



WELFARE MEASURES

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1. Implementation of Persons with Disability Act, 1995

Statement showing the representation of persons with disabilities in CIL as on 01.01.2021:

Company	Number of Employees			
	Total	VH	HH	OH
ECL	55529	04	16	77
BCCL	41959	05	02	06
CCL	37122	19	14	37
WCL	38419	41	17	84
SECL	48392	30	06	119
MCL	21887	30	16	94
NCL	13890	05	08	41
NEC	1008	00	00	01
CMPDI	3106	03	04	20
DCC	232	00	00	00
CIL (HQ)	748	02	00	02
Total CIL	2,62,292	139	83	481

2. Reservation to SC / ST / OBC

The reservation policy is being implemented during recruitment in respect of SC/ST candidates and during promotion in respect of employees of Scheduled Caste and Scheduled Tribes as per the Presidential Directives.

For Group-A & B Posts	Direct Recruitment				Promotion		
	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 in Group C posts where state-wise reservation norms are being followed where Subsidiaries are operating. Subsidiary-wise / State-wise reservation percentage is given below:

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

Group-wise manpower as well as representation of SC / ST / OBC (in percentage) as on 01.01.2021 in CIL is given below:

Group	Total Strength	SC %	ST %	OBC %
A	14333	15.5%	5.9%	16.2%
B	15724	15.8%	9.8%	25%
C	232235	20.36%	16.22%	13.25%
TOTAL	262292	19.8%	15.3%	22.9%

3. Welfare Measures by NLC India Ltd.

Implementation of Persons with Disability Act 2016

An Equal Opportunity Policy for persons with benchmark disabilities (PwBDs) is in place in NLC India Ltd for providing certain facilities like accessible and barrier free environment at work place, accessible and user friendly toilets for wheel chair users, providing aids and assistive devices, preference in residential accommodation, choice of posting, 4 days special casual leave, induction & post recruitment training, reserved vehicle

parking etc in line with the guidelines issued by Department of Personnel and Training (DoP&T). NLC India Ltd follows 4% reservation in employment (3% reservation w.e.f 07-02-1996 to 18-04-2017) with effect from 19-04-2017 for PwBDs 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 of 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 2021 is as given below.

Group	Total Strength	Nature of Benchmark Disability			
		HH	OH	VH	Total
A	3244	1	32	2	35
B	360	5	3	-	8
C	6790	11	70	17	98
D	1060	35	11	27	73
Total	11454	52	116	44	214

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

Besides the welfare measures provided to the PwD employees, some of other initiatives taken by the Company for the welfare of the physically and mentally challenged persons are as follows:

- NLC India Ltd runs a day care school namely SNEHA School for imparting education and training to special children with mental disabilities since the year 1987. The children are trained in vocations viz., arts & crafts, candle making, paper cup/cover making, carpentry, gardening, doormat weaving etc, through SNEHA Opportunity Services and School, patronized by NLC India Ltd. The number of disabled children studying in the school presently stands at 81 Nos out of which 55 are Boys and 26 are Girls.
- Regular Distribution of tricycles, wheel chairs, hearing aids to the disabled persons during Independence Day and Republic Day celebrations through a society called Neyveli Health Promotion and Social Welfare Society (NHPSWS), patronized by NLC India Ltd

Reservation to SC/ST

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 that 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 total manpower in NLC India Ltd as on 31st December 2021 is 11,454 and the representation of SCs and STs as on 31st December 2021 against their applicable percentage of reservation stands as given below.

Group	Total Strength	Applicable % of Reservation		Strength of SCs		Strength of STs	
		SCs	STs	SCs	% of SCs	STs	% of STs
A	3,244	15 & 16.66*	7.5	690	21.27	308	9.49
B	360	15 & 16.66*	7.5	72	20.00	12	3.33
Total	3,604	-	-	762	21.14	320	8.88

Group	Total Strength	Applicable % of Reservation		Strength of SCs		Strength of STs	
		SCs	STs	SCs	% of SCs	STs	% of STs
C	6,790	19	1	1,319	19.43	76	1.12
D	1,060	19	1	288	27.17	3	0.28
Total	7,850	-	-	1,607	20.47	79	1.01

* 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 attracting 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.

Public Grievance Redressal – April 2021 to December 2021

Public Grievance received through	Brought forwarded/ Received	Re-dressed	Pending
Online Portal - MOC	75	69	06
V.I.P. Reference	05	04	Nil
Chief Minister Special Cell/Chennai	56	56	Nil
District Collector / Cuddalore	82	56	26
Directly addressed to CMD/ through Mail	05	05	Nil
Total	223	191	32

Employee Welfare:

(i) EDUCATIONAL ASSISTANCE SCHEME (Scholarship)				
Reservation Class	No. of Students		Amount Sanctioned ₹	
General Category	64 (A/Y- 2020-21)		6.16,000/- (A/Y - 2020-21)	
	43 (A/Y- 2020-21)		4.16,000/- (A/Y - 2020-21)	
(ii) CASH AWARD (April-2021 to December-2021)				
Academic Year	X Std		XII Std.	
	No. of Students	Amount ₹	No. of Students	Amount ₹
2021	104	52,000/- (104 x 500)	215	2,15,000/- (215 x 1000)
Total No. of Students	104 + 215 = 319	Total Amount sanctioned: ₹ 2,67,000/-* (52,000 + 2,15,000) * -Approval obtained from competent authority to be paid in Dec-2021 Employee Salary Account.		
(iii) DEATH RELIEF FUND (April-2021 to December-2021)				
Total No. of Beneficiaries : 128			The Death Relief amount recovered from the salary of the servicing employees to be payable to nominee(s) of the deceased employee.	
(iv) FAMILY RELIEF (April-2021 to December-2021)				
Total No. of beneficiaries: 70			The Family Relief amount is payable to the spouse of the deceased employee.	