

**GOVERNMENT OF INDIA**  
**MINISTRY OF COAL**  
**RAJYA SABHA**  
**QUESTION NO 08.08.2011**  
**ANSWERED ON**  
**COAL WAGE AGREEMENTS .**

790

SHRI R.C. SINGH

Will the Minister of COAL COAL PETROLEUM AND NATURAL GAS COAL be pleased to state :-

- (a) the details of Coal Wage Agreements executed between Central Trade Unions and the Coal India Limited;
- (b) whether it is a fact that Eighth Wage Agreement was signed in January, 2009;
- (c) if so, the details thereof;
- (d) whether all the provisions of the Agreement have been implemented; and
- (e) if not, the details of provisions which have not been implemented and the reasons therefor?

**ANSWER**

MINISTER OF STATE IN THE MINISTRY OF COAL

(SHRI PRATIK PRAKASHBAPU PATIL):

(a):The pay structure and other conditions of service of regular coal workers are revised under the National Coal Wage Agreement (NCWA) signed after deliberations in the Joint Bipartite Committee for the Coal Industry (JBCCI). Eight National Coal Wage Agreements have so far been signed as detailed in the table below:

National Coal Wage Agreement (NCWA) Signed on			
From	To		Duration of Agreement
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 ½ 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

(b)&(c): NCWA-VIII was signed on 24th January, 2009 for a five year period from 1.7.2006 to 30.06.2011. As per NCWA-VIII, the minimum guaranteed benefit was @ 24% on the total emoluments as on 30.06.2006, apart from other benefits such as annual increment @ 3% on progressive basis, 50% increase in other allowances, payment of House Rent Allowance (HRA) on revised basis, revision of underground allowance, enhancement of gratuity ceiling etc.

(d) & (e):Most of the provisions of the agreement under NCWA-VIII have been implemented. However, there are following residual matters arising out of NCWA-VIII which are pending with various committees:

- (i) 1. Grant of four promotions during the service span of 30 years;
2. Date of annual increment;
3. Incremental benefit on promotion.

Above issues were taken up by the sub-committee of JBCCI-VIII and the recommendation of the sub-committee in the form of policy on the said issues will be finalized shortly.

(ii) A committee has been constituted to formulate a scheme keeping in view the various verdicts of Hon'ble Supreme Court as regard employment to the dependent of the deceased employee.

(ii) A committee has been constituted for formulation of a contributory medi-care scheme for retired workmen.