

COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND  
SCHEDULED TRIBES  
(2021-2022)

(SEVENTEENTH LOK SABHA)

SIXTH REPORT

ON

MINISTRY OF COAL

Action taken by the Government on the Recommendations contained in the Second Report (Seventeenth Lok Sabha) of the Parliamentary Committee on welfare of SC and ST on the subject-“Implementation of Reservation Policy for Scheduled Castes and Scheduled Tribes in Coal India Ltd and its subsidiaries”

Presented to Lok Sabha on 9.8.2021

Laid in Rajya Sabha on 9.8.2021

LOK SABHA SECRETARIAT  
NEW DELHI

9...August, 2021/22 , Sravana,1942... (Saka)

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COMPOSITION OF THE COMMITTEE ON THE WELFARE OF SCHEDULED CASTES  
AND SCHEDULED TRIBES (2021-22)

Dr.(Prof.) Kirit Premjibhai Solanki - Chairperson

**MEMBERS - LOK SABHA**

2. Shri Girish Chandra
3. Shri Santokh Singh Chaudhary
4. Shri Anil Firojiya
5. Shri Tapir Gao
6. Ms. Goddeti Madhavi
7. Smt. Pratima Mondal
8. Shri Ashok Mahadeorao Nete
9. Shri Vincent H. Pala
10. Shri Chhedi Paswan
11. Shri Prince Raj
12. Shri Andimuthu Raja
13. Shri Upendra Singh Rawat
14. Smt. Sandhya Ray
15. Shri Ajay Tamta
16. Shri Rebati Tripura
17. Shri Krupal Balaji Tumane
18. Shri Guman Singh Damor
19. Shri Rattan Lal Kataria
20. Shri Jagannath Sarkar

**MEMBERS - RAJYA SABHA**

21. Shri Abir Ranjan Biswas
22. Shri Shamsheer Singh Dullo
23. Smt. Kanta Kardam
24. Shri Naranbhai J. Rathwa
25. Shri Ram Shakal
26. Dr. Sumer Singh Solanki
27. Shri K. Somaprasad
28. Shri Pradeep Tamta
29. Shri Kamakhya Prasad Tasa
30. Shri Ramkumar Verma

**SECRETARIAT**

1. Shri D.R. Shekhar - Joint Secretary
2. Shri V. K. Shailon - Deputy Secretary
3. Smt. Huma Iqbal - Committee Officer

## INTRODUCTION

I, the Chairperson, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorized by the Committee to finalize and submit the report on their behalf, present this ~~5th~~ Report (Seventeenth Lok Sabha) on action taken by the Government on the recommendations contained in their Second Report (Seventeenth Lok Sabha) on the Ministry of Coal regarding "Implementation of Reservation Policy for Scheduled Castes and Scheduled Tribes in Coal India Ltd and its subsidiaries"

2. The Standing Committee on the Welfare of Scheduled Castes and Scheduled Tribes considered and adopted the Report at their sitting held on 6<sup>th</sup> August, 2021

4. An analysis of the action taken by the Government on the recommendations contained in their Second Report (Seventeenth Lok Sabha) of the Standing Committee on the Welfare of Scheduled Castes and Scheduled Tribes is given in Appendix II.

5. For Facility of reference and convenience, the observations and recommendations of the Committee have been printed in bold letters in the body of the report.

6. The Committee place on record their appreciation for the valuable assistance rendered to them by the officers of the Lok Sabha Secretariat attached to the Committee.

New Delhi  
9<sup>th</sup> August, 2021  
-----Sravana, 1942 (Saka)

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

CHAPTER – I  
REPORT

This Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes deals with the action taken by the Government on the recommendations contained in their Second Report (Seventeenth Lok Sabha) on "Implementation of Reservation Policy for Scheduled Castes and Scheduled Tribes in Coal India Ltd and its subsidiaries" Second Report was presented to Lok Sabha and laid in Rajya Sabha on 16<sup>th</sup> September, 2020. It contained 11 recommendations/observations. Replies of the Government in respect of all these recommendations/observations have been examined and are categorised as under:-

- (i) Recommendations/Observations which have been accepted by the Government (Sl.No.- 5,6,7,9 &11).
- (ii) Recommendations/Observations which the Committee do not desire to pursue in the light of the replies received from the Government (Sl. Nos 4&10).
- (iii) Recommendations/Observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration (Sl. No 1&2).
- (iv) Recommendations/Observations in respect of which final replies of the Government have not been received (3&8).

1.2 The Committee will now deal with the Action Taken by the Government on those recommendations which need reiteration or comments.

**Recommendation (Sl. No. 1)**

1.1 The Committee observe that records of officers appointed on Board of Directors of Coal India Ltd. are not maintained. The committee recommend that henceforth the records of appointment of SC/ST officers on Board of Directors of CIL be maintained and efforts should be made to increase their representation on board. The committee feels that the scope for appointment of an eligible SC/ST especially as an independent director on Board of Coal India Ltd 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 Ltd. The Committee therefore recommend that Public Enterprises Selection Board (PESB) should widely publicize advertisements for filling up these vacancies within Coal India Ltd, its subsidiaries as well as other PSU/organizations. 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.

**Reply of the Ministry of Coal**

1.2 The observations of the committee for giving wider publicity to advertisements for filling up vacancies has been communicated to PESB through MoC.

**Comments of the Committee**

1.3 The Committee find the reply of the Ministry to be very very causal in nature. It seems that the Ministry have picked up the last sentence of the Committee's recommendation wherein it was suggested to give wider publicity to advertisement for filling up vacant posts in Board of Directors as many of the subsidiaries of CIL are located in far-flung areas and they have simply mentioned that they have communicated the Committee's recommendation to the PESB. The Committee feel that the larger issue which the Committee's recommendation emphasized was that the records of SC/ST officers being on the Board of Directors was not maintained by the Company. Moreover, there were 05 vacancies in the category of independent/non-official Directors on the Board of CIL. Instead of mentioning what actions have been taken in this regard, the Ministry have preferred to keep silence on these issues and send a causal reply to the Committee. Deprecating this casual attitude on the part of the Ministry, the Committee urge the Ministry to take concrete measures on issues mentioned

above and inform the Committee about the present position in this regard. The Committee would also like to be informed of the present composition of Board of Directors of CIL and steps taken to increase the representation of eligible SC/ST officers in the Board of Directors of CIL.

#### **Recommendation (Sl. No. 2)**

1.4 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 SC 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 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.

#### **Reply of the Ministry of Coal**

1.5 In CIL, recruitment is done for executives in Group A posts only while subsidiaries recruit manpower in non-executive posts. As on date, out of total 15576 executives working in CIL, there are 2285 SC and 873 ST employees which is 14.67% and 5.60% against 15% & 7.5% reservation quota notified as per Presidential Directives. Regarding shortfall in SC category in BCCL, CCL & CMPDI, as observed by the Committee, the data has once again been verified and it has been found that the shortfall is around 4% while in MCL, in Group-B the shortfall is around 7% as observed by the Committee. Further, the observations of the Committee have been circulated to all subsidiaries with a direction to make all efforts for filling up the backlog quota of SC & ST at different levels/positions in subsidiaries.

1.6 It is further to inform that the intake of non-executives, mainly comprises of appointments on grounds of compassionate appointment & land oustees, who are inducted in Group C posts. These employees are subsequently trained and promoted to higher grades in Group-B as per the respective cadre schemes subject to vacancies.

#### **Comments of the Committee**

1.7 The Committee note that while the shortfall of SC/ST employees in Group A posts is marginal, in case of Group B, the shortfall is around 4% in BCCL, CCL and CMPDIL and 7% in the case of MCL. The Committee also note that the Ministry have circulated the Committee's observation to all the subsidiaries of CIL with a direction to make efforts for filling up the backlog quota of SC/ST at different levels/position. However, the Committee are of the considered view that merely giving direction without any strict time scheduled for accomplishing the task will not yield any positive result. They, therefore, urge the Ministry to prepare a strict time-schedule for the holding company and the subsidiaries to accomplish the task of filling up the required posts in each category under intimation to this Committee.

#### **Recommendation (Sl. No.3)**

1.8 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 fulfill the backlog vacancies within a specified time limit.

#### **Reply of the Ministry of Coal**

1.9 Results of the Online Computer Based Test (CBT) for recruitment of 1326 Management Trainees (MTs) in 11 disciplines for MT-2019 Open Recruitment Advt. No. 01/2019 has been declared. The interviews of the shortlisted candidates has got delayed due to COVID-19 global pandemic. Normalcy is yet to be restored for running of trains by Indian Railways. Efforts are being made to conduct interview through VC mode which may take some time as it is to be done for the first time in CIL where approximately 4000 candidates are to be interviewed. The candidates belonging to SC & ST, will be assessed based on the requirement as advertised and their suitability for

the post as assessed by the Selection Committee where a member representing SC/ST category will also be there.

#### **Comments of the Committee**

1.10 The Committee note that although the result of the open recruitment Advertisement No. 01/2019 have been declared, the interviews of the short-listed candidates could not be held due to outbreak of Covid-19 pandemic. The Committee express their appreciation for the efforts being made to conduct interview through VC mode where approximately 4000 candidates are to be interviewed. The Committee hope that necessary infrastructural arrangements will soon be put in place to conduct the interview and the result be announced at an early date. They would like to be apprised of the outcome of efforts made to fulfill the backlog vacancies in CIL and its subsidiaries.

#### **Recommendation (Sl. No.6)**

1.11 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 the 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 that bit 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.

1.12 MCL has confirmed that all the Contractors' workers, who met with a fatal accident, while being engaged in MCL, have been given compensation as per the provisions of the Employees Compensation Act, 1923. Further, to keep tab on Contractors and protect workers' rights, all the Areas of MCL are maintaining the records of Contractors' workers engaged at their end. Mechanism existing in MCL to ensure payment of minimum wages are mentioned below:

1.13 Payment of wages to the Contractors' workers is done through cashless mode via Bank payments, after the attendance particulars of individual Contractors' workers are uploaded and wage sheets are generated from the "Contract Labour Payment Management Portal" available on the website of Coal India Limited under the tab "CLIP". Payment of wages to Contractors' workers engaged in MCL through contractors in various activities is mentioned below:

A. MCL ensures that the contractor has to pay the prescribed HPC wages to the contractor workers engaged in mining activities, which is higher than the minimum wages notified by MoL&E. Before releasing the bills of the contractors, payment of wages of workers and statutory deductions such as PF etc. is checked by the management representative from MCL.

B. Contractors' workers engaged in jobs other than mentioned above are paid minimum wages as notified by Ministry of Labour & Employment, Govt. of India notified from time to time, which are displayed at conspicuous places in the office/ mine premises, as per statute.

#### **Comments of the Committee**

1.14 The Committee are happy to note that MCL has confirmed that all the contractors' workers, who met with a fatal accident, while being engaged in MCL, have been given compensation as per the provisions of the Employees Compensation Act, 1923. MCL has also stated that they ensure payment of prescribed wages by the contractor to the contractual employees. The Committee find that the contractual labourers are not engaged by the Company but engaged by the contractors as outsourced employees. In a way, the Company may not be having details of the workers engaged by the Contractors. The Committee wonder how it would be possible on the part of the Company to ensure that all the employees who met with accident are paid compensation or all the workers engaged by the contractor paid prescribed wages, when the Company will not be

aware of how many have been engaged by the contractor. Therefore, the Committee recommend that when a contractor takes up a work from a PSU, it should be mandatory on his part to give details of the contractual employees to the PSUs before engaging them in work so that not only the payment of wages can be taken care of, but also accidental benefits may be extended to the workers in case of any eventualities.

#### **Recommendation (Sl. No. 8)**

1.15 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 the steps taken in this regard and the number of candidates sent/being sent for such training in the year 2020.

#### **Reply of the Ministry of Coal**

1.16 At present, due to the ongoing COVID pandemic crisis, no employee has been sent abroad for foreign training in the current FY 20-21. The observation of the Committee will be kept in view in future, once sponsoring for foreign training is resumed.

#### **Comments of the Committee**

1.17 The Committee, in their original report, had recommended for building a strong mechanism which can ensure adequate representation of SC/ST employees in foreign training in future. The Committee note that due to COVID pandemic crisis, no employee have been sent abroad for foreign training in financial year 2020-21. The Committee have been informed that their observation will be kept in view in future, once sponsoring for foreign training is resumed. The Committee, therefore, desire that the concrete proposals prepared in this regard alongwith detailed action taken thereon be intimated to the Committee at the earliest.

**CHAPTER - II**

**RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY THE  
GOVERNMENT**

**Recommendation (Sl. No. 5)**

2.1 The Committee would like to be apprised of the number of workers who lost their lives while working in coal fields of CIL & 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.

**Reply of the Ministry of Coal**

2.2 The workers are paid Compensation benefits under The Employees' Compensation Act, 1923 as well as the provisions of NCWA and an ex-gratia amount of Rs. 15 lakhs in case of fatal Mine accident. The information as desired by the Committee regarding number of workers who lost their lives while working in coal fields of CIL & its subsidiaries since 2016 and the compensation paid to their dependants are attached at Annexure-A. The details regarding caste of the deceased employees are not maintained as all deceased employees are treated equally.

**Recommendation (Sl. No.6)**

2.3 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 the 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 that bit 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.

### Reply of the Ministry of Coal

2.4 MCL has confirmed that all the Contractors' workers, who met with a fatal accident, while being engaged in MCL, have been given compensation as per the provisions of the Employees Compensation Act, 1923. Further, to keep tab on Contractors and protect workers' rights, all the Areas of MCL are maintaining the records of Contractors' workers engaged at their end. Mechanism existing in MCL to ensure payment of minimum wages are mentioned below:

2.5 Payment of wages to the Contractors' workers is done through cashless mode via Bank payments, after the attendance particulars of individual Contractors' workers are uploaded and wage sheets are generated from the "Contract Labour Payment Management Portal" available on the website of Coal India Limited under the tab "CLIP". Payment of wages to Contractors' workers engaged in MCL through contractors in various activities is mentioned below:

A. MCL ensures that the contractor has to pay the prescribed HPC wages to the contractor workers engaged in mining activities, which is higher than the minimum wages notified by MoL&E. Before releasing the bills of the contractors, payment of wages of workers and statutory deductions such as PF etc. is checked by the management representative from MCL.

B. Contractors' workers engaged in jobs other than mentioned above are paid minimum wages as notified by Ministry of Labour & Employment, Govt. of India notified from time to time, which are displayed at conspicuous places in the office/ mine premises, as per statute.

### Comments of the Committee

2.6 Please see Para No. 1.14 of Chapter I

### Recommendation (Sl. No. 7)

2.7 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 increase 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 utilized with the number of SC / ST families benefitted and also the funds which remain unutilized during the last 5 years and reasons therefore.

#### **Reply of the Ministry of Coal**

2.8 CIL shares the concerns shared by the committee and has taken this into account while formulating its CSR policy. CIL and its subsidiaries undertake CSR activities in the sectors enlisted under Schedule VII of Companies Act 2013 and they cover creation of basic physical and social infrastructure such as healthcare, education, water supply, rural development etc.

2.9 As per CSR policy of the company, subsidiaries of CIL have to spend 80% of their CSR fund of a particular year within a radius of 25 kms. of their mines/project sites etc. The rest 20% fund can be spent in their state(s) of operation. Hence, local areas are given priority in implementation of CSR activities. The major beneficiaries of these activities is the local population which includes a signification number of SC and ST households.

2.10 Since 2018-19, Department of Public Enterprises (DPE), Govt. of India specifies priority sectors for CSR activities for all CPSEs in which 60% of the CSR fund of a particular year is to be spent. The sectors for 2018-19 and 2019-20 were healthcare, education and nutrition. For 2020-21, the sectors are healthcare and nutrition. CIL and its subsidiaries spent their CSR fund complying these guidelines. The details of major CSR activities/programmes undertaken during the last five financial years by CIL and its subsidiaries are furnished in Annexure B.

The details of CSR fund allocation and utilization for the last five years are furnished in the table below:

Year	CSR statutory requirement (Rs. cr.)	CSR budget allocated (incl.	CSR fund utilization (Rs. cr.)	CSR fund unutilized* (Rs. cr.)
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		carryover) (Rs. cr.)		
2015-16	465.23	730.95	1076.07	0.00
2016-17	442.75	557.27	489.67	126.32
2017-18	383.05	622.17	483.78	154.84
2018-19	353.98	674.44	416.47	133.93
2019-20	396.20	827.67	587.84	114.94

\*As per Companies Act & CSR policy of CIL, any amount remaining unspent from CSR budget for a year is carried forward to next year. In other words, the amount doesn't lapse.

### **Recommendation (Sl. No. 9)**

2.11 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 CIL and its subsidiaries so that grievance of SC / ST employees are resolved upto their satisfaction and within a time bound manner.

### **Reply of the Ministry of Coal**

2.12 There is a robust grievance redressal machinery, functioning at CIL & its subsidiaries through which the grievances of all employees including SC/ST employees, are redressed. 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 issues raised by them. An Internal Grievance Redressal Committee at workplace for persons belonging to Scheduled caste community has been formed recently as per the direction received from National Commission of Scheduled Caste and circulated by the MoC. Almost all the grievances are settled amicably and employees including SC/ST category are generally satisfied with the process/outcome

### **Recommendation (Sl. No. 11)**

2.13 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.

**Reply of the Ministry of Coal**

2.14 CIL will continue its efforts in this direction as observed by the Committee.

CHAPTER - III

**RECOMMENDATIONS/OBSERVATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE IN THE LIGHT OF THE REPLIES FROM THE GOVERNMENT**

**Recommendation (Sl. No. 4)**

3.1 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 coalfields 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 regularize the contractual workforce so that their interests are protected.

**Reply of the Ministry of Coal**

3.2 The Committee is hereby informed that in CIL & its subsidiaries, Contractors are mandated to follow all Statutory requirements for their workers. CIL ensures that the contractor has to pay the prescribed HPC wages to the contractor workers engaged in mining activities, which is higher than the minimum wages notified by MoL&E. Before releasing the bills of the contractors, payment of wages of workers and statutory deductions such as PF etc. is checked by the management representative of CIL & its subsidiaries. The payment of wages to these contractor workers are compulsorily made through banks.

3.3 It is pertinent to mention that the recommendation regarding regularization of contractual workforce is not feasible as CIL & its subsidiaries do not directly engage workers on contract. These workers are employees of contractors who deploy them on outsourced jobs. However, they can apply against open recruitment conducted by CIL, subject to fulfilling the eligibility criteria of the posts so advertised.

**Recommendation (Sl. No. 10)**

3.4 The Committee express its serious concern that very few meetings are held between the management of CIL and SC / ST welfare association. The Committee recommend that quarterly meetings be held between the association and management

regularly and effort should be made to take up grievances of SC / ST employees at the earliest and minutes of the meeting may be forwarded to the Committee mandatory.

**Reply of the Ministry of Coal**

3.5 Meetings are 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. This year owing to COVID situation since March 2020 meetings could not be held. As and when the crisis subsides, physical meetings with CISTEA & Council will resume. However, regular telephonic communication are taking place for resolving specific grievances.

CHAPTER -IV

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

**Recommendation (Sl. No. 1)**

4.1 The Committee observe that records of officers appointed on Board of Directors of Coal India Ltd. are not maintained. The committee recommend that henceforth the records of appointment of SC/ST officers on Board of Directors of CIL be maintained and efforts should be made to increase their representation on board. The committee feels that the scope for appointment of an eligible SC/ST especially as an independent director on Board of Coal India Ltd 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 Ltd. The committee therefore recommend that Public Enterprises Selection Board (PESB) should widely publicize advertisements for filling up these vacancies within Coal India Ltd, its subsidiaries as well as other PSU/organizations. 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.

**Reply of Ministry of Coal**

4.2 The observations of the committee for giving wider publicity to advertisements for filling up vacancies has been communicated to PESB through MoC.

**Comments of the Committee**

4.3 Please see Para No. 1.3 of Chapter I.

**Recommendation (Sl. No. 2)**

4.4 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 SC 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 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.

#### **Reply of the Ministry of Coal**

4.5 In CIL, recruitment is done for executives in Group A posts only while subsidiaries recruit manpower in non-executive posts. As on date, out of total 15576 executives working in CIL, there are 2285 SC and 873 ST employees which is 14.67% and 5.60% against 15% & 7.5% reservation quota notified as per Presidential Directives. Regarding shortfall in SC category in BCCL, CCL & CMPDI, as observed by the Committee, the data has once again been verified and it has been found that the shortfall is around 4% while in MCL, in Group-B the shortfall is around 7% as observed by the Committee. Further, the observations of the Committee have been circulated to all subsidiaries with a direction to make all efforts for filling up the backlog quota of SC & ST at different levels/positions in subsidiaries.

4.6 It is further to inform that the intake of non-executives, mainly comprises of appointments on grounds of compassionate appointment & land oustees, who are inducted in Group C posts. These employees are subsequently trained and promoted to higher grades in Group-B as per the respective cadre schemes subject to vacancies.

#### **Comments of the Committee**

4.7 Please see Para No. 1.7 of Chapter I.

## CHAPTER-V

### RECOMMENDATIONS/OBSERVATION IN RESPECT OF WHICH FINAL REPLIES OF THE GOVERNMENT HAVE NOT BEEN RECEIVED

#### **Recommendation (Sl. No.3)**

5.1 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 fulfill the backlog vacancies within a specified time limit.

#### **Reply of the Ministry of Coal**

5.2 Results of the Online Computer Based Test (CBT) for recruitment of 1326 Management Trainees (MTs) in 11 disciplines for MT-2019 Open Recruitment Advt. No. 01/2019 has been declared. The interviews of the shortlisted candidates has got delayed due to COVID-19 global pandemic. Normalcy is yet to be restored for running of trains by Indian Railways. Efforts are being made to conduct interview through VC mode which may take some time as it is to be done for the first time in CIL where approximately 4000 candidates are to be interviewed. The candidates belonging to SC & ST, will be assessed based on the requirement as advertised and their suitability for the post as assessed by the Selection Committee where a member representing SC/ST category will also be there.

#### **Comments of the Committee**

5.3 Please see Para No. 1.10 of Chapter I.

**Recommendation (Sl. No. 8)**

5.4 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 the steps taken in this regard and the number of candidates sent/being sent for such training in the year 2020.

**Reply of the Ministry of Coal**

5.5 At present, due to the ongoing COVID pandemic crisis, no employee has been sent abroad for foreign training in the current FY 20-21. The observation of the Committee will be kept in view in future, once sponsoring for foreign training is resumed.

**Comments of the Committee**

5.6 **Please see Para No. 1.17 of Chapter I.**

New Delhi  
..... August, 2021  
---Sravana, 1942 (Saka)

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

APPENDIX - II  
(Vide Para 4 of Introduction)

**Analysis of action taken by the Government on the recommendations contained in the Second Report (Seventeenth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes.**

1.	Total number of recommendations-----	11
2.	Recommendations/observations which have been accepted by the Government ( <u>vide</u> recommendations at Sl. No. 5,6,7,9,& 11).-----	5
	Number Percentage to the total-----	45.4%
3.	Recommendations/observation which the Committee do not desire to pursue in view of the Government replies ( <u>vide</u> recommendations at Sl. Nos. 4&10).-----	2
	Number Percentage to the total-----	18.1%
4.	Recommendations/observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration ( <u>vide</u> recommendations at Sl. Nos1& 2)-----	2
	Number Percentage to the total-----	18.1%
5.	Recommendations/observations in respect of which final replies of the Government have not been received.(3 & 8) -----	2
	Number Percentage to the total-----	18.1%

