

ANNUAL REPORT 2016-17



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CHAPTER

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 and taking various activities for the development of the area, which include:

- 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 benefit of the 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, immunisation 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 1.1.2017	9599	50	15	82

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

Statement showing the representation of specially abled persons in CIL as on 1.1.2017 is as under:

(Provisional)

Company	Number of Employees			
	Total	VH	HH	OH
ECL	64801	7	16	35
BCCL	51860	42	18	75
CCL	42725	26	10	41
WCL	47791	13	11	68
SECL	62255	21	5	104
MCL	22258	26	14	75
NCL	15578	10	2	46
NEC	1743	0	0	1
CMPDI	3562	3	2	23
DCC	391	0	0	0
CIL (HQ)	865	1	0	1
Total CIL	313829	149	78	469

Reservation to SC/ST

The reservation policy is being implemented in recruitment and promotion of persons belonging to Scheduled Castes (SC) and Scheduled Tribes (ST) as per the Presidential directives.

The company made efforts 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
Jharkhand	CCL	12	26	12
Jharkhand	CMPDIL	12	26	12
West Bengal	ECL	23	5	22
West Bengal	CIL,Kolkata	23	5	22
Odisha	MCL	16	22	12
Madhya Pradesh	NCL	15	20	15
Chhattisgarh	SECL	12	32	6
Maharashtra	WCL	10	9	27
Assam	NEC	7	12	27

Group-wise manpower as well as representation of SC/ST/OBC with percentage as on 1.1.2017(Provisional) in CIL is given below:

Group	Total Strength	SC %	ST %	OBC %
A	15677	12.06	4.8	14.01
B	19442	11.55	6.95	22.12
C	165872	22.98	12.72	28.22
D (Excluding Sweeper)	108982	21.02	14.04	20.08
D (Sweeper)	3856	88.28	1.34	6.35
TOTAL	313829	21.57	12.54	22.75