

CHAPTER

15



WELFARE MEASURES

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1. Implementation of persons with disability Act, 2016

Statement showing the representation of persons with disabilities in CIL as on 01.01.2020:

Company	Number of Employees			
	Total	VH	HH	OH
ECL	57,911	5	16	72
BCCL	44,319	33	17	50
CCL	38,632	19	14	37
WCL	40,680	41	6	75
SECL	52,414	29	6	116
MCL	21,996	27	11	96
NCL	14,559	10	9	45
NEC	1,259	0	0	1
CMPDI	3,192	3	4	21
DCC	258	0	0	0
CIL (HQ)	872	1	0	1
Total CIL	2,76,092	168	83	514

Details of appointments in Group C & D since 1996-97

Year	No. of persons appointed	Number of posts filled under reservation quota		
		VH	HH	OH
1996-97 To 01.01.2020	12,187	138	66	218

VH = Visually Handicapped

HH = Hearing Handicapped

OB = Orthopedically Handicapped

2. Reservations to SC/ST

CIL

The reservation policy is being implemented in recruitment and promotion of Scheduled Castes and Scheduled Tribes as per the Presidential Directives.

	Direct Recruitment				Promotion		
For Group -A & B Posts	SC	ST	OBC	EWS	For Groups A,B,C & D	SC	ST
All India basis by means of open Basis competitive test (written)	15%	7 ½%	27%	10%	All India	15%	7 ½%
All India Basis otherwise than by not conducting written competitive test	16 ² / ₃ %	7 ½%	Rest limited to 50%	10%			

Apart from the above, there is a directive on reservation in recruitment on Group C & D posts where state-wise reservation norms are being maintained. Subsidiary-wise/Company-wise reservation percentage is appended below:

State	Company	% age of SC	% age of ST	% age of OBC
Jharkhand	BCCL	12	26	12
Jharkhand	CCL	12	26	12
Jharkhand	CMPDIL	12	26	12
West Bengal	ECL	23	5	22
West Bengal	CIL, Kolkata	23	5	22
Orissa	MCL	16	22	12
Madhya Pradesh	NCL	15	20	15
Chhattisgarh	SECL	12	32	13
Maharashtra	WCL	10	9	27
Assam	NEC	7	12	27

Group-wise manpower as well as representation of SC/ST/OBC with percentage as on 01.01.2020 in CIL is given below:

Group	Total Strength	SC %	ST %	OBC %
A	15,035	14.97	7067	16.91
B	19,365	13.62	9.58	25.01
C	1,35,138	19.12	14.89	23.68
D (Excluding Sweeper)	1,04,409	21.08	19.27	23.99
D (Sweeper)	2,145	98.97	0.33	0.00
TOTAL	2,76,092	19.87	15.67	23.34

NLCIL

NLCIL also implements several welfare measures for the upliftment of SCs, STs and Disabled Persons. As part of its Corporate H.R Department, SC & ST and OBC Cells have been set up to deal with service matters of SC, ST employees, disabled persons, ex-Servicemen and minorities. The Cell(s) ensures speedy disposal of complaints and grievances of the employees belonging to the above categories. One of the functions of the cell is to collect data pertaining to SC, ST and OBC, ex-

Servicemen, disabled persons and minorities and furnish the same to various authorities under the administrative control of the Ministry. The objective of the cell is also to enlighten employees about safeguards that are provided by the Government of India in matters of recruitment, promotions and other service matters and to ensure the implementation of the Presidential Directives on Reservation Policy.

The details relating to the percentage of reserved categories of employees as on 31st December 2020 are furnished below:

Group	Applicable Percentage of Reservation		Manpower position			Available percentage	
	SC	ST	Total	SC	ST	SC	ST
A	15 & 16.66*	7.5	3482	730	311	20.96	8.93
B	15 & 16.66*	7.5	148	40	4	27.03	2.70
C	19	1	7526	1452	82	19.29	1.09
D	19	1	473	95	2	20.08	0.42
Total	-	-	11629	2317	399	19.92	3.43

*15% reservation for recruitments on All India basis by open competition.

*16.66% reservation for recruitments on All India basis otherwise than by open competition.

The quantum of Reservation shown above is applicable for Group C & D posts in Tamil Nadu. However, as the quantum of Reservation for Group-C&D posts which normally attract candidates from a locality or a region is fixed on the basis of proportion of the population in the respective States/UTs as per the instructions issued by DoP&T, Ministry of Social Justice and Empowerment.

Scheduled Caste Sub-Plan for the welfare of SCs/STs:

NLC India Ltd scrupulously follows the Reservation Rules prescribed by the Government of India for Scheduled Castes and Scheduled Tribes in the matter of Direct Recruitments and Promotions. Recruitments are done as per post based reservation roster system prescribed by Department of Personnel and Training (DoP&T) and Department of Public Enterprises (DPE). In NLCIL separate SC and ST cells are established under the Liaison Officers to ensure due compliance of reservation rules / guidelines applicable for SCs and STs. Further in order to ensure the benefit of reservation should go to the right claimants entitled for such benefits, NLCIL scrupulously follows verification of caste status of SC/ST Candidates at the time of Initial appointment through concerned state/ district authorities / district level vigilance committee (DLVC) / state level scrutiny committee (SLSC).

The welfare measures are centred around -

- Providing 2 sets of uniforms every year free of cost to children studying in NLC India Limited Elementary Schools.
- Providing one set of free footwear children from 1st Std to 5th Std once in two years.
- Scholarships to 100 SC/ST students for pursuing Professional Courses.
- The monetary assistance ranges from Rs.2400/-

to Rs.6100/- per annum depending upon the nature of the course, apart from Rs.2500/- towards hostel expenses.

- Cash awards are disbursed for meritorious students scoring 90% & above marks in SSLC and HSC Examination.
- Reimbursement of tuition fees of students belonging to SC/ST category studying in Jawahar Science College, Neyveli.
- Special training programmes like Executive Development Programs are conducted exclusively for the benefits of SC/ ST Employees.
- Technical and vocational training under apprenticeship training scheme is imparted.
- Youth personality development programme including development of sports and cultural activities among SC/ST children are held regularly.

Implementation of Persons with Disabilities Act, 2016

A comprehensive policy for Persons with Disabilities (PwDs) is in place in NLC India Ltd for providing certain facilities in line with the guidelines issued by Department of Personnel and Training (DoP&T). NLC India Ltd follows 4% reservation in employment for PwDs as per the guidelines issued by DoP&T and takes all out efforts to maintain adequate representation of physically challenged persons in its workforce in compliance with provisions under the Rights of Persons with Disabilities Act, 2016.

The representation of Persons with Benchmark Disabilities (under HH, OH, VH category) in NLCIL as on 30th November 2020 is as given below.

Group	Total Strength	Nature of Benchmark Disability			
		HH	OH	VH	Total
A	3482	1	28	1	30
B	148			1	1
C	7526	11	70	20	101
D	473	35	5	27	
Total	11629	47	103	49	199

HH - Hearing Handicapped; OH - Orthopedically Handicapped; VH - Visually Handicapped