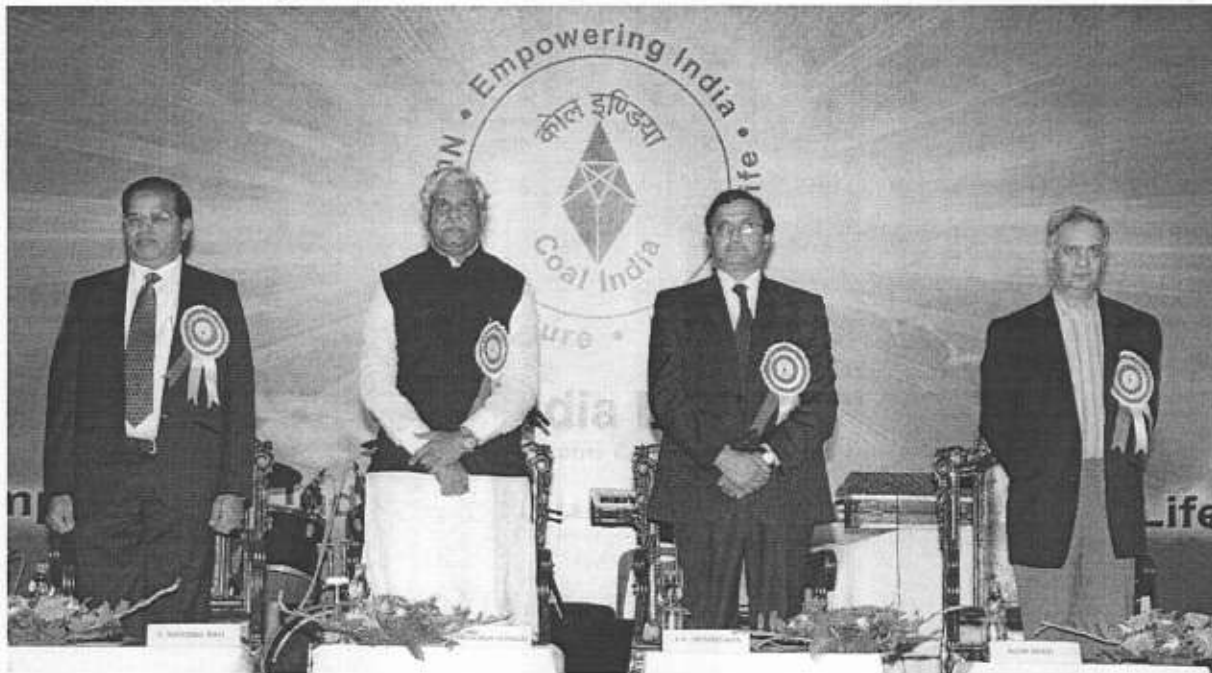


PUBLIC SECTOR UNDERTAKINGS IN COAL SECTOR

10.1 HISTORICAL DEVELOPMENT OF COAL INDIA LIMITED AND ITS SUBSIDIARY COMPANIES

10.1.1 The Coking Coal Mines (Emergency Provisions) Ordinance was promulgated by the Government of India on 16.10.1971 under which except the captive mines of TISCO and IISCO, the management of all coking coal mines was taken over by the Government. A new company called the Bharat Coking Coal Limited was formed as a subsidiary company of the Steel Authority of India Limited to

manage the taken over mines. These mines were subsequently nationalized w.e.f. 01.05.1972. Later on, the management of 711 coal mines was also taken over by the Government with effect from 31.01.1973 and they were nationalized w.e.f. 01.05.1973 and a new Government Company, namely, the Coal Mines Authority Limited (CMAL) with headquarters in Kolkata, was set up by the Government in May, 1973 to manage the non-coking coal mines. CMAL was



Shri Sriprakash Jaiswal, Hon'ble Minister of Coal with Shri S K Srivastava, Secretary to Ministry of Coal, Govt. of India, Shri S Narsing Rao, CMD, Coal India Limited, Shri Alok Perti, Advisor (Coal), Ministry of Coal, Govt. of India on the occasion of celebration of 38th Foundation Day of Coal India Limited

organized as a unitary structure on divisional pattern with four Divisions, the Central Division, the Eastern Division, the Western Division and the CMPDIL. The mines of erstwhile National Coal Development Corporation were brought under the Central Division of CMAL. In September, 1975, CIL was formed as a Holding Company with five subsidiaries, namely, Bharat Coking Coal Limited (BCCL), Central Coalfields Limited (CCL), Eastern Coalfields Limited (ECL), Western Coalfields Limited (WCL) and Central Mine Planning and Design Institute Limited (CMPDIL).

- 10.1.2** In view of the projected increase in production and investment contemplated for CCL and WCL group of coal mines and in view of their extensive geographical spread resulting in day to day administrative, technical and communication problems etc. two more coal companies, namely, Northern Coalfields Limited and South Eastern Coalfields Limited were formed w.e.f. 28.11.1985.
- 10.1.3** Considering the prospects of Odisha Coalfields, being the growth centre for the VIII and IX Plan periods, a new coal company was formed bifurcating

the South Eastern Coalfields Limited (SECL). The new company, the Mahanadi Coalfields Limited was incorporated on 3rd April, 1992 with its headquarters at Sambalpur (Orissa) as fully owned subsidiary of Coal India Limited to manage the Talcher and IB-Valley Coalfields in Orissa.

- 10.1.4** Coal India Ltd. (CIL) has now 8 subsidiaries viz. Bharat Coking Coal Limited (BCCL), Central Coalfields Limited (CCL), Eastern Coalfields Limited (ECL), Western Coalfields Limited (WCL), South Eastern Coalfields Limited (SECL), Northern Coalfields Limited (NCL), Mahanadi Coalfields Limited (MCL) and Central Mine Planning and Design Institute Limited (CMPDIL). CMPDIL is an engineering, design and exploration company set up for preparing perspective plan(s), rendering consultancy services and undertaking exploration and drilling work to establish coal reserves in the country and collection of detailed data for preparation of projects for actual mining. The other seven subsidiaries of CIL are coal producing companies. MCL has two subsidiaries viz. MNH Shakti Limited and MJSJ Coal Limited with 70% & 60% equity holding. In

addition, CIL has a foreign subsidiary in Mozambique namely Coal India Africana Limitada (CIAL).

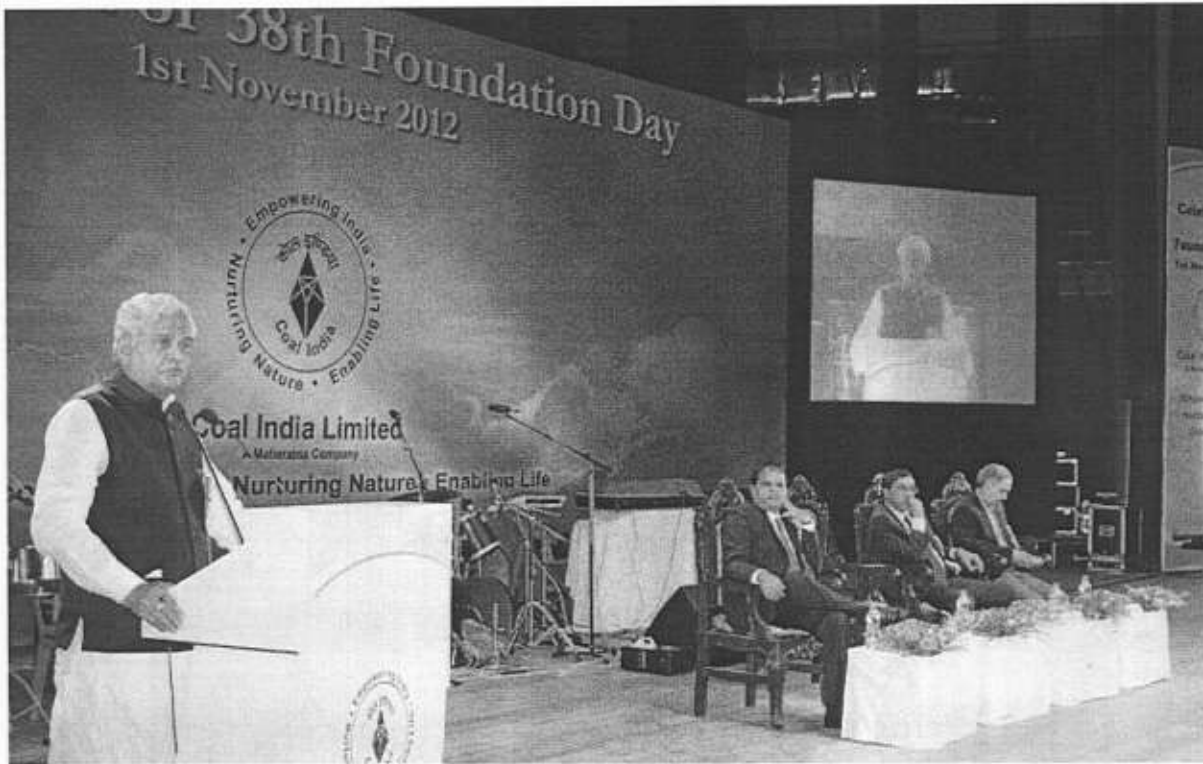
- 10.1.5** CIL and its subsidiaries are incorporated under the Companies Act, 1956 and 90% of the shares are owned by the Central Government and 10% have been disinvested through Initial Public Offer (IPO) on 04.11.2010. The coal mines in Assam and its neighboring area are controlled directly by CIL under the unit North Eastern Coalfields.

10.2 COAL INDIA LIMITED AND ITS SUBSIDIARIES.

10.2.1 Board of Directors

Coal India Limited (CIL), the holding Company with headquarters in Kolkata, is headed by a Chairman-cum-Managing Director. CIL is a Maharatna Company. The Chairman-cum-Managing Director (CMD), CIL is assisted by four Functional Directors, namely, Director (Technical), Director (Personnel & Industrial Relations), Director (Finance) and Director (Marketing). Each Subsidiary Company has its own Board of Directors headed by a Chairman-cum-Managing Director (CMD). In addition, there are four

functional Directors in each of the seven production companies of Bharat Coking Coal Limited (BCCL), Eastern Coalfields Limited (ECL), Northern Coalfields Limited (NCL), Western coalfields Limited (WCL), South Eastern Coalfields Limited (SECL), Mahanadi Coalfields Limited (MCL) and Central Coalfields Limited (CCL) viz. Director (Personnel), Director (Finance), Director (Planning & Projects) and Director (Technical). CCL, NCL, MCL, SECL and WCL have been conferred with the status of Miniratna Companies. Central Mine Planning & Design Institute Limited (CMPDIL), a miniratna company, has four functional Directors on its Board of Directors designated as Director (Technical), Director (Coal Production & Utilisation), Director (Planning and Design) and Director (Research, Development & Technology). In addition, there are several part-time and independent 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.



Shri Sriprakash Jaiswal, Hon'ble Minister of Coal addressing the audience during celebration of 38th Foundation Day of Coal India Limited

10.2.2 Authorized Share Capital.

The authorized share capital of CIL as on 31-03-2012 was ₹8904.18 crore. The Division of Authorized share capital given as under:-

(i)	90,41,800 Non-cumulative 10% redeemable preference shares of ₹1000/- each.	₹904.18 crore.
(ii)	800,00,00,000 Equity Shares of ₹10/- each	₹8000.00 crore.
	Total.	₹8904.18 crore.

Authorized share capital of the subsidiary companies of CIL as on 31-03-2012.

(A) The authorised share capital of the Subsidiary companies of CIL are:

Subsidiary Company	Authorised Share Capital (Rs.in crore)
Bharat Coking Coal Limited.	2,500.00
Western Coalfields Limited	800.00
Central Coalfields Limited	1,100.00
Eastern Coalfields Limited	2,500.00
Northern Coalfields Limited	1,400.00
South Eastern Coalfields Limited	1,300.00
Mahanadi Coalfields Limited	500.00
Central Mine Planning & Design Institute Limited	50.00

- B) Authorised Share Capital of the foreign subsidiary company of CIL.

Foreign Subsidiary Company	Authorised Share Capital (Meticaís/USD)
Coal India Africana Limitada.	25000 Meticaís (Approx.USD1000)

10.2.3 Coal India Limited (HQ)

10.2.3.1 CIL is mainly responsible for laying down corporate objectives, approving and monitoring performance of subsidiary companies in the fields of long-term planning, conservation, research and development, production, sales, finances, recruitment, training, safety, industrial relations, wages, material for all operational, acquisition of land, execution of welfare programmes, maintenance of safety standards, improvement of industrial relation etc.

10.2.3.2 In addition to the above functions commissioning and execution of new as well as on-going projects, man management, production, consumer satisfaction etc. In addition, subsidiary companies perform related functions, such as maintaining liaison with concerned State Governments, CIL has directly under its control the development and exploitation of the coal mines in the North-Eastern States,

and the coal marketing network spread throughout the country.

10.2.4 Joint Venture of CIL:

(I) Joint Venture between CIL and NTPC.

A Joint venture Company between CIL and NTPC has been formed with effect from 27th day of April, 2010 named as CIL NTPC Urja Private Limited Company under the Companies Act, 1956 as private Limited Company . It is a 50:50 Joint Venture Company between CIL and NTPC having Authorized Capital of ₹10 Crore and Paid Up Capital of ₹5 Lakh. The share holding pattern as on 31-12-2012 in CIL NTPC Urja Private Limited by CIL and NTPC are as follows:-

Sl.	Description	No. of Equity Shares Held	% Equity
1.	NTPC Ltd.	25000	50.00
2.	Coal India Ltd.	25000	50.00
	Total	50000	100

The main object of the Joint Venture is to carry on the business of Coal Mining and generation of electricity etc.

(II) Joint Venture of MCL.

Mahanadi Coal Fields Limited, a

subsidiary of Coal India Ltd is at the moment having two Joint Venture Projects, namely, Gopalprasad OCP (15.00 Mty) and Talabaria OCP (20.00 Mty). For this purpose, three JV Companies have been formed.

The three Joint Venture Companies are:

(i) MJSJ Coal Ltd.

MJSJ Coal Ltd was incorporated on 13th August, 2008 as a Joint Venture Company of MCL. MJSJ Coal Ltd has been formed for Gopalprasad OCP where MCL having 60% shares, JSW Steel Limited and JSW Energy Limited having 11% share each and ShyamMettallics and Energy Ltd (formerly known as Shyam DRI Power Limited) and Jindal Stainless Limited having 9% share each. The Paid Up Share Capital of MJSJ Coal Ltd as on 31-03-2012 was ₹ 70.10 Crore.

(ii) MNH Shakti Ltd.

MNH Shakti Ltd was incorporated and registered under the Companies Act, 1956 on 16th July, 2008 as a Joint Venture Company of MCL. MNH Shakti Ltd has been formed for Talabaria OCP where MCL having 70% shares, Neyveli Lignite Corporation Ltd having 15% shares

and Hindalco Industries Ltd. having 15% shares. The Share Capital of MNH Shakti Ltd. as on 31-03-2012 was ₹ 8510 lakh.

(iii) Mahanadi Basin Power Limited

Mahanadi Basin Power Limited is a wholly owned subsidiary of Mahanadi Coalfields Ltd (MCL), the Special Purpose Vehicle (SPV) was incorporated as 'Mahanadi Basin Power Limited' on 2-12-2011 having its Registered Office at Mancheswar Rly Colony, Chandrasekharapur, Bhubaneswar - 751017 and commencement of business certificate was issued by ROC on 6-2-2012.

The Company would be inviting proposal on behalf of MCL to develop, operate and maintain the Proposed power Project of 2x800 MW capacity Super Critical Thermal Power plant at District Sundargarh. The Proposed Project shall be executed on a joint venture basis by the SPV in accordance with the terms and conditions of the Share Purchase-cum -Shareholders Agreement amongst the successful bidder, MCL and MPBL. The Share Capital of Mahanadi Basin Power Limited as on 31-03-2012 was ₹ 5 lakh.

(III) International Coal Ventures Limited.

Joint Venture named as International Coal Ventures Private Limited (ICVL) has been incorporated on 20th May, 2009 under the Companies Act, 1956. It is a Joint Venture Company of SAIL, CIL RINL, NTPC and NMDC with equity holding in the ratio of 2:2:1:1:1 respectively. Coal India Limited decided to opt out from the ICVL. However, on a reference from the Ministry of Coal, the CIL Board has decided to discuss the matter and take a final decision on its continuance in the International Coal Ventures Limited.

(IV) Joint Venture with BEML Ltd, CIL & DVC.

(Acquiring the assets of M/s. Mining and Allied Machinery Corporation (MAMC) and starting of manufacture

of equipment at Durgapur Plant)

The representatives of the consortium companies took over the possession of the assets and properties of all the establishments of M/s MAMC from the Official Liquidator (OL).

The Share Holders' Agreement between CIL, DVC and BEML Ltd. has been approved by the Boards of all the three partner companies of the Consortium and is presently awaiting clearance from Ministry of Defence, Govt of India (parent ministry of BEML) as per current requirement of Defence PSUs.

Meanwhile as per the decision of the Interim Board of Management, a committee is being formed for preparation of a bankable Detailed Project Report (DPR)."

10.2.5 Profitability of Coal PSUs.

(₹ in crores)

Company	2008-09	2009-10	2010-11	2011-12	2012-13 Apr'12-Dec,12
ECL	(2105.70)	333.40	106.57	962.13	486.95
BCCL	(1376.99)	793.93	1093.69	822.36	976.83
CCL	763.80	1533.05	1860.22	1970.24	1700.14
NCL	3131.01	3766.30	3956.36	4265.67	3384.91
WCL	516.12	931.02	1067.97	440.50	22062
SECL	1817.93	3063.57	3777.12	6002.87	4940.33
MCL	2580.25	2953.90	4039.30	5463.69	4539.62
CMPDIL	6.74	19.61	23.69	30.79	18.56
Sub-total	5333.16	13394.78	15924.92	19958.25	16267.96
CIL/NEC	3657.68	3870.4	4723.37	8599.95	7754.90
Sub-total	8990.84	17265.18	20648.29	28558.25	24022.86

Less :Dividend from subsidiaries	(3329.74)	(3367.36)	(4237.41)	(7307.20)	(6922.23)
Total	5661.10	13897.82	16410.88	21251.00	17100.63
Adjustments of deferred Revenue Income	83.00	67.11	52.35	21.66	13.71
Overall Profit as per Consolidated of Accounts	5744.10	13964.93	16463.23	21272.66	17114.34

10.2.6 Wages in Coal Sector

Since inception, wage structure and other conditions of service including fringe benefits, welfare measures etc. of the non-executive cadre employees in the Coal Industry have been settled by Bipartite Wage Negotiations by a committee constituted by Govt. of India. The committee is functioning in the name of Joint Bipartite Committee for the Coal Industry consisting of representatives of 5 Central Trade Unions and the management of Coal Companies i.e. CIL & its subsidiary

companies, Singareni Collieries Co. Ltd., Tata Iron & Steel Company and Indian Iron & Steel Company from NCWA-I to NCWA-VI. However, from NCWA-VII to NCWA-IX only the representatives of Coal India and its subsidiaries as well as Singareni Collieries Co. Ltd. have been participated. The National Coal Wage Agreement (NCWA-IX) has been signed on 31st January, 2012. The details of NCWA-I to NCWA-IX in the table below:-

National Coal Wage Agreement (NCWA)	Signed on	Period of agreement		Duration period of Agreement
		From :	To:	
NCWA-I	11.12.1974	1.1.1975	31.12.1978	4 years
NCWA-II	11.08.1979	1.1.1979	31.12.1982	4 years
NCWA-III	11.11.1983	1.1.1983	31.12.1986	4 years
NCWA-IV	27.07.1989	1.1.1987	30.06.1991	4 & 1/2 years
NCWA-V	19.01.1996	1.7.1991	30.06.1996	5 years
NCWA-VI	23.12.2000	1.7.1996	30.06.2001	5 years
NCWA-VII	15.07.2005	1.7.2001	30.06.2006	5 years
NCWA-VIII	24.01.2009	1.7.2006	30.06.2011	5 years
NCWA-IX	31.01.2012	1.7.2011	30.06.2016	5 years

The salient features of NCWA-IX are as under:-

- i) Minimum Guaranteed Benefit (MGB) @ 25% on the total emolument with 100% D.A. neutralization as on 30.6.2011.
- ii) Minimum Basic ₹ 8360 p.m. (NCWA-VIII) enhanced to ₹ 15, 713/- p.m. in NCWA-IX,
- ii) Annual increment shall be payable @ 3% on progressive basis;
- ii) The existing allowances which are being paid in percentage form in NCWA-VIII shall be paid in same percentage in NCWA-IX w.e.f. 01.02.2012;

iv) The existing allowances which are being paid in absolute amount in NCWA-VIII shall be paid by increasing 88% over the existing amount w.e.f. 01.02.2012;

v) HRA for other than Urban Area i.e. Coalfield Area - @ 2% of the revised basic w.e.f. 01-02-2012;

vi) Introduced Special Allowance @ 4% of the revised basic.

10.2.7 Manpower

The total manpower of Coal India Ltd. including its subsidiaries as on 31.12.2012 is 3,61,348. The Company-wise position of manpower is as below:-

Company	2010-11 (As on 31.03.2011)	2011-12 (As on 31.03.2012)	2012-13 (As on 31.12.2012)
ECL	81,128	78,009	74,963
BCCL	67,934	64,884	62,691
CCL	52,285	50,026	48,668
WCL	59,043	56,989	55,461
SECL	78,009	76,078	74,311
MCL	21,425	22,023	22,039
NCL	16,209	16,329	16,204
NEC	2,622	2,538	2,412
CMPDIL	3,102	3,129	3,098
DCC	582	562	556
CIL(HQ)	1,008	979	945
TOTAL	397138	3,71,546	3,61,348

10.2.8 Industrial Relations

The Industrial Relations scenario in Coal India Limited and its subsidiary companies during the year remained cordial. Regular structured meetings were held with the operation Trade Unions at different levels.

10.2.9 Workers Participation in Management

In CIL and subsidiaries there are well established bi-partite forums consisting of the representatives of the Management and the 5 Central Trade Unions for interaction and redressal of issues related to the wages & service conditions, employment, safety,

grievances and welfare etc. The following joint bipartite forums are operating at different levels: -

1. JBCCI at CIL
2. Apex Jt. Consultative Committee
3. Safety Board/ Safety Committee
4. Welfare Board/ Welfare Committee
5. Joint Consultative Committee's
6. Industrial Relation Meetings (Structural meetings with union).

Strikes and Bandhs:

	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13 (up to Dec,2012)
No. of strikes	6+1*	22**	3+3*	Nil	2 +2*	1+1*	0 +1*
Mon days Lost	127703	23823	196707	Nil	246899	192383	Nil
Production Lost (in tonnes)	193423	95477	239983	Nil	510291	97094542	Nil

IS =Industrial Strike ** BB = Bangla Band

10.2.10 Employees Welfare Scheme

The focus of Welfare Activities of Coal PSU's is the welfare of its employees and their families. These companies are paying greater attention to the welfare of their workers. Every effort is being made to improve the living

conditions of the coal miners. In order to create a sense of belonging and involvement in work, top priority is given by the management to provide housing, medical, educational facilities etc. The results of the welfare measures taken in different areas are as under:-

10.2.10.1 Housing:

At the time of Nationalisation, in Coal India Limited and its subsidiaries there were only 1,18,366 houses including

sub-standard houses. The availability of these houses has increased to 3,99,311 (up to 31.12.2012). The percentage of housing satisfaction has now reached 100%.



Housing colony for miners in a coalfield

10.2.10.2 Water Supply:

Coal India Ltd. & its subsidiaries as against 2.27 Lakhs population having access to potable water at the time of Nationalisation in 1973, presently a populace of 21,16,923 (up to 31.12.2012) has been covered under water supply scheme.

10.2.10.3 Medical Facilities:

Coal India Ltd and its subsidiaries are extending medical facilities to its employees and their families through various medical establishments from the Dispensary level to the Central and Apex Hospitals in different parts of the coalfields.

There are 85 Hospitals with 5,806 Beds, 424 Dispensaries, 664 Ambulance and 1419 Doctors including Specialists in CIL and its subsidiaries to provide medical services to the employees. Besides 11 Ayurvedic Dispensaries are also being

run in the Subsidiaries of Coal India Limited to provide indigenous system of treatment to workers.

In addition, Special emphasis has also been given on Occupational Health, HIV/AIDS awareness programme for the employees and their families.



A modern Central Hospital for employees and their families at a subsidiary Hqrs.

10.2.10.4 Educational Facilities:

The primary responsibility of providing educational facilities lies with the State Governments. However, the subsidiary companies of CIL have been providing financial

assistance and infrastructure facilities to certain schools like DAV Public Schools, Kendriya Vidyalaya, Delhi Public School etc and also providing occasional financial assistance to other recognized educational institutions.

As a part of Corporate Social Responsibility (CSR) financial assistance by way of grant-in-aid/infrastructural facilities are also provided to certain privately managed schools by the subsidiary coal companies functioning in and around coalfield areas.

In addition, Coal India has provided following types of scholarship as per scheme to the employees wards as a part of educational facilities.

(i) Coal India Scholarship Scheme (Revised – 2001)

In order to encourage the Sons and Daughters of the employees of Coal India Limited, two types of Scholarship namely Merit and General Scholarship, are being provided every year under prescribed terms and conditions:-

Merit Scholarship:

Admissible strictly to the students securing 1st to 20th position in Madhyamik/ H.S. or any State Board or securing 95% and above marks in ICSE. CBSE/ISC Exam (Class – X and XII) where merit is not declared.

General Scholarship:

Admissible to the students studying Class-V onwards up to Graduation/Post-graduation level in any discipline subject to prescribed percentage of marks.

(ii) Cash Award and certificate of appreciation:

Every year Cash Award of ₹5000/- and ₹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.

(iii) Reimbursement of tuition fees and Hostel charges to the wards of Wage Board employees studying in Govt Engg. and Govt Medical Colleges which have been short listed by CIL for conducting campus selection.

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 Colleges viz., IITs, NITs, ISM etc which are short listed by CIL for conducting campus selection and also dependent children securing Admission in Govt. Medical Colleges from the Academic Session 2009-10 onwards.

- (iv) Payment of Coal India Scholarship to 100 Nos. of students who belongs to BPL category and 25 Nos. of wards of land oustees'/displaced persons' for pursuing degree course (Graduation course) in IITs, NITs and other selected Govt. Engineering Colleges and Central Govt Medical Colleges (MBBS Course)

10.2.10.5 Statutory Welfare Measures:

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 miners such as Canteen, Rest Shelters and Pit Head Baths etc.

10.2.10.6 Non-statutory Welfare Measures:

Co-operative Stores and Credit Societies:

In order to supply essential

commodities and Consumer goods at a cheaper rate in the Collieries Central Co-operatives 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.

10.2.10.7 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 through 463 Number of Bank/ Extension Counters and they are also encouraged to practice thrift for the benefit of their families.

10.2.10.8 Contributory Post Retirement Medicare Scheme for Executive (CPRMSE)

Board of Directors of CIL, in their 289th meeting held on 18.09.2012, has approved the modifications/additions in the Contributory Post Retirement Medicare Scheme for Executive of CIL and its Subsidiaries (CPRMSE) dated 25th April, 2008.

The payment of outpatient/ domiciliary treatment as per Clause 6.1, will be effective from 01.01.2013.

The payment of outpatient/ domiciliary treatment for the period 01.07.2012 to 31.12.2012 will be as per the pre-revised rates.

The reimbursement of charges for hospitalization (Indoor treatment) as per CPRMSE, has been enhanced to ₹25 lakhs or ₹12.5 lakhs, as the case may be, with immediate effect. There will be no limit for specified diseases as mentioned in Clause 3.2.1 (d) of the Scheme, which will not be accounted against the amount of ₹25 lakhs or ₹12.5 lakhs, as the case may be. So far, 1494 CPRMSE Medical Card has been issued.

The Contributory Post Retirement Medicare Scheme for Executive of CIL and its Subsidiaries (CPRMSE), as modified, is published in website www.coalindia.in.

10.2.10.9 Resettlement & Rehabilitation (R&R) Policy of Coal India Ltd

Coal India's R & R Policy was first formulated in 1994 and has been in operation with modifications from time to time. The R & R Policy, in vogue since 2000, has been further modified in 2004 and 2008. In order to further liberalise the R&R Policy and to give more flexibility to the subsidiaries companies of Coal India limited and multiple options to the

land losers to meet their aspirations, a revised R&R Policy, 2012 of CIL has been formulated with effect from 13.3.2012.

Some of the salient features of the policy which has been provided to the displaced families including the tribal are as follows:-

1. Land compensation to land oustees is paid as per the provisions of the concerned Act or State Government notification. Solatium and Escalation are paid to land oustees as per Provisions of the concerned Act or as imposed by the concerned State Government.
2. Employment is provided to land oustees against every two acre of land. All the land losers who are not eligible for the employment as above, are entitled to receive monetary compensation in lieu of employment at the rate of ₹ 5 lakh for each acre of land on pro-rata basis.
3. One time lump sum payment of ₹ 3 lakh is paid in lieu of alternate house site, assistance in designing, shifting allowance, compensation for cattle shed. Monetary compensation for

- construction of work shed etc.
4. Each affected family gets a subsistence allowance at the rate of 25 days Minimum Agriculture Wage (MAW) per month for one year.
 5. Coal companies assist the Project affected People (PAPs) to establish non-farm self-employment through the provision of infrastructure, petty contracts or formation of cooperatives and encourage provisions of jobs with contractors. Contractors are encouraged to give jobs to eligible PAPs on preferential basis.
 6. As far as possible coal companies shift tribal community as a unit and provide facilities to meet the specific needs of the tribal community that allow them to maintain their unique identity.
 7. Affected tribal families are given one time financial assistance of 500 days for loss of customary right or usages of forest produce loss.
 8. Affected tribal families settled out of the district shall be given 25% higher rehabilitation and resettlement site, a school, road with street light, pucca drain, pond dug well and/or tuber well for drinking water supply, community center, place worship, dispensary, grazing land for cattle and play ground.
 9. The community facilities are available to all the residents of the resettlement colonies, including PAPs and the host population.
 10. The approach for operation of community facilities is flexible and all efforts are made to involve the State and local self-Government/ Panchyat for operating the facilities. The planning of the community facilities and their construction is undertaken in consultation with the affected community.
- 10.3 NEYVELI LIGNITE CORPORATION LTD.
- NLC 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 Pandit JawaharLal Nehru. Neyveli Lignite Corporation has been conferred with "NAVRATNA" status since April 2011.
- NLC presently operates four open cast lignite mines viz., Mine I, Mine IA & Mine II in the State of Tamilnadu and Barsingsar Mine in the State of Rajasthan, aggregating to a total capacity of 30.6 MTPA and four thermal power stations viz., TPS-I &

TPS-I Expansion and TPS-II with a capacity of 2740 MW located in Tamil Nadu and Barsingsar TPS in the state of Rajasthan.

TPS-II Expansion (500 MW) Neyveli New TPP(1000 MW) at Neyveli and Coal based NTPL (1000MW) are under implementation.

All the Mines and the Power Stations of NLC have received ISO Certification for Quality Management System, Environmental Management System, and Occupational Health & Safety Management System.

The authorized capital of NLC is ₹ 2000 crores and paid up equity is ₹ 1677.71 Crores. The investment by Govt. of India as on 31.12.2012 is as under:

(₹ In Crores)

Equity	(GOI portion) :	1569.64
Loan from GOI	(including accrued interest)	Nil

10.3.2 Production Performance:

Overburden removal, lignite production, gross power generation and its export during the year 2012-13 up to the end of December 2012 and provisional for the period January 2013 to March 2013 are indicated below :

Product	Unit	BE 2012-13	April 12 to December 2012 (Lakh Tonnes)		Provisional for the period January'2013 to March'2013
			Target	Actual	
Overburden	MM ³	1533.00	1109.50	1195.92	423.85
Lignite	MT	248.00	178.50	185.14	69.50
Power Gross	MU	18600.00	13257.00	14323.89	5343.00
Power Export	MU	15430.00	10978.00	12084.79	4452.00

10.3.3 Productivity:

The productivity performance in 2011-12 and 2012-13 up to the end of December 2012 is furnished in the table below:

a. Output Per Manshift (OMS)

Unit		2011-12	2012-13 (April 2012 to December 2012)	
		Actual	Target	Actual
Mines	Tonne	11.18	9.44	11.14
Thermal	KwHr	20130	15255	20391

b. Plant Load Factor

The PLF achieved by TPS-I, TPS-I Expansion and TPS-II during 2011-12 and 2012-13 up to the end of December 2012 are as under:

Unit	2011-12	2012-13 (April 2012 to December 2012)	
	Actual	Target	Actual
T.P.S -I	75.67	69.47	71.64
T.P.S -IE	82.47	72.18	84.30
T.P.S -II	85.87	76.41	86.60

10.3.4 Financial Performance:

NLC has been making profits since 1976-77. During 2011-12 the Corporation earned a pretax profit of ₹1983.89 Crore. The Corporation has earned pretax profit of ₹ 951.42 Crore (Provisional) during 2012-13 (up to November 2012) and ₹341.33 Crore provisional for the period December '12 to March 2013. Reserves and surplus as on 31.03.2011 was ₹ 9496.82 Crore. NLC has paid 28 % dividend amounting to ₹ 545.97 Crore including distribution tax for the year 2011-12. The sales turnover in 2011-12 was ₹4866.85 Crore against ₹4295.95 Crore (including Prior adjustment) during 2010-11. The sales turnover during 2012-13 (up to November 2012) was ₹3448.20 Crore (Provisional) as against ₹2812.51 Crore during the corresponding period of last year and ₹1301.32 Crore., provisional for the period December 2011 to March 2012.

Product wise sales during 2012-13 (Up to November 2012) is as under:

Product	Sales (provl) (₹ In Crs)
Lignite	3131.59
Power	310.98
Other	11.41
Excise Duty	5.78
Total	3448.20

10.3.5 Manpower:

The total manpower of NLC as on 31st December, 2012 is indicated below:

Category	Technical	Non- Technical	Total
Executives	3576	699	4275
Non Executive	4579	3514	8093
Workmen	485	4642	5127
Total	8640	8855	17495

10.3.6 Industrial Relations

The Industrial Relations during the period April to November 2012 was smooth and cordial in general. However contract workers underwent on strike for a period of 45 days in the 1st quarter of 2012-13.

10.3.7 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.

10.3.8 R&R policy – NLC

The implementation of Resettlement and Rehabilitation Policy (RAP) has since been discontinued and has been substituted with the National Rehabilitation and Resettlement Policy, 2007 (NRRP 2007) published on 31.10.2007 by the Government of India, Ministry of Rural Development and as directed by Government of Tamil Nadu.

Accordingly, NLC is following the National Policy on Rehabilitation and Resettlement, 2007, for the ongoing projects with certain enhancements, aimed at minimizing the adverse impacts on the affected people and for the benefit of the project Affected Population. The R&R measures are being implemented as directed by the

R&R Administrator. NLC also executes capital works in the peripheral villages through an exclusive scheme for sustainable development of the region.

10.3.9 Future Plans:

NLC in its endeavor to become a leading lignite mining and Power Company has embarked on the following projects:

1. Bithnok Lignite Thermal Power Station (1x250MW) with Bithnok Mine (2.25MTPA)
2. Barsingsar Thermal Power Station Extension (1x250 MW) with 2.5 MTPA Hadla&Palana lignite mines.
3. Joint Venture coal based Ghatampur (NUPPL) Thermal Power Station (3x660MW) in Uttar Pradesh by NLC and UPRVUNL
4. 10 MW Solar PV Project.
5. Coastal "Sirkali Thermal Power Project" (3x660 MW) in Tamil Nadu.

10.4 SINGARENI COLLIERIES COMPANY LIMITED

- 10.4.1** The Singareni Collieries Company Limited is a Government of Andhra Pradesh Enterprise in which Government of Andhra Pradesh and Government of India hold equity capital shared in the ratio of 51:49 respectively.

10.4.2 Coal Production:

(in Million tonnes)

Target 2012-13	Target 2012-13 (upto Dec. 2012)	Actual Production (upto Dec. 2012)
54.00	38.73	37.18

10.4.3 Productivity:

The OMS during 2012-13 (April 2012 to Dec. 2012) is 3.64 tonnes (Provisional) against 3.65 tonnes during the same period in 2011-12.

	2012-13 (upto Dec.2012)	2011-12 (upto Dec.2011)
OMS in tonnes	3.64	3.65

10.4.4 Manpower:

As on 31.12.2012, Employees on roll of SCCL are 65,223 including 2,227 female employees.

10.4.5 Employees Welfare:

The SCCL is taking all possible measures to provide welfare amenities to its employees, particularly in the field of health, sanitation, residential accommodation, education to workers children, supply of water, laying of roads, improving health awareness among employees and their families through communication cell, sports and games to provide recreation in addition to various Social Security Schemes.

SCCL has spent ₹38,168 Lakhs (Provisional) towards Welfare

expenditure during 2012-13 (upto December 2012).

10.4.6 The Industrial Relations:

The Industrial Relations Scenario in SCCL for the year 2012-13 (upto Dec., 2012) is by and large peaceful. There is one strike at PK 1 Incline of Manuguru area on 01.08.2012 on the issue of transfer of a group of workmen.

During this period, elections to trade unions operating in SCCL were conducted successfully through secret ballot for the 5th time.

The Management has laid down clear Industrial Relations Policy providing mechanism to discuss the issues with Recognized Union at Company and Area level and with Representative Status Union at Area level.

Introduction of reforms over a period of time have resulted in harmonious industrial relations through systematic co-operation between the labour and the Management, which in turn contributed in reduction of cost, enhancement of production, productivity improvement in quality of work & safety and betterment in overall quality of life.

All these measures contributed to reduction in number of strikes, as can be seen from the following details:

Sl. No.	Year	No. of Strikes	Mandays lost	Production Lost (in tonnes)
1	2002-03	35	16,30,798	6,47,426
2	2003-04	15	1,02,942	1,21,647
3	2004-05	14	91,818	57,499
4	2005-06	11	2,40,403	1,10,189
5	2006-07	03	5,587	9,872
6	2007-08	Nil	Nil	Nil
7	2008-09	02	23,065	19,072
8	2009-10	02	1,430	4,893
9	2010-11	02	1,68,760	4,22,984
10	2011-12	05	16,28,931	40,11,353
11	2012-13 (up to Dec.2012)	1	445	442