

CHAPTER

5



PUBLIC SECTOR UNDERTAKINGS

ANNUAL REPORT 2019-20

PUBLIC SECTOR UNDERTAKINGS

Coal India Limited

Coal India Limited (CIL) is an organized state owned coal mining corporate came into being in November 1975 with the Government taking over private coal mines. With a modest production of 79 MT at the year of its inception CIL today is the single largest coal producer in the world.

CIL works within the framework of an overall vision to emerge as a global player in the primary energy sector by attaining environmentally socially sustainable growth through best practices from mine to market. Coal India Limited (CIL) 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 has its own Board of Directors headed by Chairman-cum-Managing Director. In addition, there are four functional Directors in each of the seven production companies viz. Director (Personnel), Director (Finance), Director (Technical/Planning and Projects) and Director (Technical/Operations). Another Subsidiary company Central Mine Planning & Design Institute Limited (CMPDIL) has four functional Directors on its Board Directors designated as Director (Technical) Engineering Services, Director (Coal Resource and Development), Director (Planning and Design) and Director (Research, Development & Technology). In addition, there are several part-time or nominee Directors on the Board of CIL and its subsidiary companies, who are appointed in accordance with the Articles of Association of the Company and Government guidelines prescribed in this regard from time to time.

During 2018-19, CIL & its subsidiaries produced 606.89 MT. of coal achieved an off-take of 608.14 MT. with a growth of 6.97% and 4.8% over previous year and achieved a gross sales of ₹ 140603 crores. CIL and its Subsidiaries paid/adjusted ₹ 44826.43 crores towards Royalty, Cess, Sales Tax and other levies. CIL has paid a total dividend of ₹ 8105.58 crores @ ₹ 13.10 per share, out of above the share of Govt of India was ₹5839.33 crores.

CIL's Strategic Relevance

- Produce around 83 % of India's overall Coal production.
- Feeds 125 out of 134 coal based thermal power plants monitored by CEA in India.
- Accounts for 76% of total thermal power generating capacity of the utility sector. (CEA)
- Supplies coal at prices discounted to international prices.
- Insulates Indian coal consumers against price volatility in international market.
- Make the end user industry globally competitive.

Milestone in 2018-19

- Sustaining the growth trajectory in production and off-take, Coal India Limited (CIL), for the first time, has crossed the 600 Million Tonne (MT.) mark in coal production and off-take ending FY 2019, clocking growths of 7% and 4.8% respectively.
- The upbeat production tempo of the world's largest coal producer in the recent years was evident in the fact that it leaped from the 500 MTs production to 600 MTs in a mere **three years**, whereas it took the company **seven years** to migrate from 400 MTs production to that of 500 MTs.
- For the FY 2019 ECL, CCL, NCL and WCL have surpassed their respective production targets. NCL went past its production target of 100 MTs five days ahead of the closure of the fiscal, in the process becoming the third subsidiary of CIL to join the coveted 100 MTs producing companies after SECL and MCL. In another new high SECL became the first subsidiary company of CIL to cruise over 150 MTs production mark. ECL and WCL have become 50 Mt. plus companies for the first time.
- Scripting a new high in coal supplies to thermal power plants of the country, ending FY 2019, CIL's sources supplied 488 MTs of coal against 454 MTs supplied last fiscal the increase in volume terms being approximately 34 MTs clocking a year-on-year growth of 7.4%.

- At the end of FY 2019 not a single power station in the country is in critical or supercritical list of CEA for want of coal. End of last fiscal there were 28 power plants in critical mode
- **Rake loading to Power Sector** grew by a healthy 11.2% during FY 2018-19. CIL as a whole loaded 255.6 rakes/day on an average to power stations ending FY 2019 against 229.8 rakes/day in last fiscal, the increase in absolute terms being 25.8 rakes/day.
- The synergy between Railways, MoC and MoP resulted in **overall rake loading** evincing a growth of 5.6% during FY 2019 as CIL on an average loaded 280.7 rakes/day during the fiscal, against 265.8 rakes last fiscal. The increase in absolute number is 14.9 per day.
- Coal stocks at CIL's pitheads stands around comfortable 54 Million Tonnes at the end of the fiscal of 2018-19. With a total combined stock of 84.41 MTs at power plants and pitheads put together, there is sufficient coal in the system to meet the power demand of the country.
- Tori- Shivpur single Line of 44.37 Kms has been completed in Sept'2018 and is now operational.
- Jharsuguda – Barpali-Sardega Rail link of 52.41 Km has been commissioned in April'2018.
- CERL Phase-I track linking of the first 44 km from Kharsia to Korichhapar is completed.

Milestone in 2019-20(Till Dec'19)

- Commissioning of new rail line between Kharsia to Korichhapar (0-44 Km) on 12.10.2019 executed through CERL, a rail JV of SECL.
- Construction of Maheshpur Silo of BCCL completed during 2019-20.
- Obtaining EC for Basundharawashery of MCL on 4.11.2019.
- Coal stock at power plant stands at about 32 Mt (18days) as on Dec'19 compare to about 17 Mt (10 days) same period last year.
- Ordered for equipment and spares of HEMM amounting ₹ 6700 Crs have been placed in 2019-20.

A. Transformational HR Initiatives in CIL

CIL & its Subsidiaries have taken the following HR transformational initiatives among others :

1. Talent Management:

Talent Management Policy has been formulated in CIL for identification and grooming of talent pool of Executives so that they can be developed fast for assuming higher roles and responsibilities in a seamless manner. The plan is to create a leadership pipeline for a smooth transition in the Organization.

2. DNB Courses in CIL Hospitals:

NBE conducts its postgraduate and postdoctoral programmes in teaching hospitals accredited by it in the name of "Diplomate of National Board" (DNB). At the aegis of NITI Aayog, CIL has explored the possibilities of tackling the shortage of Medical Executives through NBE route by leveraging available resources at CIL hospitals for conducting 3 year broad specialty DNB Courses.

3. Human Resource (HR) Audit:

CIL & its Subsidiaries have conducted HR Audit across CIL with the help of internal resources as a comprehensive method to review current Human Resource policies, procedures, documentation and systems to identify needs for improvement and enhancement of the HR function as well as to assess compliances.

The recommendations of HR Audit are under implementation.

4. People Capability Maturity Model (P-CMM):

Alike HR Audit, CIL & its Subsidiaries have assessed the level of the Organization under P-CMM, with the help of internal resources, as a maturity framework that focuses on continuously improving the management and development of the Human assets of an Organization. It provides a framework to implement various Human Resource practices to address the critical issues of the Organization.

Under P-CMM, the gap areas of CIL & its Subsidiaries have been identified and actions are being taken to upgrade the maturity level of the Organization.

- 1. People performance of CIL:** Employees are the central theme of coal mining in India and the people processes in CIL includes not only the multiple stakeholders in the value chain of the company's operations, but also those affected directly and indirectly by such operations. The multiple stakeholders include the company's own employees and their families, about 72,271 contractors' workers, villagers around coal fields, auxiliary industries, Govt. & Non Govt. agencies operating in the coalfields etc. Coal India Limited, with a larger social purpose, is deeply committed to all stakeholders and is in constant endeavor to harmonize the varying needs of the stakeholders and that of the company, for suitable growth, with its people centric principles, policies and programmes. The details are given below:

Manpower

The total manpower of Coal India Limited including its subsidiaries as on 01.12.2019 is 2,77,357. Company wise status of manpower is given below:

Sl. No.	Company	Manpower Strength as on 01.12.18	Manpower Strength as on 01.12.19
1	ECL	60486	58172
2	BCCL	47069	44522
3	CCL	39776	38757
4	WCL	43461	40815
5	SECL	56129	52795
6	MCL	22274	22043
7	NCL	14722	14627
8	NEC	1421	1282
9	CMPDI	3327	3205
10	DCC	310	262
11	CIL(HQ)	929	877
TOTAL		289904	277357

EMPLOYEE WELFARE

The Welfare activities of Coal India Limited for welfare of its employees and their families are given below:

a) Housing facilities

- Amended the ceiling of House Building Advance

amount from the existing ₹ 2.5 lakh to ₹ 30 lakhs subsuming the advance amount under CIL Furniture and Household Goods Purchase Scheme.

- CIL Furniture and Household Goods Purchase Scheme has been formulated and communicated vide CIL OM No.CIL/C5A(PC)/Furniture/2827 dated 08.05.2018.

b) Water supply

- To provide clean drinking water to the employees and their families, many water supply schemes have been taken up. Supply of water is done after proper treatment and several RO plants also exist.

c) Educational Facilities

- The subsidiary companies of CIL have been providing financial assistance and infrastructure facilities to schools operating in mining areas like DAV, Kendriya Vidyalaya, Delhi Public School and other educational institutions run by the State Government to provide quality education to the employees' children. The following schemes are also extended to employees to help in educating their wards:

i. Coal India Scholarship Scheme:

- For employees' children two types of scholarships, namely; Merit and General Scholarship, are being provided every year under certain prescribed terms and conditions.

ii. Cash Award and certificate of appreciation: -

- Every year Cash Award of ₹ 5000 and ₹ 7000 are provided to the Meritorious wards of CIL employees who secure 90% or above Marks in aggregate in 10th and 12th standard Board level examination respectively.
- Considering the high cost of technical and medical education in the country Coal India Limited is providing financial assistance towards meeting the cost of education of the dependent children of Wage Board Employees to the extent of tuition fees and hostel charges who secure admission in Engineering in colleges viz., IITs, NITs, ISM and Govt. Engineering and Medical college.

d) Medical Facilities

- Coal India Limited and its subsidiaries are extending medical facilities to the employees and their families through various medical establishments from the dispensary level to the central and apex hospitals in different parts of the coalfields. For specialized treatment, where the expertise/ facilities is not available, they are also referred for treatment outside in the empaneled hospitals.
- In addition, special emphasis has also been given on Occupational Health, HIV/AIDS awareness programme for the employees and their families.
- CIL Medical Attendance Rules (MAR) was amended by replacing the old MAR rates which was in existence since long with CGHS rates vide CIL OM No. CIL/C5A(PC)/MAR/2829 dated 08.05.2018.
- Contract workers are provided free medical care in company hospitals and dispensaries as outpatient/ inpatient.
- **Statutory Welfare Facilities** In accordance with the provision of the Mines Act, 1952 and Rules and Regulations framed there-under, subsidiaries of Coal India Limited are maintaining various statutory welfare facilities for the coal mines such as Canteen, Rest Shelters etc. These facilities are also being extended to contract workers.

e) Non-Statutory Welfare Measures

i. Co-operative stores and Credit Societies.

In order to supply essential commodities and consumer goods at a cheaper rate in the collieries, Central Co-operative and Primary Co-operative Stores are functioning in the Coalfield Areas of CIL. In addition, Co-operative Credit Societies are also functioning in the Coal Companies.

ii. Banking Facilities

The Management of Coal companies are providing infrastructure facilities to various Nationalized Banks for opening their Branches and Extension Counter in the Coalfields for the benefit of their workers. Workers have

been educated to draw their salaries from the banks.

iii. Holiday Homes

Coal India Ltd. has maintained six Holiday homes for the benefit of its employees & their families.

EMPLOYEE TRAINING

The training statistics for the employees of CIL for the year 2019 from 01.01.2019 to 31.12.2019 is as below:

	2018	2019
Executive	17701	17799
Non-Executive	91555	77111
Total	109256	94910

Details in respect of contract workers imparted training are as below:

	2018	2019
Total Contractual workers	67330	72271
Total Contractual workers trained	39729	35309

Employees' participation in management:

In general, decisions concerning employees are taken through bilateral forums represented by Trade Unions on behalf of employees and management. Bilateral forums such as JCC, Safety Committee, Housing Committee, Welfare Committee, Canteen Committee etc. are in operation at all project. Similarly, Bipartite meetings, under the Industrial Relations system, are held periodically at unit level, area level and corporate level to resolve issues pertaining to employees' service conditions, welfare and safety. Every subsidiary is having an Apex Bipartite Committee (Joint Consultative Committee) headed by the Chairman-cum-Managing Director of the Company. The Joint Consultative Committee deliberates on various strategic issues and issues related to quality of life of employees in general. All these bipartite bodies are represented by employee's representatives.

Contract workers

The Company is a source of employment to the nearby villagers. There are about 72,271 contractors' workers employed in mines

through registered contractors for various outsourced work as on 1.12.2019. The company ensures compliance of all legal and company norms, pertaining to the pay and welfare of the contractors' workers, by the contractor. Minimum wages for the contract workers in Coal India Ltd. who have been engaged in mining activities has been fixed which is higher than the minimum wages prescribed by appropriate government. The Contractor workers are made to undergo compulsory vocational training for working in the Mines.

In addition to the above, the Company provides medical treatment at the Company's facility free of cost, to the contractors' workers. All the contractors' workers are being subjected to medical examination, safety training and are being provided with personal protective equipment viz Helmet, Mining Shoes, Dust Mask, Safety lamps and Raincoats including gumboots & proper hoods in heavy watery mines. The facilities like canteen & rest shelters, first-aid facilities etc., which are provided to the regular employees, are also utilized by the contractor workers. The Company has successfully covered all the contractors' workers under the Social Security Schemes (CMPF & CMPS/ EPF). The payment of wages to the contractors' workers is ensured through bank to avoid any exploitation on this count.

For monitoring compliance of payment of wages and other benefits to the Contractors' Workers under the Contract Labour (R&A) Act, 1971, Coal India Ltd. has created and launched "Contract Labour Payment Management portal". Comprehensive database, including bank account number and Aadhar number, of all the workers engaged by different contractors in CIL & its Subsidiaries is uploaded on this portal. This portal provides access to all contractors' workers so that they may view their personal details including rate of wages and payment status.

Further, Ministry of Labour & Employment vide its Gazette Notification dated 7th December, 2015, exempted Subsidiaries of CIL to engage the contractor workers on the works specified (prohibited) at serial nos. 1 to 3 under S.O.2063 dated 21st June, 1988, Published in the Gazette of India, Part-II Section-3, subsection(ii) published by Ministry of Labour & Employment for five years from the date of publication of the notification.

Child Labour/Forced Labour/Bonded Labour:

Engagement of child labour, forced labour or bonded labour, in any form, is prohibited in the Company, either by itself or by any stakeholder in the value chain of the Company's operation.

This is strictly monitored through mandatory initial medical examination of all contract workers engaged in mines.

Freedom of Association:

Democratic values are ingrained in the management of human resource in the company. Employees are free to be part of any registered trade union and other govt./ non-govt. organizations. Branches of all central trade unions and local unions are operating in coalfields. Their representation is allowed in the bipartite bodies in the company under the norms of the Industrial Relations System.

Non-Discrimination:

The Company follows principles of non-discrimination in employee management. There is no discrimination of the employees in the name of religion, caste, region, creed, gender, language etc. All employees are given equal opportunity in service matters.

Continuous improvement and Knowledge Management Initiatives

As an outcome of CPSE conclave, a common Knowledge Management Portal - SAMANVAY has been developed for all CPSEs. The primary objective of this portal is to create a platform for enabling individuals, teams & entire Public Sector Enterprises to collectively and systematically share Knowledge, Infrastructure, Best Practices, SoPs, etc. to learn from others' experiences and to attain greater heights.

CIL along with its Subsidiaries is one of the active participants in the portal and updates Best Practices, Policies/ Rules, expertise, etc. from time to time.

Organizational Culture Building Initiatives

All the new entrants joining the Organization in Executive cadre are being welcomed under Project 'Aagman'. Before posting in the Subsidiaries, they are imparted with a 14-days Orientation program at Indian Institute of Coal Management (IICM) – CIL's Centre of Excellence, Ranchi.

All the superannuation employees are bid farewell and their retiral dues are settled under the Project 'Samman'. The Chairman, CIL and the CMDs of the Subsidiaries express their gratitude to the contributions laid down by the superannuating employees and their family members to the success of the Organization.

People Development initiatives and Social Security Measures

- i. Gratuity - Employees on their retirement receive Gratuity payment upto ₹ 20 lakhs.
- ii. CMPF - All employees are covered under the Coal Mines Provident Scheme which is a contributory fund with equal shares both by employee and the employer.
- iii. Coal Mines Pension Scheme (CMPS) - All employees are covered under the Coal Mines Pension Scheme by which, on superannuation, they receive upto 25% of their total emoluments as monthly pension. In the event of death of the employee, the dependent is entitled to receive pension.
- iv. Post-Retirement Medical Support - CIL has launched a post-retirement medical scheme for its 2.86 lakh employees to provide health support to the employees and their spouse, post retirement. Subject to conditions, the Scheme provides reimbursement of medical expenses for indoor and outdoor treatment for a maximum amount upto ₹ 8 lakhs for Non-Executives and ₹ 25 lakhs for Executives in ordinary cases, and support based on actuals in case of critical diseases such as Heart diseases, Cancer, Renal diseases, Neurological Disorder, HIV-AIDS & Addison's disease / Adrenal Histoplasmoses, Critical accidents cases, Cerebral fever. CIL has also aims to introduce cashless treatment through Smart Cards with biometric data for authentication purposes and linking with Aadhar details.
- v. Superannuation Pension Scheme - CIL has formulated a Superannuation Pension Scheme to provide superannuation benefit in the form of annuity through an Annuity Service Provider, to all Board level and below Board Level Executives. It has been implemented with effect from 01.01.2007.
- vi. Employee Compensation - In the event of death/ disablement while on duty, the employee is eligible to receive monetary compensation under the Employee Compensation Act. Apart from that, the Company provides additional ₹ 90,000 as Ex-gratia and compensation of ₹ 15 lakhs in case of fatal mine accident.
- vii. Life Cover Scheme - In the event of death of an employee

while in service, the dependents of the employee are entitled to receive an amount of ₹ 1,25,000 under the life cover scheme.

- viii. Employment to dependent - In the event of death/ disablement of an employee, while in service, one dependent is entitled for employment in the Company.

Grievance Management

The Company has a robust online Stakeholder Grievances system to deal with the grievance of Stakeholders i.e. employees, Consumers and others. Under the policy all grievances are resolved within 10 days and Stakeholders are informed accordingly. As on 31st Dec'19, there is NIL Complaint pending in SEBI SCORES and PG Portal of CIL.

Care for Environment

Coal India Ltd. (CIL) has been constantly addressing the impact of mining activities across environmental and social issues. Eco friendly mining systems have been implemented in all mining areas. More number of Surface Miners and Continuous Miners are being deployed in CIL Mines. CIL has produced around 45% of its total coal production through Surface Miners during Jan.-Dec. 2019. To make environmental pollution mitigation measures more transparent, subsidiaries of CIL are practicing State-Of-The-Art Satellite Surveillance to monitor land reclamation and restoration for all opencast projects.

As a part of 'Clean & Green' programme, massive plantation is also taken up by CIL wherever land is available. Till December, 2019, Subsidiary Companies of CIL have planted 19,76,618 saplings. Since inception, CIL has planted 99.6 million trees inside mine lease area till 2019-20 over an area of around 39,842 hectares through well structured Environment Management Plans and Sustainable Development activities. The concept of wind break and vertical greenery system has been developed by CMPDIL for controlling the dust generation due to mining activities and is under implementation in Gevra OCP. Mist sprayers, fog canons, fixed and mobile sprinklers are in operation for suppression of dust produced due to mining activities in the mining areas.

NLC India Limited (NLCIL)

NLC India Limited (NLCIL) was registered as a company on 14th November 1956. The Mining operations in Mine-I were formally inaugurated on 20th May 1957 by the then Prime Minister. NLC

India Limited has been conferred with the “NAVRATNA” status since April 2011.

NLC India Limited present mining capacity of 30.6 MTPA and power generating capacity as on March 2019 is 5543.56 MW. All the Mines and the Power Stations of NLC India Limited have received **ISO Certification** for Quality Management System (QMS), Environmental Management System (EMS), and Occupational Health & Safety Management System (OSHAS).

Authorised Capital:

The authorised capital of NLC India Limited is ₹ 2000 Crore and paid up equity is ₹ 1386.64 Crore (Post buy back – 2018). The

investment by Govt. of India as on 30.11.2019 is as under:

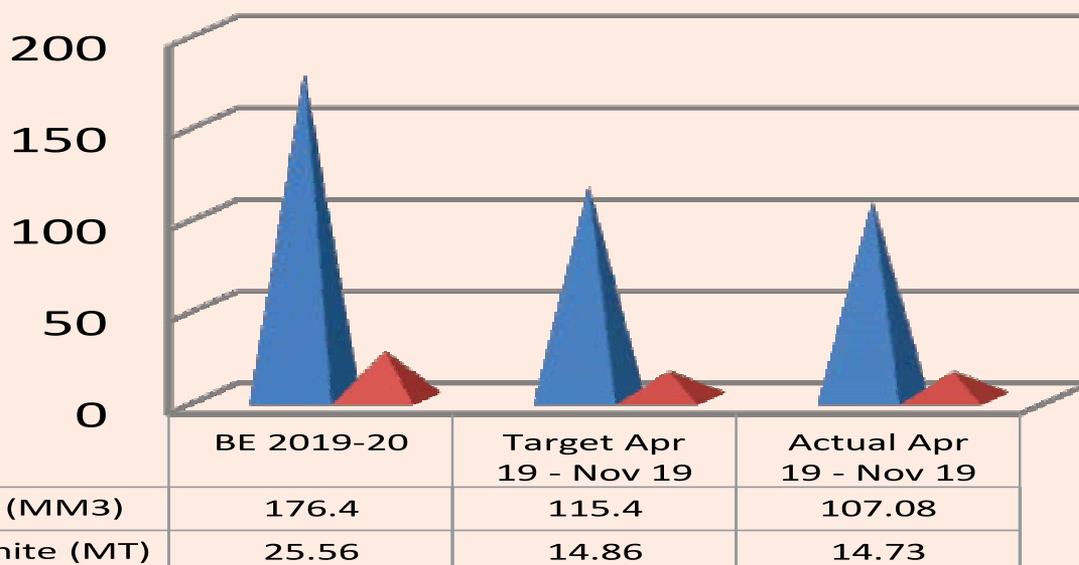
Investment	(₹ Crore)
Equity - GOI Portion:	1119.07 (as on NOV 2019)
Loan from GOI - (including accrued interest)	Nil

Production Performance:

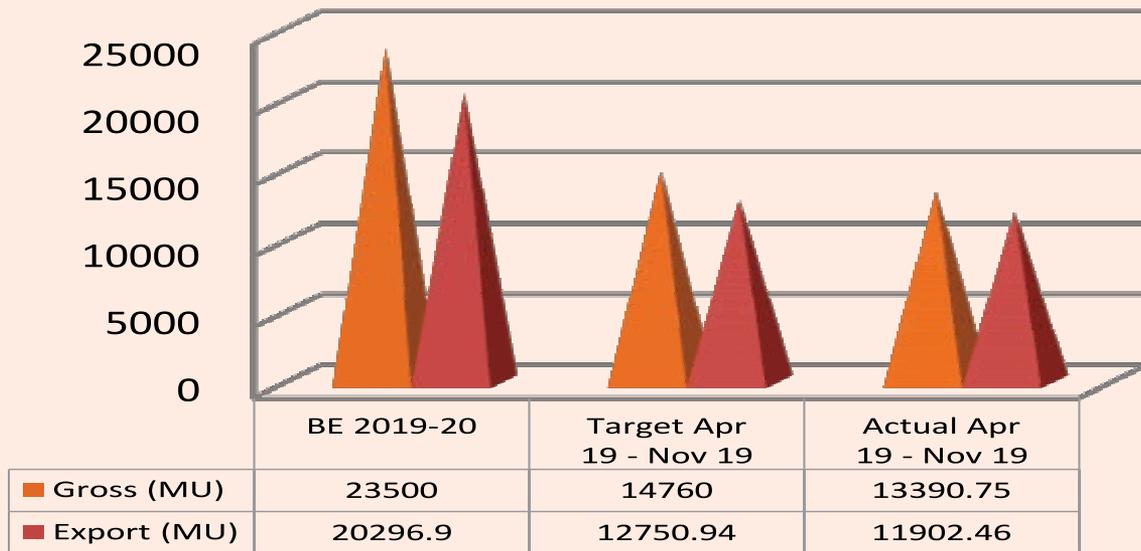
Overburden removal, lignite production, gross power generation and export of power during the year 2019-20 are indicated below:

Product	Unit	BE 2018-19	2018-19 (Jan'19 to Mar '19)	2018-19		Dec 2019 to March 2020 (Projection)
			Actual	Target	Actual	
Overburden	MT ³	176.40	44.16	115.45	107.08	60.95
Lignite	MT	25.56	8.21	14.86	14.73	10.70
Power Gross	MU	23500.00	5586.17	14760.08	13930.75	8739.92
Power Export	MU	20296.90	4766.54	12750.94	11902.46	7545.96

Performance for the year 2019-20



Performance for the year 2019-20



If power surrender of 1248.731 MU (provisional) is added the power gross generation for the period April 2019 to November 2019 would be 15179.48 MU with an achievement of 102.84% (against the present level of 94.38%).

Productivity:

The productivity performance in 2018-19 and 2019-20 are furnished in the table below:

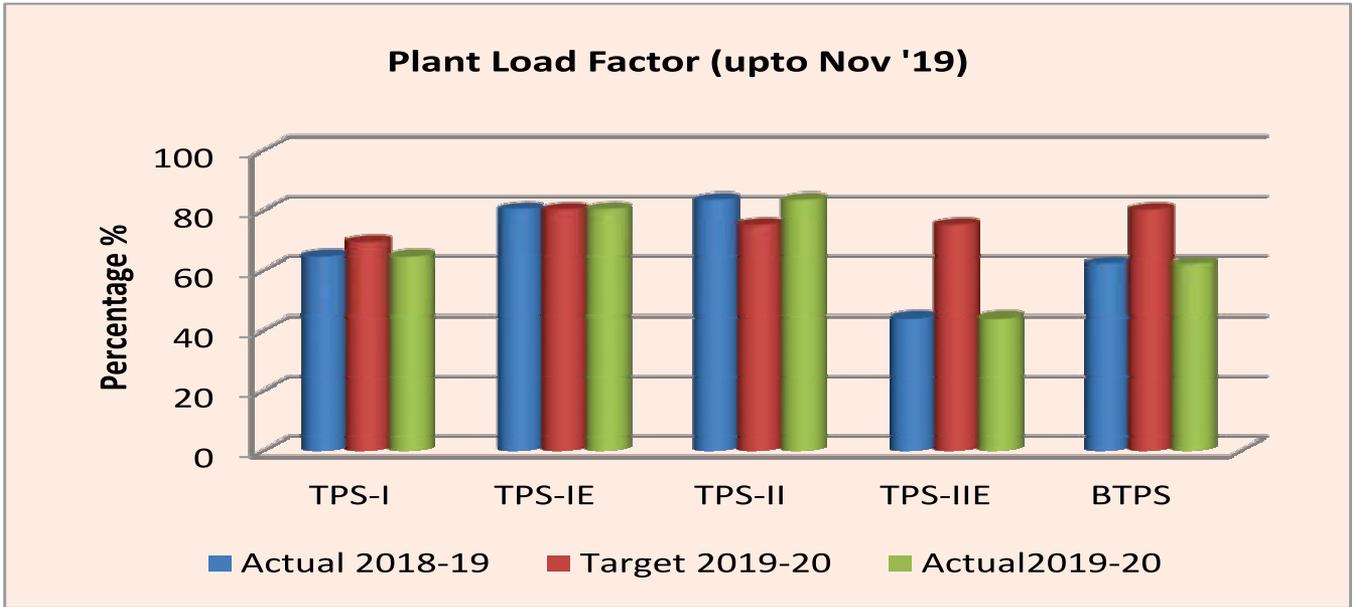
Output per Man Shift (OMS):

OMS	Unit	2018-19 Actual	Jan '19 to Mar '19	2019-20 (upto Nov '19)	
				Target	Actual (Provl)
Mines	Tonne	14.11	18.96		13.89
Thermal	KwHr	26197	26439	26879	27689

Plant Load Factor (PLF)

The PLF achieved by TPS-I, TPS-I Expansion, TPS-II, TPS-II Expansion and Barsingsar TPS during 2018-19 and 2019-20 are as under:

PLF	2018-19 Actual	Jan '19 to Mar '19	2019-20 (upto Nov'19)	
			Target	Actual (Provl)
T.PS-I	64.73	69.89	0.00	64.66
T.PS-IE	80.17	97.88	76.32	87.50
T.PS-II	83.44	86.22	78.25	78.65
T.PS-II E	44.09	62.01	66.80	38.37
Barsingsar TPS	61.97	69.60	72.54	65.88



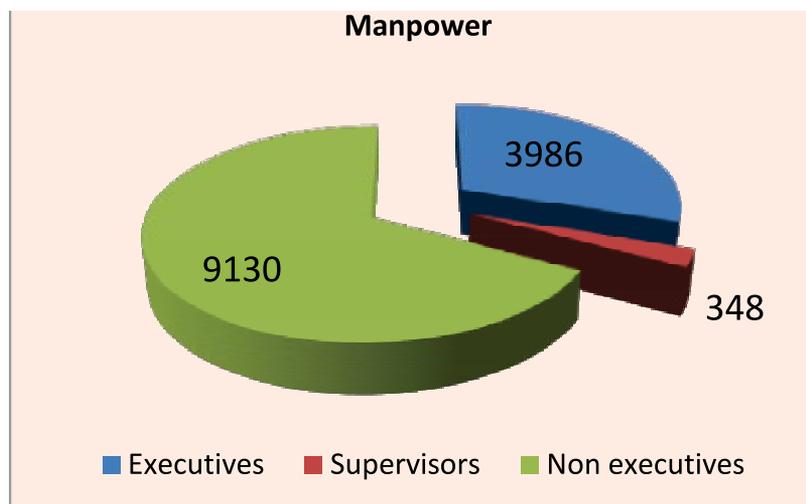
Product wise sales during 2019-20 (April 2019 to November 2019) is as under:

Product	Sales 2018-19 (₹ Crore)	Sales 2019-20 (₹ Crore) upto NOV 2019 (Prov)
Lignite	579.28	293.90
Power	6518.09	4348.12
Other	48.55	30.34
Total	7145.92	4672.36

Manpower:

The total manpower of NLCIL as on 30th November 2019 is indicated below:

	Technical	Non-Technical	Others	Total
Executives	3122	541	209	3872
Supervisors (NUS)	305	27	4	336
Non Executives	2885	899	4828	8612
Total	6312	1467	5041	12820



Employees Welfare

- Welfare measures under the following heads have been extended to the employees.
- 100 % housing to employees.
- Subsidized canteen facilities and uniforms/footwear.
- Merit scholarships to school students.
- Special scholarships to SC/ST students.
- Group accident insurance schemes.
- Special increments for acquiring higher qualifications.
- Long service awards.
- Marriage & superannuation gifts.
- Free medical treatment to employees & their dependents.
- Post-retirement medical benefit scheme.
- Death relief scheme.

R&R policy – NLCIL

The R&R measures have been implemented as directed by the R&R Administrator as per the National Rehabilitation and Resettlement Policy, 2007 and the following benefits have been extended by NLCIL over and above the minimum specified in NRRP 2007.

Following are the measures extended by NLCIL

- As per policy, alternate house plot is to be allotted to the displaced family to an extent of actual loss of area of the acquired house. However, NLCIL has been allotting a

plot of a minimum of 120 square meters to each eligible Project Affected Family in the resettlement centre.

- Though the dwellers/encroachers of Government lands are not entitled for any compensation, a sum equivalent to 50% of the value of the house structure in which the encroacher has been residing, calculated based on the plinth area rate approved by Public Works Department (PWD) is paid by NLCIL, on compassionate grounds.
- NLCIL has obtained a special Government Order for directly calling for the applications from the Project Affected Persons for ITI Apprenticeship Training in NLCIL, instead of processing through the employment exchange. NLCIL has also been arranging entrepreneurial development programmes for Project Affected Persons in NLCIL's Learning and Development Centre (L&DC) and sponsor candidates to suitable outside training schools/agencies.
- NLCIL is imparting in-plant training and is also providing opportunities for project work to the PAPs through L&DC.
- NLCIL has been also been quickly resolving the enhanced compensation issues through Lok Adalat, for almost all the acquired lands, instead of contesting them legally. The enhanced compensation rates were negotiated between NLCIL and the Land owners in the presence of Representatives of the villages, Public Representatives and District Collector. NLCIL pays the compensation at the enhanced rates arrived at by consensus, through Lok Adalat conducted by Taluk legal service committee.

The list of R&R benefits provided of NLCIL so far is furnished in the following table.

Nature of R&R Measures	Quantification
Allotment of alternative house site in well developed, well-connected and conveniently located resettlement centres.	7390 Plots.
Resettlement Allowance paid	₹ 348.03 Lakhs.
Ex-gratia payment made towards value of structures on Government Lands	₹ 493.82 Lakhs.
Regular employment in NLC provided to the PAFs (excluding the PAFs of initial schemes of 1950s).	₹415.44 Lakhs
Subsistence allowance paid	₹ 3.30 lakhs
Cattle Shed, petty shop Allowances paid	₹ 10,99,38,000-
One time Rehabilitation grant in lieu of employment	₹ 1364.38 lakhs
Charges incurred for the development of Resettlement Centres	₹150.00 lakh per annum (approx.)
Recurring expenditure being incurred for maintenance, amenities and up-keeping of Resettlement Centres	1827 persons
ITI apprenticeship training imparted to PAFs	1034 persons
Apprenticeship Training (Graduate / Diploma)	213 persons
Diploma in Mining	118 persons
Working under contract jobs	3500 persons
Special Training imparted to the PAF members under Medical Lab Technician Training Scheme	69 persons
Training for skill development/ entrepreneurship/ self-employment imparted to the members of PAFs in association with training experts.	1792 persons
Number of PAP Contractors registered on the basis of LA.	128 contractors

The following compensation rates have been paid for the lands acquired from 2006 to 2013, as per the tripartite settlement reached on 05.10.2009.

Rates as per tripartite settlement dt. 5th October 2009:-

Classification	Rate inclusive of all (Solatium, interest etc.)
Wet lands & Irrigated Dry Lands	₹6,00,000 per acre
Manavari Dry Lands	₹5,00,000 per acre
House site for Gangaikondan Village (Town Panchayat)	₹50,000 +15,000 Spl. Incentive = ₹65,000 per cent.
House site for other villages	₹25,000 per cent

So far 18957 enhanced compensation cases have been settled for lands acquired from 1977 through Lok Adalat. NLCIL has achieved maximum settlement rate in Lok Adalat through complete computerization of the settlement process. Due to these measures, NLCIL has been facing the least resistance to Land Acquisition and 1427 hectares of land has been acquired since April 2006.

New Land Acquisition Act

From 01.01.2014, Gol has enacted New Land Acquisition Act viz. – “Right to Fair Compensation and Transparency in Land Acquisition Rehabilitation and Resettlement Act, 2013” and for lands acquired from 01.01.2014 onwards in Neyveli region for NLCIL schemes, compensation and R&R benefits are being extended as per the provisions of new LA Act.

Contract workers

The Company engages contract workmen from the nearby villages. There are about 14,580 contractors’ workers employed in mines and thermal through various registered contractors, INDCOSERVE, HOWSICOS societies and outsourced agencies. The company ensures compliance of all legal and company norms pertaining to the pay and welfare of the contract workers, by the contractors. Minimum wages for the contract workers who have been engaged in mining activities is being followed as per the notification issued by CLC (C) in additions to the wages and benefits extended to the above contract workers by various settlements, the wages being paid in NLCL is higher than the minimum wages prescribed by CLC (C). The contract workers are also made to undergo compulsory safety, vocational training for working in the lignite mines area. In addition to the above, the Company provides free medical treatment at the Company’s facility to the contract workers. All the contract workers are being imparted safety training and are being provided with personal protective equipment viz., helmet, mining shoes, dust mask, safety lamps and raincoats including gumboots and proper hoods in heavy watery mines. The facilities like canteen and rest shelters, first-aid facilities etc., which are provided to the regular employees, are also utilized by the contract workers.

The following welfare measures are being extended to contract workmen viz,

- Free education for the wards of contract workmen at NLCIL School upto 12th standard

- Free Breakfast, Noon meal & Uniforms to children studying in 11th & 12th standard in NLCIL schools
- Contract workmen Children Merit Scholarship Scheme: has been introduced with effect from the academic year 2014-15 onwards. ₹10000/- per head (100 numbers) and ₹8,000/- per annum (50 numbers) per head towards scholarship and hostel fees for Professional Course and General Degree respectively. (Out of 150 numbers, 75 students are earmarked for girl students).
- Reimbursement of Fees paid by wards of Contract workmen to Jawahar Science College , Neyveli
- Free medical treatment at NLC GH for self, spouse and children (out-patient/in-patient) for AMC contract workmen.
- 1000 Quarters and 3000 plots provided to Contract workmen with free water, subsidized Electricity & nominal rent.

The payment of wages to the all the contract workers is ensured through bank. Ex-gratia payment of ₹ 5 lakhs over and above the statutory compensation is paid in case of a contract worker meeting a fatal accident.

NLCIL has rolled out Contract Labour Management System (CLMS) portal for monitoring compliance of payment of wages and other benefits to the Contractors’ Workers under the Contract Labour (R&A) Act, 1971. Comprehensive database (including bank account number and Aadhar number) of all the workers engaged by different contractors in NLCIL is uploaded on this portal. This portal provides access to all contractors’ workers so that they may view their personal details including rate of wages and payment status.

Child Labour/Forced Labour/Bonded Labour

Engagement of child labour, forced labour or bonded labour, in any form, is prohibited in the Company, either by itself or by any stakeholder in the value chain of the Company’s operation. This is strictly monitored through birth certificate and any other valid proof of age. Cautioned board is being display at the entrance to Mines & Thermal unions prohibiting engagement of Child Labour.

Freedom of Association

Democratic values are ingrained in the management of human resource in the company. Employees are free to be

part of any registered trade union and other Govt. / non-Govt. organizations. Branches of all central trade unions and local unions are operating in Mines & Thermal Units of NLCIL. Their representation is allowed in the bipartite bodies in the company under the norms of the Industrial Relations System.

Singareni Collieries Company Limited (SCCL)

The Singareni Collieries Company Limited (SCCL) is a Joint venture of Govt. of Telangana and the Govt. of India with equity participation in the ratio of 51:49 respectively. SCCL is contributing around 9 % of the total all India production.

Coal Production: The coal production target for 2019-20 is 67 MT and actual coal production up to December, 2019 is 46.75 MT.

Target (Jan-Dec, 2019)	Actual (Jan-Dec, 2019)	% Ach
65.18	65.58	100.6

Coal Despatch: The coal despatch target during 2019-20 is 68 MT and actual despatch up to December, 2019 is 46.35 MT.

Target (Jan-Dec, 2019)	Actual (Jan-Dec, 2019)	% Ach
66.90	64.91	97.0

Productivity (OMS): Productivity target for the year 2019-20 is 6.48 Tonnes and achieved 6.14 up to Dec, 2019.

Year	Singareni Collieries Co. Ltd.		
	UG	OC	Overall
2019-20 Target	1.46	16.50	6.48
2019-20 Actual (up to Dec, 2019)	1.45	15.80	6.14

Table – I

(Fig. in Lakh Tonnes)

Year	2015-16	2016-17	2017-18	2018-19	2019-20 Target as per AAP
Coal Production of NEC	4.86	6.00	7.81	7.83	7.50

During the current financial year, entire coal production has come from only 3(three) OC patches.

Manpower: As on 31.12.2019 employees on roll of SCCL are 47,178 including 1298 Female employees.

STPP: Presently, 2X600 MW Singareni Thermal Power Station is in operation in the Mancherial district of Telangana. In 2018-19, total 8698 MU and in 2019-20 (upto Dec 2019) total 6755 MU of electricity is generated.

Solar Power Plant: SCCL proposed to set up 300 MW Solar Power Plant at various locations in SCCL command area in Telangana. 129 MW solar plants are under erection & will be completed by March 2020. **In 2nd Phase**, 90 MW solar plants are under erection and will be installed by 30.09.2020 and in **3rd Phase**, for 81 MW solar plants land is identified.

Employment opportunity in SCCL: Massive drive for recruitment for vacancies through External and Internal sources is being taken up by SCCL. After formation of Telangana (June 2014) more than 13,000 persons are provided employment.

Plantation: SCCL has planted 30 Lakh saplings in 652 Ha. as a part of flagship programme "TelanganakuHaritha Haram" during 2019-20.

DEVELOPMENT ACTIVITIES IN NORTH EASTERN COALFIELDS

In the North Eastern Region, Coal India Limited has its mining activities mainly in 3(Nos) of mines of Makum Coalfields of Assam. These mines are Tirap, Tikak and Tipong. Out of these, Tirap and Tikak Colliery are open cast Mines/Projects while Tipong Colliery is an Under Ground Mine.

At present, coal production comes from are 3(three) open cast outsourcing patches. These are Tirap(East), Tirap(West) and Tikak(OCM). The coal production of Last 4(four) years has been shown in the following table I.

PERFORMANCE OF NEC (Period from 01.01.2019 to 31.12.2019)

Table – II (Actual Data)

1	Coal Production	Unit	Quantity
	I. Under Ground	Lakh Tonnes	0
	II. Open Cast	Lakh Tonnes	5.46
	TOTAL	Lakh Tonnes	5.46
2	Coal Despatch/Off take		
	I) Despatch	Lakh Tonnes	6.05
	II) Domestic Consumption	--	
	III) Off take	Lakh Tonnes	6.05
3	Pit-head coal stock as on 31.12.19	Lakh Tonnes	0.73

PERFORMANCE OF NEC FOR PAST 5 YEARS

Colliery	2014-15	2015-16	2016-17	2017-18	2018-19
COAL PRODUCTION (Fig.in tes)					
TIPONG (UG)	3096	3043	3033	3000	0
TIRAP (OC)	457648	178954	197215	468461	529767
TIKAK (OC)	316332	212355	330035	286182	252252
LEDO (OCP)	1944	92180	70005	23688	1968
TOTAL:-	779020	486532	600288	781331	783987
OB REMOVAL (Fig.in Cum.) As per Measurement					
TIRAP (OC)	6147947	3153076	1867719.90	5126499.90	5723607.64
TIKAK (OC)	3932380	3253707	3622690.86	2668553.75	2765922.50
LEDO (OCP)	104789	897557	185399.69	58092.80	14729.27
TOTAL:-	10185116	7304340.59	5675810.45	7853146.45	8504259.41
COAL DESPATCH (Fig.in tes)					
TIPONG (UG)	-	-	-	-	-
TIRAP (OC)	445738.10	212158.63	265067.22	538687.91	500489.13
TIKAK (OC)	257753.55	111814.57	430592.61	335034.72	252542.20
LEDO (OCP)	29410.01	17896.36	81300.33	20894.74	849.71
TOTAL:-	732901.66	341869.56	776960.16	894617.37	753881.04
O.M.S.(Fig.in tes)					
UG	0.01	0.02	0.02	0.02	0.00
OC	5.10	2.80	3.67	5.21	5.84
OVERALL:-	2.01	1.39	1.92	2.86	3.37
OPENING STOCK(Fig.in tes)					
	As on 1.4.15	As on 1.4.16	As on 1.4.17	As on 1.4.18	As on 1.4.19
TOTAL	214762.41	359405.45	182727.29	69434.93	99523.33

MANPOWER (Fig.in nos.)					
	As on 1.4.15	As on 1.4.16	As on 1.4.17	As on 1.4.18	As on 1.4.19
EXECUTIVE	113	107	96	99	105
NON-EXECUTIVE	1914	1770	1610	1436	1290
TOTAL:-	2027	1877	1706	1535	1395
PROFIT/LOSS(Fig.in Cr.)	(+) 29.18	(-) 59.72	(-)123.56	(-)121.06	(-) 84.33

