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CHAPTER



School for Mentally Retarded children SNEHA, NLC

WELFARE MEASURES

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Mining of coal has profound impact on the traditional lifestyle of the original inhabitants and the socio-economic profile of the area. CIL has strongly fostered the belief that people living in mining areas are important stakeholders in the process of mine development.

- As part of the Corporate Social Responsibility (CSR) mandate, CIL and its subsidiary companies are undertaking different welfare activities, in and around the coalfield-areas for the benefit of SC and ST population.
- Creation of community assets like provision for potable drinking water, construction of school buildings, check dams, village roads, link roads and culverts, dispensaries and hospitals, community centers etc.
- Awareness programmes and community activities like health camps, medical aid, family welfare camps, AIDS awareness programmes, immunization camps, promotion of sports & cultural activities, social forestry, etc.

Implementation of Persons with Disability Act, 1995

Representation of specially abled persons in appointment in Group 'C' & 'D' posts since 1996-97 is given as under:

Year	No. of persons appointed	Number of posts filled under reservation quota		
		VH	HH	OH
1996-97 to 1.1.2016	9572	46	8	66

VH = Visually Handicapped HH = Hearing Handicapped OH = Orthopedically Handicapped

Statement showing the representation of specially abled persons in CIL as on 1.1.2016

(Provisional):

Company	Number of Employees			
	Total	VH	HH	OH
ECL	66917	07	16	036
BCCL	54250	42	18	075
CCL	44274	26	10	041
WCL	49371	14	12	055
SECL	65556	25	8	126
MCL	22541	21	10	082
NCL	16236	10	02	041
NEC	1913	00	00	001
CMPDI	3665	02	01	016
DCC	444	00	00	000
CIL (HQ)	865	01	00	001
Total CIL	326032	148	77	474

Reservation to SC/ST

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

The company makes effort to maintain diversity in the configuration of employees by recruiting people from different States through All India based selection and campus selection from across the Country. Similarly, it provides reservation to SC, ST, OBC communities as under :

For Group-A & B Posts	Direct Recruitment			Promotion		
	SC	ST	OBC	For Groups A,B,C & D	SC	ST
All India basis by means of open competitive test (written)	15%	7.5%	27%	All India	15%	7.5%
All India basis otherwise than open competitive test (written)	16.66%	7.5%	Rest limited to 50%			

Apart from the above, there is a directive on reservation for recruitment of 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
West Bengal	ECL	23	05	22
Odisha	MCL	16	22	12
Madhya Pradesh	NCL	15	20	15
Chhattisgarh	SECL	14	23	13
Maharashtra	WCL	10	09	27
Assam	NEC	07	12	27

Group-wise manpower as well as representation of SC/ST/OBC with percentage as on 1.1.2016(Provisional) in CIL is given below:

Group	Total Strength	SC %	ST %	OBC %
A	15249	9.99	4.06	17.18
B	21350	10.97	6.65	20.47
C	186758	21.49	12.20	23.72
D (Excluding Sweeper)	99655	23.66	16.04	22.08
D (Sweeper)	3020	98.88	0.94	0.15
TOTAL	326032	21.58	12.52	22.45