

GOVERNMENT OF INDIA
MINISTRY OF COAL
RAJYA SABHA
UNSTARRED QUESTION No. 1314
TO BE ANSWERED ON 13.03.2023

Contract workers in coal mines

1314 Shri Sandosh Kumar P:

Will the Minister of *Coal* be pleased to state:

- (a) the total number of workers in coal industry in the country;
- (b) the number of permanent workers in coal industry in the country;
- (c) the number of contract workers in coal industry;
- (d) the number of permanent and contract workers in private coal mining companies alone; and
- (e) the minimum wages and others benefits provided to the contract workers in the coal mining sector?

ANSWER

MINISTER OF PARLIAMENTARY AFFAIRS, COAL AND MINES
(SHRI PRALHAD JOSHI)

(a)to (d) The total number of workers working in Coal Industry as a whole is not maintained. However, the total number of workers in coal PSUs namely CIL & its seven Subsidiaries, SCCL and NLCIL is given below:

Name of the Company	Total number of Workers	Total number of permanent workers	Total number of workers engaged by contractors/agencies
CIL & its Subsidiaries	240630 (as on 01.02.2023)	240630	98217
SCCL	42719 (as on 01.03.2023)	42719	18469
NLCIL	4902 (as on 01.03.2023)	4902	9118

(e) Coal PSUs don't employ contract workers directly. However, some of the works are outsourced through contractors/agencies who engage workmen for the said works. The

contractors' workers are provided wages as per minimum wages notified by Central Government effective from 01.10.2022. For Mining activities, CIL and its subsidiaries and NLCIL pay wages as recommended by HPC/Joint Committee. Workers engaged in UG mines get 9- 10% of Basic as UG allowance is paid above the HPC wages. SCCL pays wages as per minimum wages notified by Central Government and the minimum wages notified by the state government whichever is higher. HPC Wages rate & minimum wages rate of Central Government, as on 01.10.2022, are given below:

Category	Central Government notified minimum wages (Basic + VDA) (Rs.)	HPC wages (Basic + VDA) (Rs.)
Unskilled	350+127= 477	787+220= 1007
Semi-skilled / Unskilled Supervisory	437+158= 595	817+228= 1045
Skilled	523+188= 711	847+237= 1084
Highly Skilled	610+219= 829	877+245= 1122

In addition to providing statutory and non-statutory welfare amenities, the following benefits are provided to workers:-

CIL:-

1. An amount of ₹ 15 lakh (enhanced from Rs.5 lakh) is paid to the next of kin of contractor worker in case of fatal mine accident.
2. Amount of gratuity (if eligible) as per Payment of Gratuity (Amendment) Act, 2018 by the contractor.
3. All eligible contractors' workers are covered under EPF/CMPF.
4. Payment of bonus to eligible contractor's workers under Payment of Bonus Act 1965.

SCCL:-

1. The bonus @8.33% as per Payment of Bonus Act is being implemented/paid to all the contractors' workers engaged by Contractors on various outsourcing activities.
2. Medical facilities i.e. OPD and Indoor treatment medical facilities to the contractors' workers in the company's hospital/dispensary,
3. Coverage under CMPF/PF

NLCIL:

1. 12% of the wages are being paid towards the Employer Contribution for PF.
2. Minimum statutory Bonus @ of 8.33% is paid annually to the contract workmen
3. Regular employment or Family Relief of Rs.15,500/- per month is given to the eligible dependants of the deceased Contract workmen who have lost their life rising out of industrial accident in addition to the statutory workmen compensation.
4. Free education for the wards of contract workmen at NLCIL Schools upto 12th standard.
5. Wards of contract workmen studying in NLCI Schools are providing free uniforms upto 5th Standard.
6. Paid Holiday wages (9 days) on all National Holidays
7. Contract workmen Children Merit Scholarship Scheme: with effect from the academic year 2018-19 onwards. Now, Rs.10000/- per head (100 numbers) and Rs.8,000/- per annum (50 numbers) per head towards scholarship and hostel fees for Professional Course and General Degree respectively. (Out of 150 numbers, 75 students are earmarked for girls students).
8. As per 12(3) settlement entered between the contractor Employers and the Trade Unions representing contract workmen on 25/11/2014, gratuity amount are paid to the contract workmen/ Indcoserve/ Howsicos Workmen as per the Payment of Gratuity Act 1972 on attaining the age of 58 years/death etc. with effect from 01/01/2015.
9. Leave with wages are given to contract workmen with effect from 01/01/2016 etc.
10. Contract Workmen Death Relief Fund:

The contract workmen death relief fund is operated on creating a fund with monthly contribution of Rs.25/- from contract workmen, equal monthly contribution of Rs.25/- per contract workmen by NLCIL and Contribution@ 0.2% of the total contract bill amount (before deducting the statutory/ non-statutory items) through a Trust constituted for this purpose.

The payment of solatium, to the dependents of deceased contract workmen is enhanced to Rs. 30 lakhs, in case of death of a Contract Workman on account of accident arising out of and in the course of employment (inclusive of Compensation payable under Employee Compensation Act and EDLI) and in case of death due to any other reasons, solatium, is prescribed as Rs.15 Lakhs (i.e. Rs.14,50,000/- + Rs.50,000/- towards funeral / transportation charges).
