

# WELFARE MEASURES

## Coal India:

### 1. Policy decisions taken for implementation of the RPwD Act, 2016"-

In accordance with the provisions of The Right of People with Disabilities Act, 2016 and The Rights of People with Disabilities Rules, 2017, a policy named CIL Equal Opportunity Policy has been framed by CIL to ensure that all facility, technology, information and privileges are accessible to people with disabilities. Salient Features of CIL equal Opportunity policy is given below: -

- 1) Facility and Amenities – Physical and digital infrastructure to the accessibility standard as per requirement.
- 2) Identification of List of positions.
- 3) Post Recruitment and Pre-promotion Training.
- 4) Preference in place of posting during transfer / Promotion.
- 5) Provision for Special Casual Leave as per the provision of RPwD ACT 2016 and DPE Guidelines.
- 6) Preference in allotment of Residential Accommodation.
- 7) Providing Aids/ Assistive Devices – Assistive Devices (Including Low Vision Aids, hearing Aids with Battery), Special furniture, wheel chairs (Motorized if Required by the employee), Computer and other Hardware for use in connection with their work to improve their efficiency.
- 8) Liaison Officer to look after reservation matters relating to persons with disability.
- 9) Grievance redressal officer for looking

after the grievances of people with disabilities. 10) Accessibility and barrier free environment at work place:

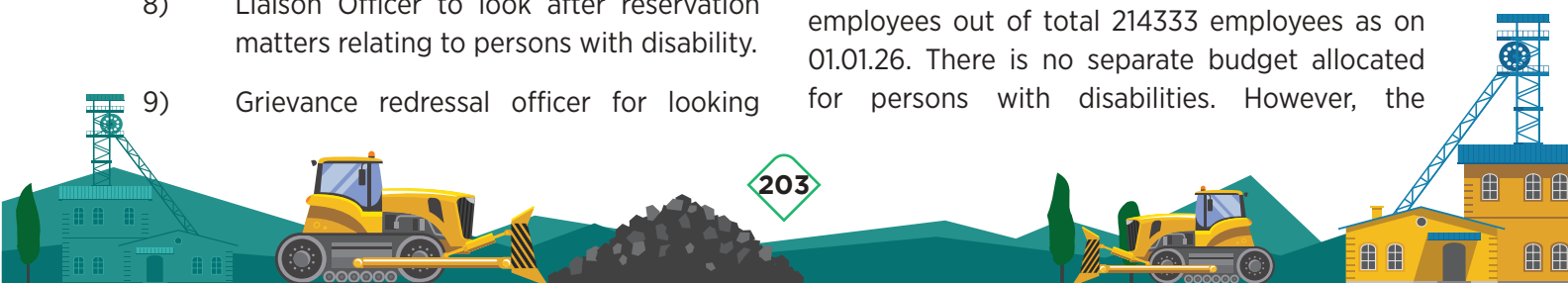
- a) Ramps at entrance
- b) Railings
- c) Accessible toilets
- d) Wheel chairs
- e) Lifts/Elevators

- 11) Travelling allowance (Journey fare) is paid to the attendant/escort accompanying a disabled employee during travel while on tour/training.

Further, as per the provisions of the Right of Persons with Disabilities 2016, under Sec 34 reservation is being provided to the persons with benchmark disabilities of 1 % each under clause (a), (b), and (C) and 1% for persons with benchmark disabilities under clauses (d) & (e) namely:

- (a) Blindness and low vision
- (b) Deaf and hard of hearing
- (c) Locomotor disability including cerebral palsy, leprosy, cured, dwarfism, acid attack victims, and muscular dystrophy;
- (d) Autism, intellectual disability, specific learning disability and mental illness;
- (e) Multiple disability from amongst persons under clauses (a) to (d) including deaf-blindness in the posts identified for each disability.

In CIL & its subsidiaries, there are 758 Divyang employees out of total 214333 employees as on 01.01.26. There is no separate budget allocated for persons with disabilities. However, the



amount spent in welfare activities is for all the employees of CIL including for Persons with Benchmark Disabilities, wherein priority is given to Divyangjans.

1. Representation of persons with benchmark disabilities in Coal India Limited & its Subsidiaries CIL as on 01.01.2026 is shown below in Table 2.1 and Table 2.2.

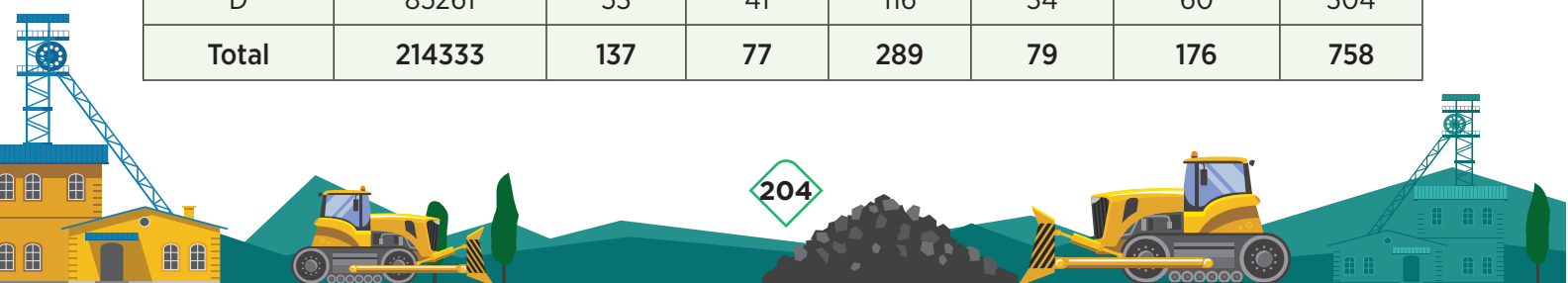
## 2. Implementation of Rights of Persons with Disability Act, 2016:

Table 2.1(a)

Company	Number of Employees						
	Total	Category a (Blindness and Low Vision)	Category b (Deaf and hard of hearing)	Category c (Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy)	Category d (intellectual disability, specific learning disability and mental illness)	Category e (multiple disabilities from amongst persons under clauses (a) to (d) including deaf-blindness)	Total PwBD
ECL	45264	15	11	78	0	0	104
BCCL	30962	17	1	33	0	0	51
CCL	32467	20	8	41	0	0	69
WCL	31468	76	14	102	0	0	192
SECL	36674	23	26	45	1	0	95
MCL	20705	35	14	80	0	0	129
NCL	12972	10	13	66	0	1	90
CMPDIL	2661	5	3	10	0	0	18
NEC	506	0	0	1	0	0	1
CIL(HQ)	654	3	0	6	0	0	9
<b>TOTAL</b>	<b>214333</b>	<b>204</b>	<b>90</b>	<b>462</b>	<b>1</b>	<b>1</b>	<b>758</b>

Table 2.1(b)

Group	Total Strength	PWBD					
		SC	ST	OBC	EWS	General	Total
A	15014	33	13	69	14	47	176
B	12648	4	2	11	5	21	43
C	101410	47	21	93	26	48	235
D	85261	53	41	116	34	60	304
<b>Total</b>	<b>214333</b>	<b>137</b>	<b>77</b>	<b>289</b>	<b>79</b>	<b>176</b>	<b>758</b>



### 3. Reservation to SC/ST/OBC/EWS/Divyangjan:

The reservation policy is being implemented in case of direct recruitment as well as promotion as per the Presidential Directives are given as per details shown below:

**Table 2.2**

Reservation percentage in case of Direct Recruitment:

For Group A and Group B posts:					
Particulars	Scheduled Castes (SC)	Scheduled Tribes (ST)	Other Backward Classes (OBC)	Economically Weaker Section (EWS)	Divyangjan
All India basis by open competition i.e. by written examination	15%	7.5%	27%	10%	4%
All India basis otherwise than open competition i.e. by written examination not conducted	16.66%	7.5%	25.84%	10%	4%

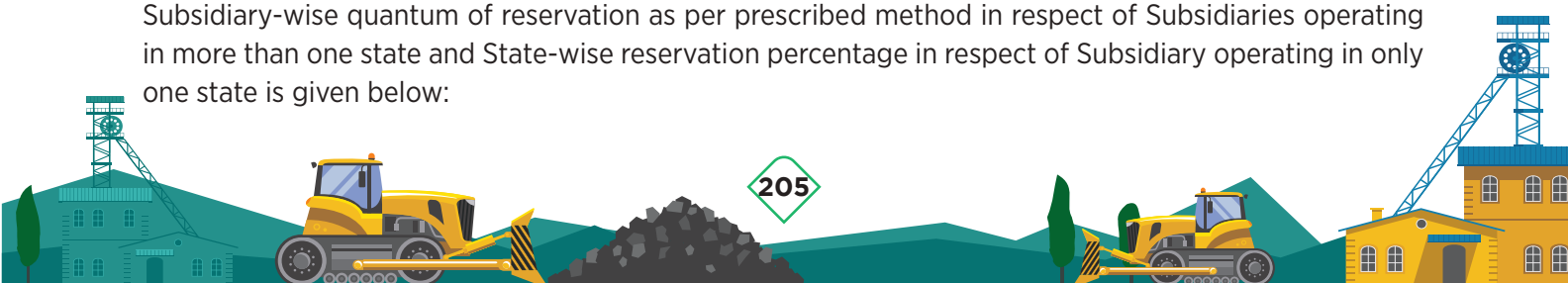
For Group C and Group D posts:					
Particulars	Scheduled Castes (SC)	Scheduled Tribes (ST)	Other Backward Classes (OBC)	Economically Weaker Section (EWS)	Divyangjan
Direct Recruitment	State reservation percentage in which Subsidiary operates as per Presidential Directives.			10%	4%

Reservation percentage in case of promotion:

Particulars	Scheduled Castes (SC)	Scheduled Tribes (ST)	Divyangjan
Promotion in all groups	15%	7.5%	4%
Departmental promotion/selection from Non-Executive to Executive cadre	15%	7.5%	4%

Quantum of reservation for SCs/STs and OBCs in respect of Subsidiaries of Coal India Ltd. operating in more than one state for direct recruitment in Group C and Group D posts is as per the method prescribed by the presidential directives on the matter.

Subsidiary-wise quantum of reservation as per prescribed method in respect of Subsidiaries operating in more than one state and State-wise reservation percentage in respect of Subsidiary operating in only one state is given below:



Company	State	% age of SC	% age of ST	% age of OBC
BCCL ECL	Jharkhand West Bengal	20	11	19
CCL	Jharkhand	12	26	12
CMPDIL	Jharkhand Chhattisgarh Madhya Pradesh West Bengal Maharashtra Odisha	15	16	19
MCL	Odisha	16	22	12
NCL	Madhya Pradesh Uttar Pradesh	20	5	25
SECL	Chhattisgarh Madhya Pradesh West Bengal	19	14	17
WCL	Maharashtra Madhya Pradesh	12	13	25
NEC	Assam	7	12	27

Group-wise manpower as well as representation of SC/ST/OBC/EWS as on 01.01.2026 in CIL is given below:

Group	Total Strength	SC	SC%	ST	ST%	OBC	OBC%	EWS	EWS%
A	15014	2513	17%	1079	7%	3765	25%	278	2%
B	12648	1617	13%	1042	8%	2199	17%	5	0%
C	101410	16180	16%	12521	12%	19124	19%	166	0%
D	85261	15041	18%	12113	14%	15307	18%	61	0%
Total	214333	35351	16%	26755	12%	40395	19%	510	0%

#### 4. Data on Representation of SC, ST, OBC and others in Govt posts as per DoPT OM F. No.41034/5rao22-Estt.(Res-I) 24.10.2025

- Representation data in posts and services in respect of SC, ST, OBC, EWS and PwBD as on 01.01.2026:



Company	Group	Total Strength	SC	ST	OBC	EWS	PwBD					Total PwBD
							Category a	Category b	Category c	Category d	Category e (multiple from a to d)	
ECL	A	2101	504	200	457	52	6	3	12	0	0	21
	B	1323	189	65	222	0	0	0	4	0	0	4
	C	16956	3247	1486	1562	5	4	5	34	0	0	43
	D	24884	4293	2506	1237	0	5	3	28	0	0	36
	Total	45264	8233	4257	3478	57	15	11	78	0	0	104
BCCL	A	1792	218	80	480	41	1	0	3	0	0	4
	B	1537	203	103	239	0	0	0	3	0	0	3
	C	16163	3007	2020	2549	0	8	0	19	0	0	27
	D	11470	3144	1243	1442	0	8	1	8	0	0	17
	Total	30962	6572	3446	4710	41	17	1	33	0	0	51
CCL	A	2085	261	169	620	45	15	6	5	0	0	26
	B	1581	200	175	317	0	1	0	4	0	0	5
	C	15502	2254	2525	3261	0	3	2	13	0	0	18
	D	13299	2470	2951	2033	0	1	0	19	0	0	20
	Total	32467	5185	5820	6231	45	20	8	41	0	0	69
WCL	A	1983	434	147	515	29	13	5	12	0	0	30
	B	1803	326	98	693	0	1	0	6	0	0	7
	C	14698	2827	885	5496	39	7	0	30	0	0	37
	D	12984	2036	749	6657	0	55	9	54	0	0	118
	Total	31468	5623	1879	13361	68	76	14	102	0	0	192
SECL	A	2471	448	208	601	32	10	5	16	1	0	32
	B	2658	290	296	353	0		1	5	0	0	6
	C	18504	1930	3378	3459	17	5	1	21	0	0	27
	D	13041	1250	3444	2888	0	8	19	3	0	0	30
	Total	36674	3918	7326	7301	49	23	26	45	1	0	95
MCL	A	1738	269	139	455	47	6	3	8	0	0	17
	B	2183	195	143	111	5	0	0	6	0	0	6
	C	9761	1307	816	435	50	13	1	26	0	0	40
	D	7023	1425	900	341	37	16	10	40	0	0	66
	Total	20705	3196	1998	1342	139	35	14	80	0	0	129
NCL	A	1593	217	62	377	31	6	8	16	0	0	30
	B	1236	182	141	194	0	0	0	7	0	0	7
	C	8464	1430	1273	2061	55	1	2	34	0	0	37
	D	1679	301	235	469	24	3	3	9	0	1	16
	Total	12972	2130	1711	3101	110	10	13	66	0	1	90
CMPDIL	A	795	112	43	188	1	2	0	9	0	0	11
	B	163	26	12	53	0	0	1	1	0	0	2
	C	968	158	103	274	0	3	2	0	0	0	5
	D	735	111	78	230	0	0	0	0	0	0	0
	Total	2661	407	236	745	1	5	3	10	0	0	18
NEC	A	63	14	19	9	0	0	0	0	0	0	0
	B	88	3	9	17	0	0	0	1	0	0	1
	C	255	9	33	24	0	0	0	0	0	0	0
	D	100	5	6	7	0	0	0	0	0	0	0
	Total	506	31	67	57	0	0	0	1	0	0	1
CIL HQ	A	393	36	12	63	0	2	0	3	0	0	5
	B	76	3	0	0	0	0	0	2	0	0	2
	C	139	11	2	3	0	1	0	0	0	0	1
	D	46	6	1	3	0	0	0	1	0	0	1
	Total	654	56	15	69	0	3	0	6	0	0	9
CIL AS A WHOLE	A	15014	2513	1079	3765	278	61	30	84	1	0	176
	B	12648	1617	1042	2199	5	2	2	39	0	0	43
	C	101410	16180	12521	19124	166	45	13	177	0	0	235
	D	85261	15041	12113	15307	61	96	45	162	0	1	304
	Total	214333	35351	26755	40395	510	204	90	462	1	1	758

Note: The above representation data is also attached in Annexure I (MS-Excel).

### Sub categories of PwBD:

Category a - Blindness and Low Vision

Category b- Deaf and hard of hearing

Category c- Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy

Category d- intellectual disability, specific learning disability and mental illness

Category e- multiple disabilities from amongst persons under clauses (a) to (d) including deaf-blindness

1. Backlog reserved vacancies filled up during the year and remaining unfilled along with reasons:

2. Details in respect of recruitment in Group A posts:

Coal India Limited (CIL) had notified Management Trainee (MT) Recruitment-2025 through both CBT and GATE modes, covering 15 technical and non-technical disciplines. The recruitment includes horizontal reservation for Persons with Benchmark Disabilities (PwBD) in accordance with applicable Government norms.



The table below presents the Recruitment process wise details of vacancies notified and actual joining as on 01.01.2026 for Group 'A' posts. The recruitment process is presently underway, and the figures are indicative of the position as on the

said date.

**1. Open Recruitment of Management Trainees on the basis of GATE-2024 Score in 06 different disciplines.**

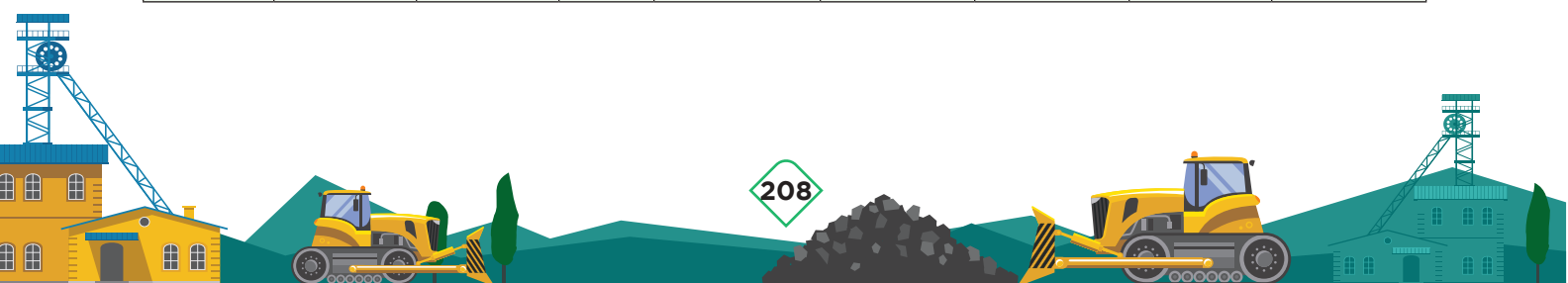
Recruitment Process	GENERAL	EWS	OBC(NCL)	SC	ST	TOTAL	PwBD
TOTAL VACANCY (INCLUDING BACKLOG)	190	43	204	131	72	640	51
BACKLOG	-	-	80	64	38	182	23
JOINING	122	30	99	57	38	346	10
Currently joining in phases is underway							

**2. Open Recruitment of Management Trainees through Computer Based Test in 09 different non-technical disciplines**

Recruitment Process	GENERAL	EWS	OBC(NCL)	SC	ST	TOTAL	PwBD
TOTAL VACANCY (INCLUDING BACKLOG)	147	33	110	69	75	434	44
BACKLOG	---	---	13	15	48	76	29
JOINING	79	18	62	36	28	223	20
Currently joining in phases is underway							

**Details in respect of direct recruitment in Group B/C/D posts for non-executive cadre employees:**

Subsidiary	Recruitment type	Period	Group	Designation and grade	Total no. of vacancies advertised	Total no. of vacancies filled	Total no. of vacancies unfilled	Reason for unfilled vacancies
BCCL	Special Recruitment Drive	01.04.2025-31.12.2025	C posts	Jr. Overman, T&S grd C	77 (SC-10 ST-62 OBC/ NCL-5)	76 (SC-10 ST-61 OBC/ NCL-5)	1 (ST)	Caste certificate of concerned candidate was not found genuine during verification



Subsidiary	Recruitment type	Period	Group	Designation and grade	Total no. of vacancies advertised	Total no. of vacancies filled	Total no. of vacancies unfilled	Reason for unfilled vacancies
NCL	Direct Recruitment	01.04.2024-31.03.2025	C posts	Asst. Foreman Trainee T&S grade C in three cadres (viz. E&T; Mechanical and Electrical)	150 (UR-67 SC-21 ST-28 OBC-NCL-22 EWS-12) Horizontal PWBD-4 ESM-12	146 (UR-65 SC-21 ST-27 OBC-NCL-21 EWS-12) Horizontal PWBD-4 ESM-12	4 (UR-2 ST-1 OBC-NCL-1)	Non-availability of suitable candidates
		01.04.2025-31.12.2025	D posts	Electrician (Trainee) -III Fitter (Trainee) -III Welder (Trainee) -II	200 (UR-15 SC-30 ST-37 EWS-17 OBC-31)	Recruitment Under process	Recruitment Under process	--
SECL	Direct Recruitment	01.04.2024-31.03.2025	C posts	Mining Sirdar, T&S grade C	350 (UR-131 SC-48 ST-97 EWS-32 OBC-NCL-42)	345 (UR-131 SC-48 ST-92 EWS-32 OBC-NCL-42)	5 (ST)	Candidates did not join
		01.04.2025-31.12.2025						

Note:

- MCL: In respect of employment notice no 600 dated 15.12.2022 vide WPC No. 24192 of 2023, 49 seats (UR-18, EWS-6, SC-8, ST-12, OBC-5) are withheld in the post of Jr.Overman, T&S grade C and Mining Sirdar, T&S grade C till final judgement is issued by Hon`ble High Court of Odisha. As a result, the backlog shall be cleared after passing of the judgment in this case. No other recruitment during the mentioned period.
- No direct recruitment in the given period by ECL, CCL, WCL and CMPDIL.

### 3. Details of Liaison Officers:

Appointment of the Liaison Officer in CIL & its

Subsidiaries:

- Liaison Officer for SCs, STs and PwBDs has been appointed in respect of matters relating to the representation of the Scheduled Castes, Scheduled Tribes and Persons with Disabilities.
- Liaison Officer for OBC has been appointed in respect of matters relating to the representation of the Other Backward Classes
- Liaison Officer for Economically Weaker Section (EWS) is also appointed to monitor the implementation of reservation for EWSs. Similarly, Liaison Officer for Ex-servicemen is also appointed to monitor the implementation of reservation for EWSs.

Details of Liaison Officer for SCs/STs/Divyangjan

Subsidiary	Name & Designation of Liaison Officer, Caste	Liaison Officer (LO)
ECL	Shri Rahul Kumar Mandal, Sr. Manager (HR), SC	Liaison Officer-SC/ST/Divyangjan
BCCL	Shri Dilip Kumar Bhagat, Chief Manager (HR), ST	
CCL	Sri Manish Kongari, Manager (HR), ST	
WCL	Shri Atul Bansod, Manager (HR), SC Smt. Rashmi Singh, Sr Manager (HR)	Liaison Officer-SC/ST Liaison Officer-Divyangjan



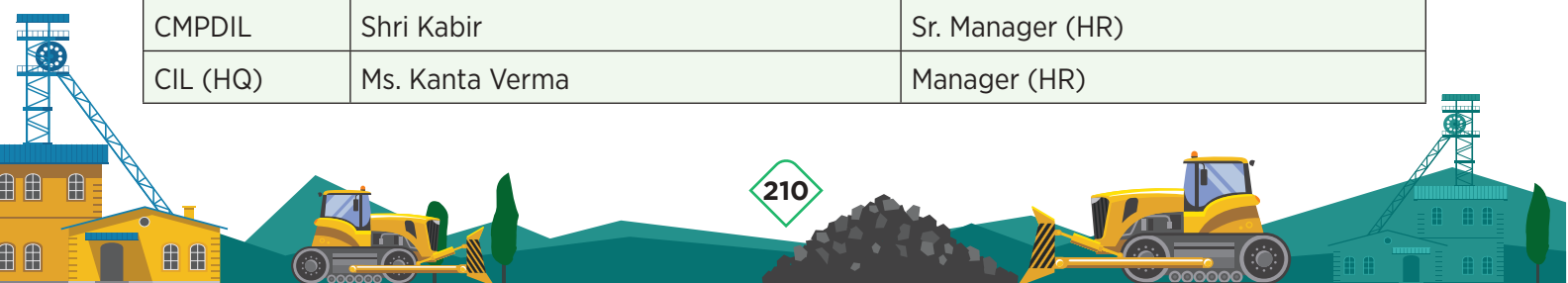
Subsidiary	Name & Designation of Liaison Officer, Caste	Liaison Officer (LO)
SECL	Smt. Deepika Verma, Sr.Manager (HR), SC Shri Manish Juliet, Manager (HR), ST Shri Sailesh Chakraborty, SOE (Civil)	LO-SC LO-ST LO-Divyangjan
MCL	Sri Sushil Kr. Behera, Sr. Manager (HR), SC	Liaison Officer- SC/ST/ Divyangjan
NCL	Shri Samir Barla, General Manager (HR), ST	
CMPDIL	Shri Jiban Das, Sr. Manager (Mining), SC Smt. Mamta Toppo Chief Manager(P), ST Dr. Om Prakash Lohara, Sr.Manager (HR)	LO- SC LO-ST LO-Divyangjan
NEC	Shri Santonu Hazarika, Dy. Manager (CD), SC	Liaison Officer- SC/ST/ Divyangjan
CIL(HQ)	Shri Piyush Chawla, Manager (HR), SC	

**Subsidiary wise details of Liaison Officers (OBC) are as below:**

Subsidiary	Name	Designation
ECL	Shri Partha Dev Mahato	Manager (HR)
BCCL	Shri Manish Chandra Sahu	Manager (HR)
CCL	Shri Shafeeque TM	Manager (HR)
WCL	Shri Sridhar Cherala	Manager (HR)
SECL	Smt.Pooja Rani	Manager (HR)
MCL	Shri Banty Kumar	Senior Manager (Systems)
NCL	Mohammad Shehbaz	Manager (HR)
CMPDIL	Sri Pramod Kumar	General Manager (Mining)
NEC	Shri Ashish Chanda	Dy.Manager (Excavation)
CIL (HQ)	Shri Sanjay Kumar	Manager (HR)

**Subsidiary wise details of Liaison Officers (EWS) are as below:**

Subsidiary	Name	Designation
ECL	Shri Rahul Kumar Mandal	Manager (HR)
BCCL	Ms. Sweta Subhashini	Manager (HR)
CCL	Ms. Kumari Vandana	Manager (HR)
WCL	Shri Jainendra Chikane	Dy. Manager (HR)
SECL	Ms. Pooja Rani	Manager (HR)
MCL	Shri Soumit Senapati	Dy. Manager (HR)
NCL	Shri Radha Krishna Seth	Dy. Manager (HR)
CMPDIL	Shri Kabir	Sr. Manager (HR)
CIL (HQ)	Ms. Kanta Verma	Manager (HR)





Subsidiary wise details of Liaison Officers (ESM) are as below:

Subsidiary	Name	Designation
ECL	Shri Rahul Kumar Mandal	Sr. Manager (HR)
BCCL	Ms. Sweta Subhashini	Manager (HR)
CCL	Shri Anirudha Pratap Singh Chauhan	Sr. Manager (Security)
WCL	Lt. Cdr Vikrant Malhan (Rtd.)	Chief Manager/HOD (Security)
SECL	Lt. Cdr V Dakshinamoorthy	Dy. Manager (Security)
MCL	Major Raja Paul	Sr. Manager (Security)
NCL	Shri Sandeep Shah	Manager (Security)
CMPDIL	Major Raghvendra Singh	HOD (Security)
CIL (HQ)	Major Abhijeet Pratap Singh	Chief Manager (Security)

#### 4. Details of the Reservation cell constituted:

Coal India Limited and each of its Subsidiaries have set up a separate Reservation Cell in order to ensure proper implementation of reservation policy in the matter of recruitment and promotion as per the presidential directives issued by the Government of India from time to time, under the direct control of the Liaison Officer and to assist the Liaison Officer in discharging of his duties in order to look after/safeguard the interest of SC, ST, OBC, EWS, Divyangjan and Ex-servicemen in the Organisation.

A separate cell exists for Liaison Officer in Coal India Limited & its Subsidiary, with adequate space and staff support.

Respective Liaison Officer holds regular dialogues and communication with SC / ST /OBC/ Divyangjan /EWS/ Ex-Servicemen employees for settlement of their grievances. Grievances of all employees, including SC, ST, OBC, EWS, ESM and Divyangjan category employees, are addressed and no differentiation is made on the basis of caste/category/religion for settling employee's grievances.

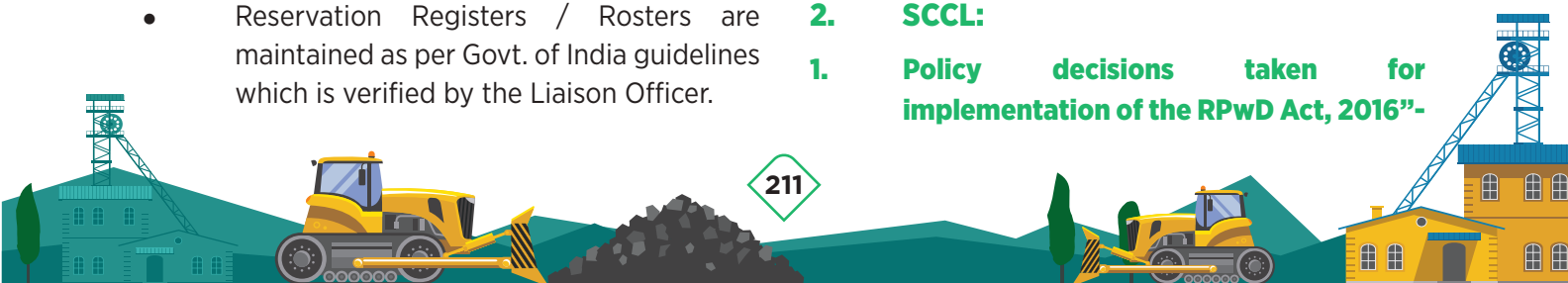
**Some of the indicative key measures undertaken by CIL & its Subsidiaries to fulfil the reservation polices are as under:**

- Reservation Registers / Rosters are maintained as per Govt. of India guidelines which is verified by the Liaison Officer.

- While recruitment in Group A, B, C & D, proper check and balance is ensured regarding reservation as per presidential directives and rules of Govt. of India.
- Periodical Training programs are conducted on reservation guidelines by subject matter experts for Liaison Officer as well as for the employees of SC / ST / OBC / EWS, ESM and Divyangjan community.
- A member representative belonging to SC/ST community is always nominated in the Selection Committee for recruitment/ DPC for promotion, held for various category of employees as per requirement as mandated by the Government of India. Likewise, a member representative belonging to OBC community is always nominated in the Selection Committee for recruitment, held for various category of employees.
- Grievance Redressal Cells are functioning in CIL & its Subsidiaries to redress the grievances of all employees including SC/ ST/OBC/EWS/ESM/Divyangjan.
- Periodical meetings are held with SC/ST/ OBC employee's association to sort out their problems and grievances.

#### 2. SCCL:

- Policy decisions taken for implementation of the RPwD Act, 2016"-



Department of WCD&SC, Govt. Of Telangana issued GO Ms. No. 10, Dated 30.8.2018 informing guideline for implementation of 4% reservation in favour of PwD candidates in direct recruitment. Subsequently, General administration (SER.D) Dept., Govt. of Telangana issued GO Ms. No 96, dated 22.07.20219 making certain modification in the State and subordinate service rules, 1996 in accordance with the guidelines issued in GO Ms. No.10 Dated 30.8.2018.

Further, as per the provisions of the Right of Persons with Disabilities 2016, under Sec 34 reservation is being provided to the persons with benchmark disabilities of 1% each under clause (a), (b), and (C) and 1% for persons with benchmark disabilities under clauses (d) & (e) namely:

- (a) Blindness and low vision
- (b) Deaf and hard of hearing
- (c) Locomotor disability including cerebral palsy, leprosy, cured, dwarfism, acid attack victims, and muscular dystrophy;
- (d) Autism, intellectual disability, specific learning disability and mental illness;
- (e) Multiple disability from amongst persons under clauses (a) to (d) including deaf-blindness in the posts identified for each disability.

In SCCL, there are 38 Divyang employees out of total 40,237 employees as on 01.01.26.

Table 2.2(a)

Company	Number of Employees						Total PwBD
	Total	Category a (Blindness and Low Vision)	Category b (Deaf and hard of hearing)	Category c (Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy)	Category d (intellectual disability, specific learning disability and mental illness)	Category e (multiple disabilities from amongst persons under clauses (a) to (d) including deaf-blindness)	
SCCL	40,237	3	7	28	0	0	38

## 2. Implementation of Rights of Persons with Disability Act, 2016:

In line with the above, reservation of PwD candidates of 4% (with more than 40% disability) is being implemented in SCCL in recruitments.

- i. In the recent notification 01/2024 and 02/2024 Persons with Disability (with minimum 40% disability) PWD reservation was implemented for the following surface posts.

Notification No 1/2024:

SL. No.	Name of the Post
1	Management Trainee (F&A), E-2 Grade
2	Jr. Estates officer, E-1 Grade
3	Management Trainee (Civil), E-2 Grade
4	Jr. Forest Officer, E-1
5	GDMO, E-3 Grade

Notification No 2/2024:

SL. No.	Name of the Post
1	Management Trainee (Systems), E-2 Grade

- ii. Representation of persons with benchmark disabilities in SCCL as on 01.01.2026 is shown below in Table 2.2(a) and Table 2.2(b).

Table 2.2(b)

Group	Total Strength	PWBD				
		SC	ST	BC	OC	Total
Executive	2,328	02	--	--	1	3
NCWA	37,909	06	07	08	14	35
<b>Total</b>	<b>40,237</b>	<b>08</b>	<b>07</b>	<b>08</b>	<b>15</b>	<b>38</b>

### 3. Reservation to SC/ST/OBC/EWS/PWBD:

The reservation policy is being implemented in case of direct recruitment as well as promotion as per the Presidential Directives are given as per details shown below:

Table 2.3

#### Reservation percentage in case of Direct Recruitment:

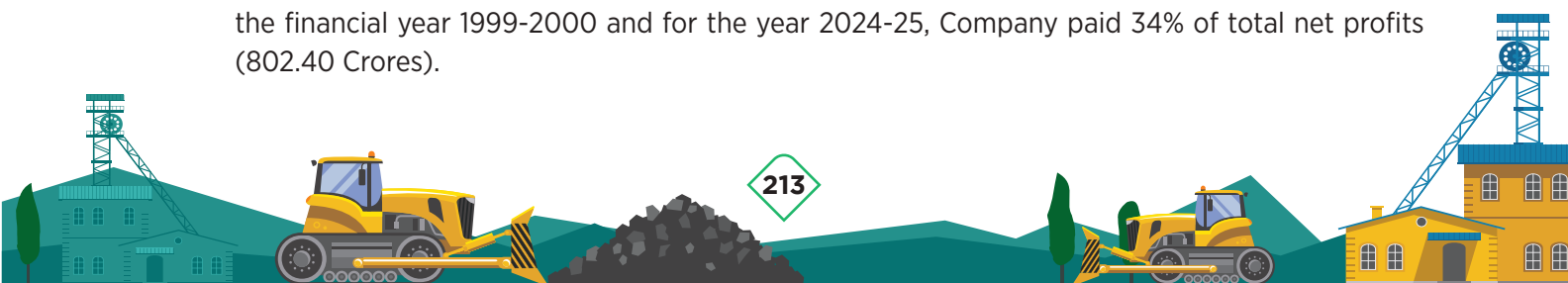
For Both Executive and NCWA Cadre posts:					
Particulars	Scheduled Castes (SC)	Scheduled Tribes (ST)	Backward Classes (BC)	Economically Weaker Section (EWS)	PWBD
Direct Recruitment	15%	10%	29%	10%	4%

#### Categories -wise Men on roll as on 01.01.2026 in SCCL is as below:

Categories	Executives	NCWA Employees	Total	% in total
SC	429	8,995	9,424	23.4%
ST	181	3,076	3,257	8.1%
BC	1,201	22,267	23,468	58.3%
OC	517	3,571	4,088	10.2%
<b>TOTAL :</b>	<b>2,328</b>	<b>37,909</b>	<b>40,237</b>	

#### Other welfare measures

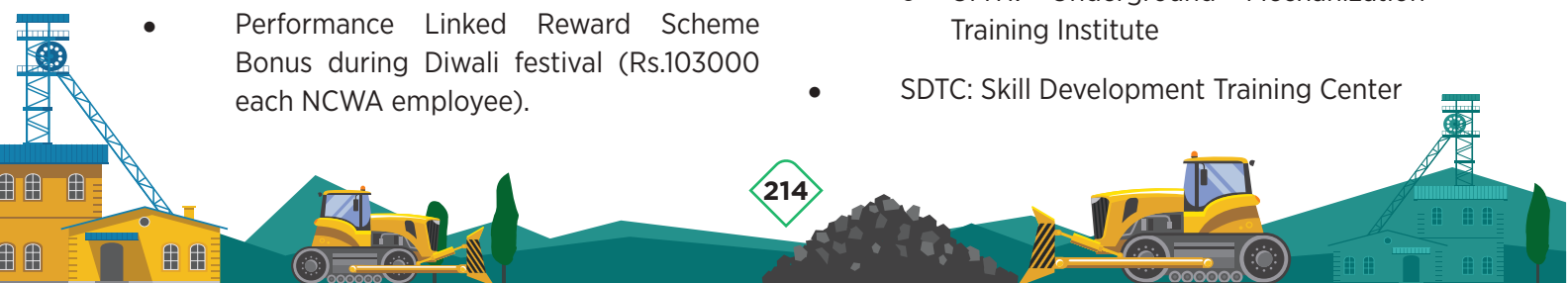
- Welfare and social security to the employees are given due importance and various welfare activities viz., housing & sanitation, educational, recreational, medical facilities with super specialty services and social security schemes that are in vogue are being continued.
- HBLIRS (House Building Loan Interest reimbursement Scheme) up to 10Lakhs Loan: Interest paid by NCWA /Executives on House Building Loan taken from the Public Sector Bank/Financial Institution will be reimbursed by SCCL since 2018-19.
- Quarters with free Electricity & Water Supply (40242 quarters) & Free Power supply for AC facility to Quarters of NCWA Employees (8307).
- Special Incentive is being paid to NCWA Employees & Executives from the profit earned from the financial year 1999-2000 and for the year 2024-25, Company paid 34% of total net profits (802.40 Crores).



- Merit scholarships to the children of NCWA employees / Executives NCWA employees / Executives @Rs,16,000/- per year who got admission in Engineering / Medical Courses through EAMCET, Bits Pilani, NIT (JEE-Main), NEET, AIIMS (No.of Beneficiaries : 183)
- Reimbursement of Tuition Fees to the children of NCWA employees who got admission in IITs/IIMs (No. of Beneficiaries: 49).
- Post-Retirement Medical Benefit Scheme to retired Employees (Smart medical cards were issued to all retired employees (45813 Medical cards issued)
- Social Security Scheme for dependants of Employees who died in harness while in service / Medically invalidated – any of Compassionate employment /Monthly monitory Compensation/ Lump sum amount
- Free Medical Treatment to Employees & their Dependents.
- Subsidized Canteens in Mines and Departments (Total Canteens: 49, Expenditure :7.00 Crores)
- Schools, Junior, Degree & Polytechnic Colleges established for providing quality education
- Community Halls (21 Nos), Recreation Clubs (36 Nos), Play Grounds (16 Nos), Swimming Pools (16 Nos) & Badminton Courts (15 Nos)
- Sports facilities with latest infrastructure (Funds allotted for 2025-26 :125.00 Lakhs)
- LPG reimbursement for 12 refills per annum (Rs.15.00 Crores per year)
- Recoverable Festival advance to employees during their major religious festivals once in year ( Rs.25000 each)
- Performance Linked Reward Scheme Bonus during Diwali festival (Rs.103000 each NCWA employee).
- Matching Grant to NCWA Employee died in Mine Accident (10 Lakhs) Natural death:7.5 Lakhs

### ACCIDENTAL INSURANCE PROVIDED BY BANKS THROUGH CORPORATE SALARY PACKAGE:

- SCCL has entered in to a MoU with SBI in the year, 2022 in which SBI has extended personal Accident Insurance coverage up to 40 lakh with added benefits to the SCCL employees.
- SCCL has also entered into MoUs with SBI/ UBI/CANARA/BOB/PNB and those Banks have given personal Accident Insurance coverage up to **1.25 Crore (commencing from 2024)**
- As on date (31.12.2025) Banks have settled personal Accident Insurance Claims in 38 cases and they have paid 30 Crore to the families of deceased employees.
- CANARA/BOB and PNB have extended Group Term Life insurance coverage also up to 6 lakhs/10 lakhs /15 lakhs respectively to SCCL employees. Deliberations are going on with SBI & UBI for extending term life insurance also.
- Accident insurance being extended to Contract workmen also by HDFC & PNB for (23000 contract workmen covered)
- SCCL is operating various training centers for providing Training & Development to employees and the expenditure incurred for the Financial Year 2024-25 is ₹20.41 Crore.
  - NIM: Nargundkar Institute of Management
  - MVTC: Mines Vocational Training Centre
  - TTC: Technical Training Center
  - UMTI: Underground Mechanization Training Institute
- SDTC: Skill Development Training Center



- SCCL has approved a net Fund of Rs.51.37 Cr. by the board for the FY 25-26 and actual expenditure spent against approved budget is Rs.34.21 Crores towards maintaining Educational institutions for providing quality education to Children.

FINANCIAL YEAR 2024-25		FINANCIAL YEAR 2025-26	
BUDGET (in Cr.)	ACTUALS (in Cr.)	BUDGET (in Cr.)	ACTUALS (01.04.2025 to 31.12.2025 (in Cr.)
Rs.48.74	Rs.41.57	Rs.51.37	Rs.34.21

### SCCL – Medical Expenditure Overview

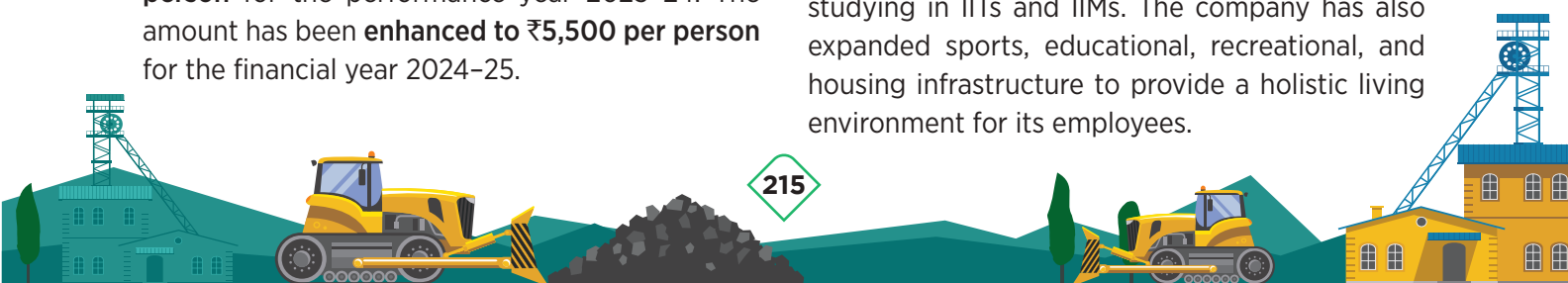
In Crores

Description	2021-22	2022-23	2023-24	2024-25	2025-26 (Up to 31.12.25)	2025-26 (JanUp to 31.12.25)
In House Medical Expenditure including Wages and Maintenance	343.32	335.88	367.33	382.85	270.00	400.00
On roll Expenditure for Referrals and Admissions	89.29	77.72	89.40	110.57	73.00	100.00
CPRMS (Retired Employees)	27.02	72.08	75.99	87.85	67.23	98.44
Special Drugs	7.6	9.13	6.05	4.48	4	8
<b>Total</b>	<b>467.23</b>	<b>494.81</b>	<b>538.77</b>	<b>585.75</b>	<b>414.23</b>	<b>606.44</b>

### Summary of Welfare activities of SCCL is as below:

Employee welfare has remained one of the hallmarks of SCCL's achievements under the Telangana Government's two-year term. Profit share for workers increased from 33% to 34% after state formation, providing benefits worth ₹4,386.34 crore. For the first time, profit bonus was distributed to **28,823 contract personnel** through their respective contractors, as per the directions of the Government of Telangana, at **₹5,000 per person** for the performance year 2023-24. The amount has been **enhanced to ₹5,500 per person** for the financial year 2024-25.

The retirement age has been enhanced to 61 years, and profit bonuses have been extended even to contract workers. Simplification of compassionate employment has benefited 18,370 families, and SCCL has completed recruitment of 555 candidates in 2024 through transparent CBT-based examinations conducted via EdCIL. Other welfare initiatives include interest-free housing loans, enhanced festival advances, improved medical facilities through seven area hospitals and 21 dispensaries, accident insurance cover, child care leave, and fee reimbursement for children studying in IITs and IIMs. The company has also expanded sports, educational, recreational, and housing infrastructure to provide a holistic living environment for its employees.







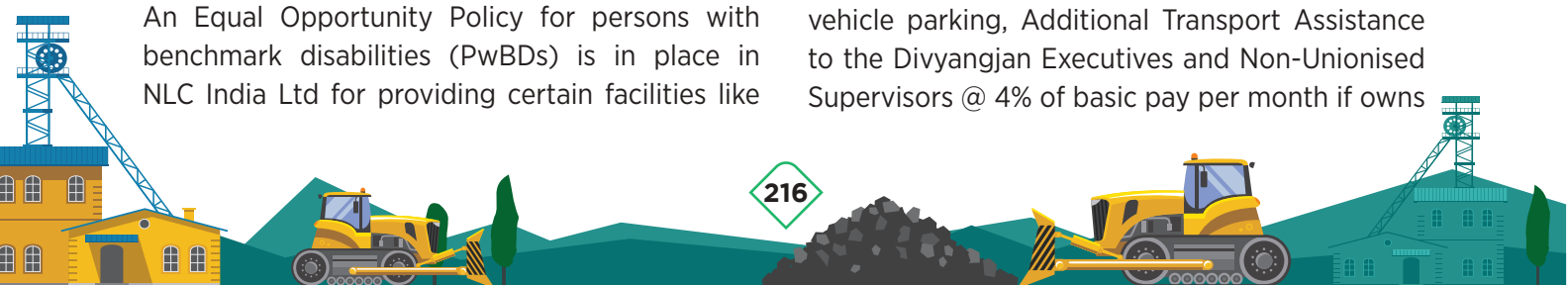
### 3) NLCIL

#### Welfare Measures

#### 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, Additional Transport Assistance to the Divyangjan Executives and Non-Unionised Supervisors @ 4% of basic pay per month if owns



a four wheeler & 2% if owns a two wheeler over and above the overall ceiling of 35% of Basic Pay under the cafeteria approach 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.

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:

- a. 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 82 Nos out of which 59 are Boys and 23 are Girls.
- b. 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.

- c. During the financial year 2025-26, a dedicated sports facility-"Para sports ground" for differently abled persons was designed and made operational keeping in view their specific requirements and sports items were procured for a total cost of Rs.2,48,000/-
- d. During the financial year 2024-25, artificial limbs and assistive devices were distributed to 560 underprivileged individuals in Tamil Nadu, Odisha and Rajasthan through M/s ALIMCO at a total project cost of Rs.197 Lakhs.

### Reservation to SC, ST, OBCs, EWS and PwD

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).

### Quantum of Reservation:

As per Govt. of India guidelines, the percentage of Reservation for Group - A & Group - B posts for SC, ST, OBCs, EWS, and PwDs in Government services and CPSEs is being implemented in NLCIL is as detailed below.

Category	SC	ST	OBCs	EWS	PwDs
% of Reservation in Direct Recruitment on All India Basis by Open Competition	15%	7.5%	27%	10%	4%
% of Reservation in Direct Recruitment on All India Basis otherwise than by Open Competition	16.66%	7.5%	25.84%	10%	4%

The quantum of Reservation for Group-C & Group-D posts which is normally attracting candidates from a locality or a region is fixed on the basis of proportion of the population in the

respective States/UTs. In such cases, the Quantum of Reservation is fixed as per the instructions issued by DoP&T, Ministry of Social Justice and Empowerment/Gol.





States / UTs	SC	ST	OBCs	EWS	PwDs
Tamil Nadu	19%	1%	27%	10%	4%
Rajasthan	17%	13%	20%	10%	4%
Uttar Pradesh	21%	1%	27%	10%	4%
Odisha	16%	22%	12%	10%	4%

The total manpower in NLC India Ltd as on 31st December 2025 is 9760 and the representation as on 31st December 2025 is as given below.

Group	Representation of SC/ST/OBC/EWS/PWD (As on 31-12-2025)						
	Total Strength	SC	ST	OBC	EWS	PWD	ESM
A	2843	611	320	757	28	41	7
B	255	41	8	109	9	1	1
C (Excluding Safai Karmachari)	4375	838	41	1743	2	98	1
C (Excluding Safai Karmachari)	1	0	0	0	0	0	0
D	2286	523	10	1173	0	77	0
<b>Total</b>	<b>9760</b>	<b>2013</b>	<b>379</b>	<b>3782</b>	<b>39</b>	<b>217</b>	<b>9</b>

### Reservation Cells:

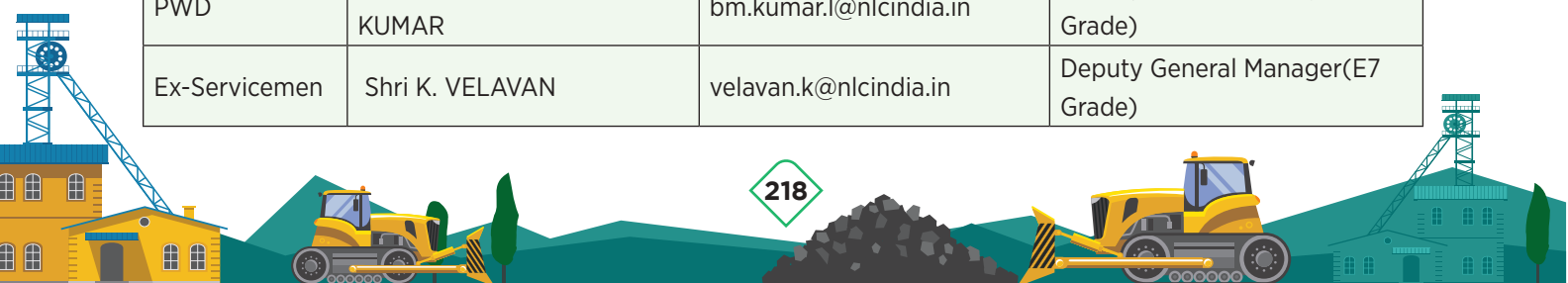
In NLCIL separate SC, ST, OBC PwD, EWS and Ex-Servicemen cells are established under the Liaison Officers to ensure due compliance of reservation rules / guidelines applicable for SC, ST, OBC PwD, EWS and Ex-Servicemen .

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/OBC Candidates at the time of Initial appointment through concerned State/ District authorities / District Level Vigilance Committee (DLVC) / State Level Scrutiny Committee (SLSC).

The details of the Liaison Officers appointed in NLC India Limited is mentioned below:

Category	Name of the Liaison Officer	Email ID	Designation
SC	Shri O.S. ARIVU	loscst@nclindia.in	Chief General Manager (E8 Grade)
ST	Shri L. BALAJI MANOHAR KUMAR	stcell@nclindia.in	Deputy General Manager (E7 Grade)
OBC	Shri K. RAJAKUMAR	lo.obc@nclindia.in	Chief Manager (E6 Grade)
EWS	Shri L. BALAJI MANOHAR KUMAR	bm.kumar.l@nclindia.in	Deputy General Manager(E7 Grade)
PWD	Shri L. BALAJI MANOHAR KUMAR	bm.kumar.l@nclindia.in	Deputy General Manager(E7 Grade)
Ex-Servicemen	Shri K. VELAVAN	velavan.k@nclindia.in	Deputy General Manager(E7 Grade)



## PUBLIC GRIEVANCE REDRESSAL – April 2025 to December 2025

Public Grievance received through	Brought forwarded/ Received	Re-dressed	Pending
Online Portal – MOC	237	226	11
V.I.P. Reference	234	219	15
Chief Minister Special Cell/Chennai	94	94	0
District Collector / Cuddalore	227	198	29
Directly addressed to CMD/ through Mail	43	40	03
Total	835	777	58

## Employee Welfare:

EDUCATIONAL ASSISTANCE SCHEME (Scholarship) (April-2025 to December-2025)				
Reservation Class	No. of Students		Amount Sanctioned (Rs.)	
General Category	150		24,87,000/-	
OBC	547		1,04,87,000/-	
SC/STs	272		52,12,000/-	
(ii) CASH AWARD (April-2025 to December-2025)				
Academic Year	X Std		XII Std.	
	No. of Students	Amount (Rs.)	No. of Students	Amount (Rs.)
2025	76	38,000/- (76 x 500)	63	63,000/- (63 x 1000)
Total No. of Students	76 + 63 = 139		Total Amount sanctioned: Rs. 1,01,000/- (38,000 + 63,000)	
(iii) DEATH RELIEF FUND (April-2025 to December-2025)				
Total No. of Beneficiaries : 42	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-2025 to December-2025)				
Total No. of Beneficiaries: 35	The Family Relief amount is payable to the spouse of the deceased employee.			

