancies within Coal India Limited, its subsidiaries as well as other PSUs/organisations. When the posts are advertised widely, many eligible SC/ST candidates may apply for the posts who may otherwise be unaware of these vacancies. The Ministry of Coal and CIL may please urge PESB to give wider publicity to advertisements for filling up vacancies especially in the remote areas where subsidiaries operate so that more eligible SC/ST candidates may apply for the same.

2 The Committee note that the overall percentage of SCs and STs in Group A and B posts is far below the required level in Coal India Limited and almost all its subsidiaries. In some of its subsidiaries like BCCL and CCL the percentage of shortfall in SC category is around 14% . In CMPDI and MCL the percentage of shortfall in ST category is around 7%. This shows a very dismal picture with respect to filling up of Group A and B posts in SC and ST category. The Committee would examine the issue separately in detail. Meanwhile required detail may be furnished to the Committee in this regard. Coal India Limited should take suitable steps to recruit more employees in the feeder cadres with a view to compensating the non-availability of such employees in the cadre which has become a major cause in accumulating backlogs in Group A & B posts. The Committee are more concerned about Group B posts to which direct recruitment is rarely resorted to and would like Coal India Limited to pay special attention to this Group by promoting required number of SC/ST employees from Group C categories. Once adequate steps are taken to promote the required number of SC/ST employees to Group B posts, backlog existing in Group A, promotional posts would automatically

cease to exist. The Committee would like to know the steps taken/to be taken by Coal India Limited for the purpose.

3 The Committee appreciate the efforts made by Coal India Ltd. In launching recruitment drives on a regular basis as a result of which quite a good number of SC/ST candidates were recruited in various categories of posts. The Committee are of the opinion that such recruitment drives should be completed with sincere spirit and in a time bound manner. Also, the Committee would like to be apprised about the number of SC/ST vacancies which will remain unfilled after the recruitment drive which is currently under process and is likely to be completed before June, 2020 as was assured during evidence. The committee hope that Coal India Limited will make all efforts to fulfil the backlog vacancies within a specified time limit.

4 The Committee appreciate the welfare measures and facilities provided by CIL to contractual workers. However, the Committee express their concern that since the contractual labourers are engaged and work at the mercy of contractors chances of their exploitation by these contractors are at a higher side. A large number of coal fields under CIL fall in areas which are predominantly Tribal areas and therefore a majority of contractual labourers must be from tribal community. The Committee therefore recommend that CIL should explore the possibilities to regularise the contractual workforce so that their interests are protected.

5 The Committee would like to be apprised of the number of workers who lost their lives while working in Coal fields of CIL and its subsidiaries since 2016 and how much compensation was given to each one of them. Also give details regarding how many of them belonged to SC/ST category.

6 The Committee observed during evidence that Contractors do not give full payment to contractual workers. Also, most of these contractors do not give details of all the workers working under them. The Committee cited the incident in Mahanadi Coal Fields Limited(MCL) few years back where during an accident many workers died but no records were found for a large number of them since the contractor had not maintained their names on the payroll. As no records were found for these labourers, hence no compensation could be given to them. The Committee feel that it is a gross violation of rights of workers. The Committee therefore recommend that CIL and its subsidiaries should take concrete steps in this regard. CIL should deploy personnel who simultaneously keep record of workers working under contractors in these

hazardous industry. The Committee also earnestly recommend that workers who met an accident and died in Mahanadi Coal Fields also be given compensation irrespective of the fact they were registered in the payroll of the contractor or not. This will keep a tab on contractors and rights of workers will be protected. The steps taken/to be taken in this regard may be intimated to the Committee at the earliest.

7 Coal India Limited is a Maharatna PSU of the Government of India and has consistently shown strong economic growth. The areas where CIL mainly operates are backward/remote areas predominantly occupied by ST people who are economically and socially backward compared to other sections of the society. In such a scenario the corporate social responsibility of CIL increases manifold. The Committee recommend that CIL should work positively towards improvement of socio-economic life of people in the areas where it operates especially in remote/backward areas of the country. CIL should use its CSR funds to construct houses, toilets for the people for upliftment of educational level of the Tribal and Scheduled Caste community, opening of new schools, hospitals, build roads in these areas for better connectivity and help people in these areas to come at par with rest of India socially and economically. The Committee desire that CIL should apprise the Committee about the details of all major works undertaken under CSR during the last 5 years. The Committee may be provided details regarding the sectors in which these funds have been utilised with the number of SC/ST families benefitted and also the funds which remain unutilised during the last 5 years and reasons therefore.

8 The Committee note that in the last four years the total number of SC and ST employees nominated and sent for training abroad is extremely less. The Committee are undoubtedly aware that there is no reservation in foreign training. However, the figures presented before the Committee from the last four years is so dismal that the Committee are compelled to observe that there is a need to build a strong mechanism which can ensure adequate representation of SC/ST employees in foreign training in future.. The Committee hope that the Ministry will look into this matter positively as assured during evidence. and the percentage of SC/ST candidates for training abroad will increase to make for due representation in such programmes.

The Committee would like to be apprised about steps taken in this regard and the number of candidates sent/being sent for such training in the year 2020.

9. The Committee appreciate the efforts made by Coal India Ltd . in setting up SC/ST grievance redressal Cell in its headquarters and its subsidiaries. The Committee recommend that these grievance Cell be made effective tools for speedy disposal of grievances of SC/ST employees. The Cells should be adequately staffed

and their recommendations should be made binding to the optimum level on the management of C.I.L and its subsidiaries so that grievances of SC/ST employees are resolved upto their satisfaction and within a time bound manner.

10. The Committee express its serious concern that very few meetings are held between the management of C.I.L and SC/ST welfare associations. The Committee recommend that quarterly meetings be held between the association and management regularly and efforts should be made to take up grievances of SC/ST employees at the earliest and minutes of the meeting msy be forwarded to the Committee mandatorily.

11. The Committee appreciate the efforts made by Coal India Limited with regard to complaints/grievances of its SC/ST employees. The Committee recommend that Coal India Limited continue its efforts in resolving complaints and grievances of SC/ST employees upto their satisfaction and ensure that they are not met with undue discrimination on any basis.

New Delhi;
.....16.....September, 2020
Bhadrapada .,1942(Saka)

DR. KIRIT P. SOLANKI
Chairperson
Committee on the Welfare of
Scheduled Castes and Scheduled Tribes