

## CHAPTER

# 7



## PUBLIC SECTOR UNDERTAKINGS



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## 1. 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 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 2019-20, CIL & its subsidiaries produced 602.14 MT of coal and achieved an off-take of 581.93 MT. Its gross sales was Rs 134979.13 crores. CIL and its Subsidiaries paid/adjusted Rs. 43058.72 crores towards Royalty, Cess, Sales Tax and other levies. CIL has paid a total dividend of Rs. 7395.27 crores @ Rs. 12 per share,

out of above the share of Govt of India was Rs.4890.76 crores.

## 2. CIL's Strategic Relevance

- Produce around 83 % of India's overall Coal production.
- Approximately 55% of primary commercial energy is coal dependent, CIL alone meets about 40% of primary commercial energy requirement.
- Accounts for 76% of total thermal power generating capacity of the utility sector. (CEA 2019-20)
- Supplies coal at prices discounted to international prices.
- Insulates Indian coal consumers against price volatility in the international market.
- Make the end user industry globally competitive and plays a key role in 'Atmanirbhar Bharat' campaign.

## 3. Milestones in 2019-20

Coal India and its Subsidiaries had crossed plus 600 MT coal production in successive years i.e. in 2018-19 & 2019-2020.

CIL and its Subsidiaries had achieved new highs and admirable accomplishment during 2019-20 under very challenging circumstances.

- Produced 84.38 MT of coal during March'2020, the highest production in a single month since the inception of the company.
- Coming back strongly in the last quarter of 2019-20 CIL and its Subsidiaries achieved a growth of 9.9% in coal production over the previous year same quarter and in the second half of 2019-20, it produced 120.28 MT more coal than what it produced in the first half of 2019-20.

- South Eastern Coalfields Limited for the successive years achieved more than 150 MT production, the only CIL producing company to have done so.
- Northern Coalfields Limited repeated its commendable feat of previous fiscal in 2019-20 as well when it surpassed its annual production target of 106.25 MTs four days ahead of the closure of the fiscal. Eventually, NCL produced 108.05 MTs.
- Western Coalfields Limited, reached its annual production target of 56 MTs three days ahead of the closure of the financial year, closing the year with 57.64 MTs production.
- Eastern Coalfields Limited, Northern Coalfields Limited and Western Coalfields Limited registered growth in 2019-20 over last year.
- Commissioning of new rail line between Kharsia to Korichapar (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.
- Order for equipment and spares of HEMM amounting Rs 6700 Crs have been placed in 2019-20.

#### Milestones in 2020-21 (Till Dec'2020)

The outbreak of pandemic COVID-19 and imposition of subsequent lockdown resulted in subdued demand of coal by power and non-power sector which adversely affected coal despatch from CIL. Coal production was regulated due to high pit head coal stock, sufficient coal stock at power houses end and less offtake. CIL made a strategy to emphasize on OB removal to ensure accelerated production whenever demand picks up.

CIL ended the month of Dec'20 on a high note production 58.33 MT of coal, the highest production for December since inception, clocking a growth of 0.5% compared to 58.02 MTs in the same month year ago.

OB removal during Apr'20-Dec'20 was 967.26 M Cum against the AAP target of 1126.67 M Cum and last year achievement of 803.77 M Cum. The achievement was 86% of the target with an absolute growth of 163.49 M

Cum (20.3% growth) over the same period last year.

During Apr'20-Dec'20, growth in OB removal was achieved by MCL (61.8%), BCCL (36.7%), NCL (20.8%), SECL (20.6%), WCL (18.5%) and ECL (0.4%) over same period last year.

#### 4. Transformational HR Initiatives of CIL

The following HR transformational initiatives have been undertaken by CIL among others:

##### 1. Publication of HR Manual

After a trial period of 6 months inviting objections and suggestions from all stakeholders, the final version of CIL Executive HR Manual - a compendium of Executive HR Rules/Policies has been launched by Hon'ble Minister of Coal during CIL Foundation Day programme on 01.11.2020. Henceforth, the regularly updated manual will be available in CIL's Website as a single point of reference which would not only ensure uniform implementation of Rules and Policies but also in creating openness and transparency in dealing with all HR related matters of Executives.

##### 2. Role profiling of Executives

CIL has done Role profiling of all critical roles in the Company. The role profiling outlines the general profile of the role, key tasks, key performance indicators, job specifications including knowledge domain and Managerial & Behavioural competencies, etc. It would help the role holders to understand what is expected of the role, role clarity & identifying training needs, etc.

##### 3. Review of HR Policies/ Rules

CIL has undertaken a policy benchmarking exercise to revamp the HR management processes to meet the contemporary needs of the Organization. Under this exercise, around 4 new policies have been formulated and 10 existing policies/ rules have been revised in the current FY. Some of the policies and rules are at approval stage. The key policies/ rules include Medical Attendance Rules, Conduct Discipline



& Appeal Rules, Post retiral medical Scheme, Promotion policy, Recruitment rules, Retirement before Superannuation Scheme, etc.

#### 4. Service Charter of employees

For improving quality of functioning and re-affirming faith of employees in systemic functioning of management, CIL has formulated separate Service Charter for both Executive & Non-Executive Cadre employees. Similar exercise has been done in subsidiaries too and widely communicated.

#### 5. Decentralized recruitment of Medical Executives

Medical Executives are generally not willing to work in remote locations of Area Hospitals/ Dispensaries. As a temporary solution, CIL has formulated a Medical Consultant Policy for engagement of qualified Medical professionals including retired Executives for a maximum period of 2 years on contract basis against a lump sum remuneration as a stop gap arrangement.

Further, as an out of box solution, CIL has recently formulated a decentralized selection process for recruitment of both specialist and non-specialist Medical Executives at CIL/ Subsidiary level. This would help the interested applicants to get a clear idea

beforehand about the working environment, remoteness of the location, medical infrastructure, etc and such applicants, if selected, would tend to stay with the Company for a longer period than those candidates appointed through the centralized system.

#### 5. 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 78,800 contractors' workers (as on 01.12.2020), villagers around coal fields, auxiliary industries, Govt. & Non Govt. agencies operating in the coalfields etc. Coal India Ltd. With a larger social purpose, is deeply committed to all stakeholders and is in constant endeavour 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 01.12.2020 is 2,63,105. Company wise status of manpower is given below:

Sl No	Company	Manpower Strength as on 01.12.19	Manpower Strength as on 01.12.20
1	ECL	58,172	55,734
2	BCCL	44,522	42,089
3	CCL	38,757	37,197
4	WCL	40,815	38,516
5	SECL	52,795	48,690
6	MCL	22,043	21,813
7	NCL	14,627	13,932
8	NEC	1,282	1,023
9	CMPDI	3,205	3,123
10	DCC	262	237
11	CIL(HQ)	877	751
<b>TOTAL</b>		<b>2,77,357</b>	<b>2,63,105</b>

## 6. Employee Welfare

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

### 1) Housing Facilities:

- § In CIL and its subsidiaries, all eligible employees are provided company quarters subject to availability and Company rules. Regular repair and maintenance including thorough repair of these housings are undertaken to provide a decent housing facility to our employees.

### 2) 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 are also existing.

### 3) Educational Facilities

- § The subsidiary companies of CIL have been providing financial assistance and infrastructure facilities to renowned schools operating in Mines areas like DAV, Kendriya Vidyalaya, Delhi Public School etc. and other Educational Institutions run by the State Government to provide quality education to the employees' children.

### I. Coal India Scholarship Scheme

- § For employees' children two types of Scholarships, namely Merit and General Scholarship, are being provided every year under prescribed terms and conditions of the schemes.

### II. Cash Award and certificate of appreciation

- § Every year Cash Awards of Rs.5000/- and Rs.7000/- respectively 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.
- § 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 such Govt. colleges including IITs, NITs, ISM and Govt. Medical colleges.

### 4) Medical Facilities

- § Coal India Limited and its subsidiaries are extending medical facilities 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/ facility is not available, they are also referred for treatment outside in the empaneled hospitals.
- § For transporting the patient to hospitals, ambulances with latest technology and life support systems are provided at central places in coalfield areas.
- § In addition, special emphasis has also been given on Occupational Health, HIV/AIDS awareness programme for the employees and their facilities.
- § Medical facilities of OPD and Indoor treatment in Company's Hospitals/ Dispensaries are extended to the contractor workers deployed in CIL and its Subsidiaries.

### 5) Facilities to Women Employees

- § In addition to the maternity leave as per the Maternity Benefit Act; Child Care Leave upto 730 days for 2 surviving children upto their 18 years of age is granted to women employees as per their request in one or more spells.

### 6) Statutory Welfare Facilities

- § In accordance with the provisions of the Mines Act 1952 and Rules and Regulations framed there-under, subsidiaries of Coal India Limited are maintaining various

statutory welfare facilities in the coal mines such as Canteen, Rest Shelters etc.

## 7) Non-Statutory Welfare Measures

### a) Co-operative stores and Credit Societies

§ In order to supply essential commodities and consumer goods at a cheaper rate to employees and their families 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.

### b) Banking Facilities

§ The Management of Coal companies are providing infrastructure facilities to the various Nationalised Banks for opening their Branches and Extension Counters in the Coalfields for the benefit of their workers. Workers are educated to draw their salaries from the banks.

### c) Holiday Homes

§ Coal India Limited provides facilities of Holiday homes at places of tourist

attraction, at nominal cost, for the benefit of its employees & their families. These facilities are also available for retired employees. However, during current year, in view of COVID pandemic, the Holidays Homes were not fully functional

### d) Sports and Recreational facilities

§ For the purpose of promotion of Sports and Culture, Coal India has an approved Sports Policy administered through Coal India Sports Promotion Association (CISPA), a body registered under the West Bengal Society's Registration Act; and this association supports Sports and Culture by way of providing sponsorship/ financial assistance including in the coalfield areas.

§ There are recreational and sports facilities near residential colonies of workers to ensure the well-being and good health of the workers and their families.

## 7. Employee Training

The training statistics for the employees of CIL for the year 2020 from 01.01.2020 to 30.11.2020 is as below:

Employee Training	2018	2019	2020 (Nov'20)
Executive	17,701	17,799	5,908
Non-Executive	91,555	77,111	23,707
<b>Total</b>	<b>1,09,256</b>	<b>94,910</b>	<b>29,615</b>

Details in respect of contract workers imparted training is as below: -

	2018	2019	2020 (Nov'20)
<b>Total Contractual Workers</b>	67,330	72,271	78,804
<b>Total Contractual Workers Trained</b>	39,729	35,309	17,252

Note- Due to COVID-19 pandemic, most of the training programmes were conducted through virtual mode.

## 8. Employee 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.

## 9. Contractor Workers

The Company is a source of employment to the nearby villagers. There are about **78,804** contractors' workers (as on 01.12.2020) employed in mines through registered contractors for various outsourced work. 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 area.

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). The payment of wages to the contractors' workers is ensured through bank to avoid any exploitation on this account.

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.

## 10. 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.

## 11. 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.

## 12. 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. Also an Equal Opportunity Policy has been formulated and implemented by CIL providing equal opportunities in employment and creating an inclusive workplace and work culture in which all employees including Persons with Disabilities are to be with respect and dignity.

## 13. Organisational Culture Building Initiatives

§ All the new entrants joining the Organization have been welcomed under Project Aagaman. Executives are inducted in the Company under the Induction Program at Indian Institute of Coal Management and Vocational Training Centres. The Chairman, CIL extends a warm welcome to the fresh recruits through "Welcome letter".



§ All the superannuating employees are being given farewell and their terminal dues are settled under the Project Samman. The Chairman, CIL and the CMDs of the Subsidiaries express their gratitude to the contributions of the employees and their family members to the success of the Organization.

## 14. Continuous Improvement And Knowledge Management Initiatives

For continuous sharing of knowledge, a knowledge management portal common for all CPSEs has been developed under the aegis of ONGC. This portal is a common platform for PSUs to share their Special Achievements, Best Practices and facilitates learning from other PSUs. CIL is also contributing to the info bank of “Samanvay Portal” from time to time.

## 15. People Development Initiative Monitoring Policy

- i. **Gratuity-** Employees on their retirement receive Gratuity payment upto 20 lakhs.
- ii. **CMPPF -** All employees are covered under the Coal Mines Provident Scheme which is a contributory fund with equal shares both by employee and the Company.
- 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 2.63 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 Histoplasmosis, 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, post retirement, to all Board level and below Board Level Executives. It has been implemented with retrospective effect from 01.01.2007.
- vi. **Employee Compensation -** In the event of death/ disablement while on duty, the employees are 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 or death due to COVID-19 is also extended to the Contract workers engaged in CIL.
- 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.

## 16. 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'20, there was one Complaint pending at Stock Exchange. This has since been resolved.

### Grievance Redressal Mechanism

- In keeping with technological innovations and newer methods of communication, On-line

Grievance Management System (OLGMS) was introduced by CIL some years back to facilitate e-filing of complaints. A customized web-site for such purpose was developed. Subsequently, CIL adapted Centralized Public Grievance Redress And Monitoring System (CPGRAMS) which was designed and developed by National Informatics Centre (NIC). PG Portal of CPGRAMS is used as a single window for receipt and disposal of grievances in CIL & its subsidiaries. After successful adaptation of the CPGRAMS, OLGMS was phased out to avoid duplication of work. The link for the PG portal has been provided in the web site along with a list of nodal officers and their contact details. For ensuring prompt response, a WhatsApp group comprising nodal officers of each department has been created in which issues and proposed solutions can be discussed. The complaints and its response are regularly monitored/ reviewed by Grievance Redressal Committee (GRC) consisting of key management officials on a weekly basis. Action is taken to redress the grievance without delay and the outcome is posted in the portal. Wherever an interim reply is required, such reply is also sent to the complainant.

- In case complaints/ grievances relate to coal companies, Nodal officers forward the same to respective coal companies for their comments/ action. Soon after receipt of comments/ status, the complainant is suitably informed, thus closing the issue. In case the same relates to working of some other department of CIL, the same is forwarded to the concerned department. Grievances/ complaints received on-line are thus being dealt and disposed of expeditiously and efficiently under the above system.

## 17. Resettlement & Rehabilitation Policy Of CIL

The R&R Policies / Plans followed by the subsidiaries had evolved over time and underwent numerous changes in response to changing circumstances, such as R&R Policy of CIL 1994, 2000, 2008 & 2012.

In most of the cases, subsidiaries are taking land (all

right) under CBA (A&D) Act, 1957 and (except MCL) providing employment to the land owners or their nominees @ one employment for every two acres of land either in package deal concept or descending order. MCL follows the R&R Policy 2006 of Odisha Govt. and employment is governed under the same policy.

There are also flexibility clauses in the CIL R&R Policy where the subsidiary company Board has been authorised to approve necessary modification in the said policy with reference to unique conditions prevailing at the concerned subsidiary.

In most of the cases, subsidiaries are acquiring land under CBA (A&D) Act 1957 for mining and allied activities which are strictly incidental to mining.

Apropos, the issue of RFCTLARR (Removal of difficulties) Order 2015 by the Central Government on 28.08.2015, the compensation, R & R benefits and infrastructure facilities for the land acquired under CBA (A&D) Act, 1957 are to be provided as per schedule I, II & III of RFCTLARR Act 2013.

Subsequently, MoC has issued different clarifications about the implementation of this order for the land acquired under CBA (A&D) Act, 1957.

Accordingly, R&R benefits for the land acquired under CBA (A&D) Act, 1957 are being provided as per schedule II of RFCTLARR Act 2013 or as per option given by PAFs and providing employment as per prevailing practice i.e. one employment for every two acres of land.

Moreover, CIL Board in its 409th meeting held on 25.08.2020 approved the Annuity Scheme of CIL, 2020 to alleviate the need of small landowners as well as an affected family may be a non-title holder, whose primary source of livelihood was dependent on the land acquired for more than three years prior to the date of acquisition and stand affected by the acquisition of land, as certified by the State Government authorities, for their consistent source of income.

## 18. Care For Environment- CIL

Coal/lignite PSUs have not only enhanced their production level over the years to meet the rising energy demand of the country but also shown their sensitivity

and care towards native environment by adopting various mitigation measures including reclamation of

mined out areas and extensive plantation in and around coal bearing areas.



### Coal India Limited (CIL)

CIL is pledged to the principle of inclusive growth while undertaking its business operation. It is also committed to care for the environment while mining coal with adequate mitigation practices. In its endeavour to do so, it recognizes that a proactive precautionary approach is needed to minimize the environmental impacts due to coal mining and allied activities. The following efforts are being undertaken to ensure that adverse footprint of mining are minimal on the environment:

- **Integrated Project Planning:** In new coal-mining projects, planning to integrate environmental concerns are the priority concerns. While designing the mining layout, care is being taken to reduce land (including forest land) requirement to the minimum extent possible for operations. Planning takes into consideration aspects related to soil excavation, preservation and its reuse on reclaimed areas. Latest mining technology like Surface Miner's & Continuous Miners are being introduced to achieve better productivity with lesser emissions leading to improved environmental quality. Considering techno-economic feasibility opencast mines are planned with in-pit crushing & belt conveyor
- **system to improve air quality levels.** Projects are planned with due deference to achieve best post productive land use so that it becomes an asset to the local population.
- **Statutory Clearances and their Compliances:** Projects are being operated only after securing all statutory clearances required. Compliance of all statutory conditions indicated in various clearances are being diligently implemented and reported periodically to statutory agencies.
- **Implementation of Pollution Control Measures:** CIL implements various pollution control measures as approved by MoEF&CC in the Environment Management Plan of its projects to ensure that pollutants are well within prescribed standards. Details related to Air, Water, Noise, Soil pollution control are reflected under Sustainable Initiatives elsewhere in the report.
- **Implementation of Mine Closure Guidelines:** With the issuance of mine closure guidelines by the Ministry of Coal in the year 2009 and its subsequent amendments, Mine Closure Plans (MCPs) for all the projects have been prepared, approved & implemented. The MCPs



encompasses technical, environmental, social and financial issues of mine closure and lays emphasis on land reclamation during fulfilment of progressive and final mine closure activities. The implementation of MCP ensures that a process gets established to guide all decisions and actions during a mine's life, with special attention to ensure that:

- Public health and safety are not compromised
- Environmental resources are subjected to minimum physical and chemical deterioration
- The post-mining use of the site is beneficial and sustainable in the long term
- Opportunity to maximize socio-economic benefits
- **Greening Initiatives:** As a part of 'Clean & Green' programme, massive plantation is also taken up by CIL wherever land is available. In the current fiscal (till December, 2020), Subsidiary Companies of CIL have planted 17,64,200 saplings covering an area of about 770 Ha. 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.

### Singareni Collieries Company Limited (SCCL)

SCCL is presently operating 20 opencast mines and 26 underground mines spread over six districts of Telangana State. SCCL is environmentally conscious and is proactive in implementation of various environmental protection measures in the coal mines.

As a part of Corporate Environmental Responsibility, SCCL has formulated environmental policy. To fulfill the objectives of Environmental Policy, guidelines have been framed in different facets of environmental management for bringing uniformity in planning, execution and monitoring systems thereby ensuring environmentally sustainable coal mining operations. The Environmental Policy, objectives and guidelines were circulated to all the mines, departments, and other units for effective implementation of environmental safeguards.

SCCL is complying with various Environmental Acts, Rules for protection of environment and Environment Management Committees have been formulated at each project for monitoring the implementation of environmental norms/conditions. The conditions stipulated in Environment clearances, Consent for Operations and other statutory clearances in the field of environment In addition for protection of environment and compliance reports are being submitted to regulatory agencies on a periodic basis. Environmental monitoring is being carried out in and around the coal mining projects through a CPCB recognized NABL accredited laboratory and necessary pollution mitigation measures are being implemented.

SCCL is taking following measures for safeguarding the environment:

- In order to control air pollution, SCCL has made adequate water spraying arrangements at mines and mist spray arrangements at coal handling plants.
- Excess mine water is being discharged into nearby water tanks and desilting of tanks is also taken up so as to increase the water storage capacity, which helps in raising of two crops in a year by surrounding villagers and aids in augmentation of groundwater levels.
- Control blasting techniques using non-electric delay detonators are being adopted in opencast mines so as to control noise and blast vibrations.
- The mine and colony effluents are treated before discharging it for various purposes like dust suppression and plantation
- SCCL is implementing biological engineering techniques for the reclamation of Overburden dumps. The objective of these techniques is to transform the waste and degraded land into sustaining ecological landform which will also prevent soil erosion, siltation of water bodies, water pollution, dust pollution and re-create the aesthetic beauty of the environment.
- SCCL is raising species of native saplings on a large scale in its own nurseries so as to take up a massive plantation programme in all its mining areas on an annual basis.



- SCCL is taking up various socio-economic measures in coal mining areas by allocating funds under CSR and DMFT for overall development of the region.
- Mine closure activities are being taken up as per mine plan and mine closure plans approved by the Ministry of Coal.
- SCCL is establishing solar power plants in all the mining areas in a phased manner as a part of its efforts for harnessing renewable sources of energy.
- SCCL is also developing eco-friendly colonies by providing modern sewage treatment plants, waste disposal arrangements, development of parks and gardens, greenbelt in and around the colony, roof-top solar panels etc.,
- In the current fiscal (till December, 2020), SCCL has planted about 20 lakh saplings covering an area of about 809 Ha.

### NLC India Limited (NLCIL)

NLCIL has been constantly addressing the impact of mining activities across environmental and social issues. NLCIL is complying with various Environmental Acts, Rules for protection of the environment. Special thrust has been placed on implementation and monitoring of environmental norms/conditions.

NLCIL implements various pollution control measures as approved by MoEF&CC in the Environment Management Plan of its projects to ensure that pollutants are well within prescribed standards. Various mitigative measures are taken to control the adverse impacts of mining on Air, Water, Noise, land and Soil regime.

Eco friendly mining systems have been implemented in all three mining areas. NLCIL is practicing Satellite Surveillance to monitor land reclamation and restoration for all opencast mine projects during this period.

As a part of 'Clean & Green' programme, massive plantations are also taken up by NLCIL. Till December

2020, Subsidiary Companies of NLCIL have planted 87333 Nos. of saplings. Since inception, NLCIL has planted 2.47 Million trees over an area of around 442.84 hectares through well structured Environment Management Plans and Sustainable Development activities.

### 19. NLC India Limited

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 December 2020 is 5561.06 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).

### 20. Authorised Capital

The authorised capital of NLC India Limited is Rs. 2000Crore and paid up equity is Rs. 1386.64Crore (Post buy back – 2018). The investment by Govt. of India as on 31.12.2020 is as under:

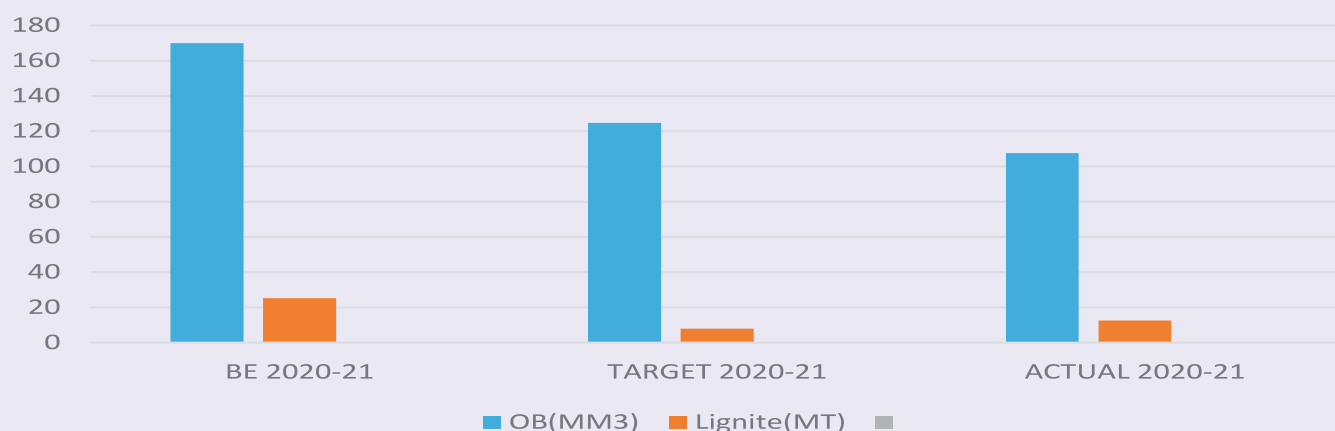
Investment	(Rs. Crore)
<b>Equity - GOI Portion:</b>	1098.22 (as on Dec. 2020)
<b>Loan from GOI - (including accrued interest)</b>	Nil

### 21. Production Performance (NLC India Limited)

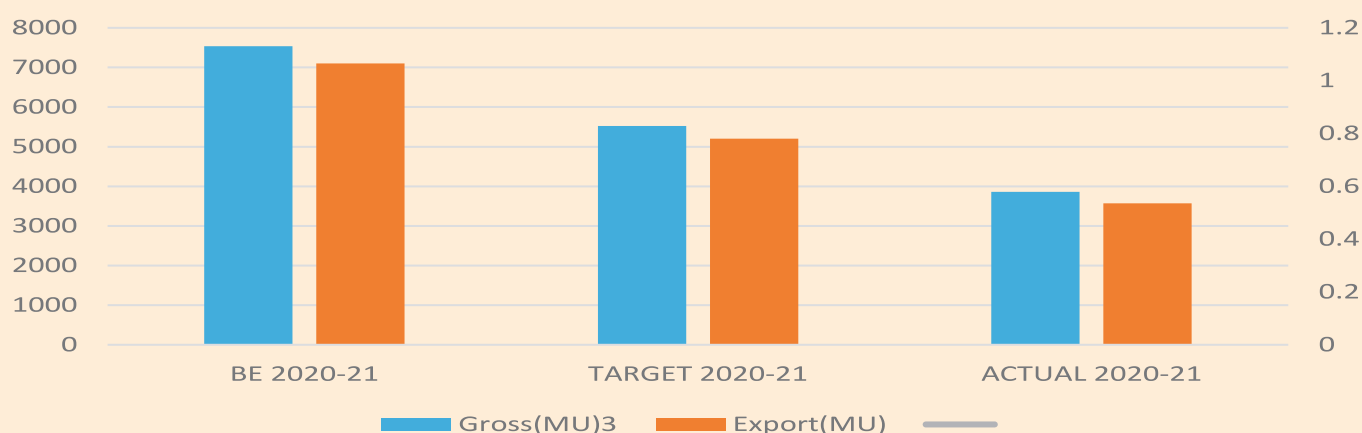
Overburden removal, lignite production, gross power generation and export of power during the year 2020-21 are indicated below:

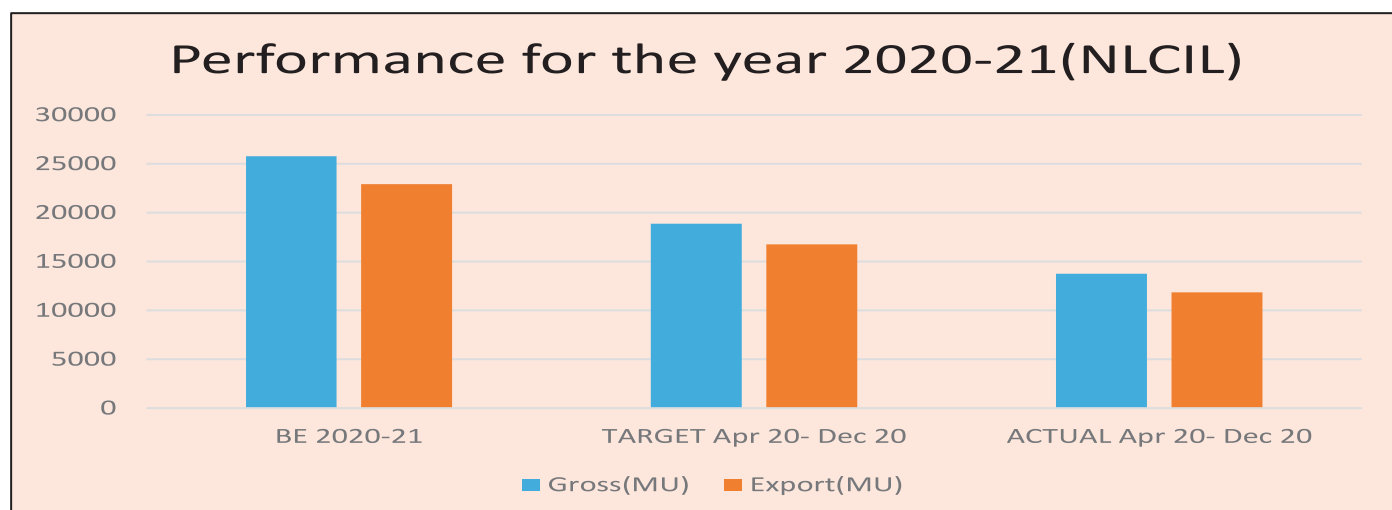
Product	Unit	BE 2020-21	RE 2020-21	2019-20 (Jan'20 to Mar '20)	2020-21 (upto DEC '20)		Jan 2021 to March 2021 (Projection)
				Actual	Target	Actual (Provl)	
Overburden	MM <sup>3</sup>	169.96	157.76	42.04	124.74	107.55	50.21
Lignite	MT	25.22	22.92	7.85	17.19	12.51	10.41
Coal	MT	0.94	0.94	--	0.58	0.44	0.50
Power Gross (NLCIL)	MU	25,776.64	22,306.76	6,098.95	18,859.29	13,742.74	6,917.35
Power Export (NLCIL)	MU	22,924.06	19,523.85	5,300.99	16,759.16	11,850.82	6,164.90
Power Gross (NTPL)	MU	7540.00	7540.00	2631.80	5523.00	3861.81	1978.00
Power Export (NTPL)	MU	7101.00	7101.00	2430.70	5205.00	3572.84	1896.00

Performance for the year 2020-21



Performance for the year 2020-21(NTPL)





If power surrender of 784.14 MU (provisional) is added the power gross generation for the period April 2020 to December 2020 would be 14526.88 MU in respect of NLCIL.

If power surrender of 2264.03 MU (provisional) is added the power gross generation for the period April 2020 to December 2020 would be 6125.84 MU in respect of NTPL.

## 22. Productivity

The productivity performance in 2019-20 and 2020-21 are furnished in the table below:

### Output per Man Shift (OMS):

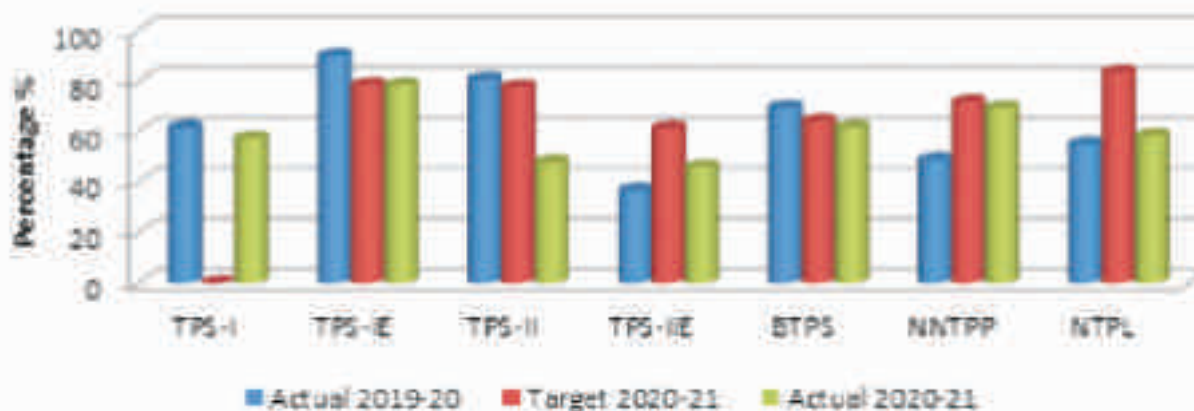
OMS	Unit	2019-20 Actual	2020-21 (upto Dec '20)	
			Target	Provisional
Mines	Tonne	15.99	13.78	12.07
Thermal	KwHr	29305	32360	22876

## 23. Plant Load Factor (PLF)

The PLF achieved by TPS-I, TPS-I Expansion, TPS-II, TPS-II Expansion and Barsingsar TPS during 2019-20 and 2020-21 are as under:

PLF	2019-20 Actual	2020-21 (upto Dec'20)	
		Target	Provisional
T.P.S -I	61.72	0.00	57.47
T.P.S -IE	90.22	78.61	78.47
T.P.S -II	80.74	77.80	48.01
T.P.S -II E	36.82	61.45	46.08
Barsingsar TPS	69.57	64.30	61.70
NNTPP	48.93	71.83	69.40
NTPL	55.15	83.68	58.51

### Plant Load Factor (upto Dec '20)



Product wise sales during 2020-21 (April 2020 to December 2020) is as under:

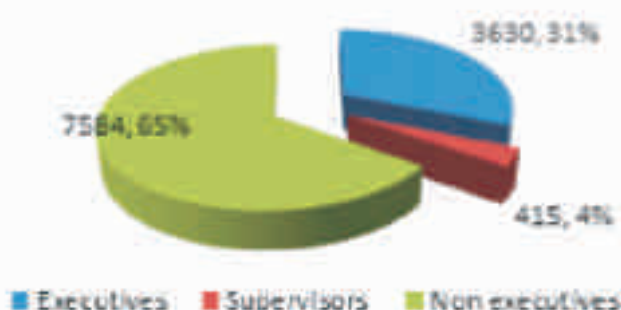
Product	Sales 2019-20 (₹Crore)	Sales 2020-21 (₹Crore) upto Dec 2020 (Prov)
Lignite	517.46	175.02
Coal	0.00	8.73
Power	7341.32	4808.50
Other	57.52	31.02
<b>Total</b>	<b>7916.30</b>	<b>5022.27</b>

### Manpower:

The total manpower of NLCIL as on 31st December 2020 is indicated below:

	Technical	Non-Technical	Others	Total
Executives	2937	495	198	3630
Supervisors (NUS)	351	10	54	415
Non-Executives	2442	791	4351	7584
<b>Total</b>	<b>5730</b>	<b>1296</b>	<b>4603</b>	<b>11629</b>

### Manpower



\* Pie-Chart -Manpower



## 24. Singareni Collieries Company Limited

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.

**25. Coal Production:** The coal production target for 2020-21 is 67.50 MT and actual coal production up to December, 2020 is 32.66 MT.

Target (Jan-Dec, 2020)	Actual (Jan-Dec, 2020)	% Ach
68.14	49.95	73.3

**26. Coal Despatch:** The coal dispatch target during 2020-21 is 67.50 MT and actual dispatch up to December, 2020 is 31.79 MT.

Target (Jan-Dec, 2020)	Actual (Jan-Dec, 2020)	% Ach
68.37	47.91	70.1

**27. Productivity (OMS):** Productivity target (Overall Mines) for the year 2020-21 is 6.82 Tonnes and achieved up to Dec, 2020 is 4.99 Tonnes.

Year	Singareni Collieries Co. Ltd.		
	UG	OC	Overall
2020-21 Target	1.58	17.33	6.82
2020-21 Actual (up to Dec, 2020)	0.89	12.16	4.99

**Manpower:** As on 31.12.2020 employees on roll of SCCL are 45,087 including 1269 Female employees.

**Singareni Thermal Power Plant:** Presently, 2X600 MW Singareni Thermal Power Station is in operation in the Mancherial district of Telangana. In 2019-20, total 9227 MU and in 2020-21 (upto Dec 2020) total 5353 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. 55 MW solar power plants

are commissioned by SCCL in 2020. Another 39 MW solar power plants will be commissioned by January 2021. The remaining solar power plants including 5 MW in abandoned OC mine water, 10 MW in the water pond of STPP, 32 MW on the OB dumps of OC mines will be commissioned by December 2021 in phased manner.

**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 13,800 persons are provided employment.

**Plantation :** SCCL has planted 20.23 Lakh saplings in 809 Ha. as a part of flagship programme “Telangana ku Haritha Haram” during 2020-21.

### Employees' Welfare measures :

Welfare and social security to the employees are given due importance and various welfare activities viz., housing & sanitation, educational, recreational, medical facilities with super specialty services and social security schemes that were in vogue are being continued.

### Housing:

The overall housing satisfaction is 100%.

### Education:

The company is running 9 high Schools, 1 Women PG & Degree College and 1 Polytechnic college to impart education to the children of employees and also to the nearby other habitants. In addition to this, financial assistance is provided to 3 schools for differently abled students.

### Drinking Water:

RO purification plants are established at offices, mines, hospitals, guesthouses, training centres etc. for supply of purified drinking water to the employees.

### Yoga & Re-creation:

Yoga & Meditation camps being conducted extensively throughout the year. Employees are being provided sports facilities & required infrastructure and are also encouraged to participate in sports & games.

Contributory Post-Retirement Medicare scheme is being implemented for retired workmen and their spouses.

### **Social Security Schemes:**

Social Security Schemes i.e. Janata Personnel Accident Insurance Scheme (JPAIS), Family Benefit Insurance Scheme (FBIS), Group Insurance Scheme, Coal mines Pension Scheme (CMPS) and Contributory Post Retirement Medicare scheme are being implemented.

### **Compassionate Employment:**

Compassionate appointment to the dependants of employees who die while in service or become medically invalid.

### **Medical & Health:**

SCCL is having 7 Area Hospitals 21 Dispensaries having 820 beds provided to take care of its employee's health.

### **Cooperative Society & sales depot:**

The workmen of SCCL working in the mines and departments are encouraged to become members of "Employees Cooperative Credit Society" with a view to inculcate the culture of thrift and avoid employees going to money lenders for obtaining loans. A total 42 Sales depots of Super Bazar (including Gas Godowns) are functioning in the coal field areas.

### **Others:**

Facilities being provided as

- Merit Scholarship to the children of employees
- Reimbursement of tuition fee to the children of NCWA employees on getting admission in IITs/IIMs.
- Payment of special incentive out of net profit.
- Payment of Performance Linked Reward Scheme.
- Payment of Festival Advance.

- Maternity leave and grant of Child Care leave to female NCWA employees.
- House Building Loan interest reimbursement scheme.
- AC connection facilities to employees houses are being given to employees.

## **28. Development Activities In North Eastern Coalfields**

In the North Eastern Region, Coal India Limited have its mining activities mainly in Makum Coalfields of Assam. At present, 3(Nos) of existing mines namely Tirap, Tikak and Tipong are there. Out of these, Tirap and Tikak Colliery are open cast Mines/Projects while Tipong Colliery is an Underground Mine.

Mining activities at Tikak Colliery has been stopped since 24.10.2019 by statutory agencies and mining activities at Tirap Colliery has been temporarily suspended since 03.06.2020 by NEC as the statutory clearances such as Forest Clearance, Environmental Clearances and Consent to operate has not been granted for the projects and transfer of government land required for external OB dump is in process. Presently in Tirap Colliery area, survey and finalization of forest boundary vis-a-vis revenue land by state agencies is in the process. There are no mining activities at Tipong UG mine as well, however, pumping of water is carried out regularly.

In addition to the above, two nos. of new projects will be started once all the statutory clearances will be granted. These two projects are, Tikak Extension OCP and Lekhapani OCP with rated capacity of 0.2 MTY and 0.25 MTY respectively. Stage — I FC and EC for these mines have already been obtained. NEC has already submitted the compliance of Stage-I FC of these two projects.

The coal production of Last 4 (four) years has been shown in the following **Table - I.**

Table - I

(Fig. in Lakh Tonnes)

Year	2016-17	2017-18	2018-19	2019-20	2020-21 Target as per AAP
Coal Production of NEC	6.00	7.81	7.84	5.17	6.00

In the year 2020-21, coal production has not been carried since the temporary suspension of mining activities at Tikak Colliery and Tirap Colliery as

mentioned in the earlier paragraph. Only 0.36 Lakh tonnes of Coal has been produced from Tirap Colliery from the month of April'2020 till 2 June'2020.

## 29. Performance of NEC (Period from 01.01.2020 to 31.12.2020)

Table — II

1	Coal Production	Unit	Quantity
	i) Underground	Lakh Tonnes	0
	ii) Open Cast	Lakh Tonnes	3.42
	<b>Total</b>	Lakh Tonnes	3.42
2	O.M.S		
	i) Underground	Tonnes	0
	ii) Open Cast	Tonnes	3.15
	<b>Overall</b>	Tonnes	1.97
3	Coal Despatch/Offtake		
	i) Despatch	Lakh Tonnes	3.57
	ii) Domestic Consumption	-	-
	iii) Offtake	Lakh Tonnes	3.57
4	Pit-head coal stock as on 30.09.2020 (For Namchick, Arunachal Pradesh)	Lakh Tonnes	0.17
	Pit-head coal stock as on 31.12.2020 (Excluding Namchick)	Lakh Tonnes	0.00
5	No. of Mines	Working	0

## 30. Performance of NEC for Past 5 Years

Colliery	2015-16	2016-17	2017-18	2018-19	2019-20
TIPONG (UO)	3043	3033	3000	0	0
TIRAP (OC)	178954	197215	468461	529767	450046
TIKAK (OC)	212355	330035	286182	252252	66794
LEDO (OCP)	92180	70005	23688	1968	0
<b>TOTAL:-</b>	<b>486532</b>	<b>600288</b>	<b>781331</b>	<b>783987</b>	<b>516840</b>
<b>OB REMOVAL (Fig.in Cum) As per Measurement</b>					
<b>TIRAP (OC)</b>	3153076	1867719.90	5126499.90	5723607.64	4146301.09
<b>TIKAK (OC)</b>	3253707	3622690.86	2668553.75	2765922.50	584128.00
<b>LEDO (OCP)</b>	897557	185399.69	58092.80	14729.27	0
<b>TOTAL:-</b>	<b>7304340.59</b>	<b>5675810.45</b>	<b>7853146.45</b>	<b>8504259.41</b>	<b>4730429.09</b>
<b>COAL PRODUCTION (Fig.in tes)</b>					
<b>TIPONG (UG)</b>	-	-	-	-	<b>0</b>
<b>TIRAP (OC)</b>	212158.63	265067.22	538687.91	500489.13	483399.04
<b>TIKAK (OC)</b>	111814.57	430592.61	335034.72	252542.20	78559.48
<b>LEDO (OCP)</b>	17896.36	81300.33	20894.74	849.71	0
<b>TOTAL:-</b>	<b>341869.56</b>	<b>776960.16</b>	<b>894617.37</b>	<b>753881.04</b>	<b>561958.52</b>
<b>O.M.S. (Fig.in tes)</b>					
<b>UG</b>	0.02	0.02	0.02	0.00	0.00
<b>OC</b>	2.80	3.67	5.21	5.84	4.26
<b>OVERALL:-</b>	<b>1.39</b>	<b>1.92</b>	<b>2.86</b>	<b>3.37</b>	<b>2.62</b>
<b>Opening Stock (Fig. in tes)</b>					
	As on 01.04.2016	As on 01.04.2017	As on 01.04.2018	As on 01.04.2019	As on 01.04.2020
<b>Total</b>	<b>359405.45</b>	<b>182727.29</b>	<b>69434.93</b>	<b>99523.33</b>	<b>54395.49</b>



MANPOWER (Fig. in nos.)					
	As on 01.04.2016	As on 01.04.2017	As on 01.04.2018	As on 01.04.2019	As on 01.04.2020
<b>EXECUTIVE</b>	107	96	99	105	96
<b>NON- EXECUTIVE</b>	1770	1610	1436	1290	1117
<b>TOTAL</b>	1877	1706	1535	1395	1213
<b>PROFIT/LOSS (Fig. in ₹Cr.)</b>	(-) 59.72	(-) 123.56	(-) 121.06	(-) 84.33	(-) 155.01

\*\*\*\*\*

