

GOVERNMENT OF INDIA  
MINISTRY OF COAL

RAJYA SABHA  
STARRED QUESTION NO.179  
TO BE ANSWERED ON 17.3.2025

**Contractual employees engaged by NLC India Ltd.**

\*179. Shri R. Girirajan:

Will the Minister of COAL be pleased to state:

- (a) whether Government has taken serious note on the plight of contract labours/ employees engaged by NLC India Ltd., and if so, the details thereof;
- (b) the effective measures taken by Government to provide minimum of 20-24 days of work for the daily wage workers in NLC India Ltd.;
- (c) the total number of contractual employees daily wage labours deployed by NLC India Ltd. and the wages paid during the last three years to till date, year-wise; and
- (d) the total number of management employees in NLC India Ltd. and the details of the salary paid during the last three years, year-wise?

**ANSWER**

MINISTER OF COAL AND MINES  
(SHRI G. KISHAN REDDY)

(a) to (d): A statement is laid on the Table of the House.

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STATEMENT REFERRED TO IN REPLY TO PART(A) TO PART(D) IN RESPECT OF THE RAJYA SABHA STARRED QUESTION NO. 179 TO BE ANSWERED ON 17.03.2025 ASKED BY SHRI R.GIRIRAJAN, HON'BLE M.P. REGARDING CONTRACTURAL EMPLOYEES ENGAGED BY NLC INDIA LTD.

(a): A brief on the benefits and welfare measures extended to contract workmen deployed in NLC India Limited, Neyveli is enclosed as **Annexure-A**.

(b): Majority of the contract workmen deployed by the contractors in NLCIL are engaged for the maximum permissible limit of 26/27 shifts per month.

(c): The details of contract workmen in position and wages paid during the past three years are enclosed as **Annexure-B** and **Annexure-C** respectively.

(d): The year wise total number of regular employees in NLC India Ltd and the salary/wages paid during the last three years is given below:

Sl. No.	Year ending	No. of regular employees	Salary and Wages paid (Rs. In Crores)
1	31 <sup>st</sup> March, 2022	11246	2,624.48
2	31 <sup>st</sup> March, 2023	10781	2,526.32
3	31 <sup>st</sup> March, 2024	10368	2 ,646.73

Details are enclosed as Annexure-D.

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## Annexure-A

### **STATUTORY AND WELFARE MEASURES EXTENDED TO CONTRACT WORKMEN ENGAGED THROUGH CONTRACTORS IN NLC INDIA LIMITED, NEYVELL.**

#### **1. CONTRACT LABOUR STATUTORY COMPLIANCE**

1.1 The Contractor Employers are following all applicable statutory compliance(s) as per the following Acts;

- The Contract Labour Regulation and Abolition Act, 1970.
- The Employees Provident fund and Miscellaneous Provisions Act, 1952
- The Employees State Insurance Act, 1948.
- The Employees Compensation Act, 1923
- The payment of Minimum Wages Act, 1948
- The Payment of Wages Act, 1936
- The Payment of Bonus Act, 1965
- The Payment of Gratuity Act, 1972 and other applicable Acts and Rules.

1.2 The Principal Employer (i.e NLCIL) is strictly ensuring compliance of all the above statutory requirements.

#### **2. Statutory benefits**

Contribution to Employees Provident Fund (EPF), Payment Of Gratuity, Contribution to Employees State Insurance Scheme (ESIC, Payment of Compensation under the Employees Compensation Act, 1923, Payment of Bonus & Ex-Gratia, Payment on National And Festival Holidays, Annual Leave With Wages (ALW) are being extended to contract workmen as per the provisions of the respective Acts.

##### **2.1 WAGES:**

Wages are being paid to the contract workmen are more than the CLC (C) / Central notified wages. The wages paid as per the 12 (3) settlement dated 07/08/2020, in NLCIL, Neyveli, is as under:

Skill Category	Total wages (including DA and Allowances) paid by NLCIL as on 01/10/24
	(in Rs./ Per Month)
A) Above Ground	
Unskilled (USK)	25067
Semi-skilled (SSK)	26679
Skilled (SK)	28161
Highly skilled (HSK)	30522
B) Below Ground	
USK	26289
SSK	27901
SK	30652
HSK	33460
C) Other than Mines	
USK	24937
SSK	26185
SK	27641
HSK	29248

### **3. Non - Statutory benefits**

- 3.1 Medical benefits to self and dependents for outpatient/ inpatient treatment at NLCIL Hospital at Neyveli, educational assistance to the wards of contract workmen, tuition fee reimbursement for wards of contract workmen, 2 sets of stitched uniform, are extended to the contract workmen.
- 3.2 In addition to the above, contract Workmen Death Relief Fund (CWDRF) Trust has been established to provide death relief to the dependants of contract workmen who lose their life due to accidents / natural reasons while in employment.
- 3.3 Compassionate employment will be provided to the eligible dependent of deceased who die due to industrial accident or family relief (in lieu of employment).
- 3.4 Free education, Free Breakfast, Noon meal & Uniforms to children studying in 11<sup>th</sup>& 12<sup>th</sup>Std in NLCIL schools.
- 3.5 Quarters are being allotted to Contract workmen and provided with free water, subsidized Electricity & nominal rent.
- 3.6 Around 5100 contract workmen were regularised as employees of NLCIL, based on the common seniority list and settlements entered with the trade unions representing contract workmen.

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**ANNEXURE-B**

<b>CONTRACT WORKMEN - FOR THE PAST 03 YEARS</b>					
<b>Sl. No</b>	<b>Year</b>	<b>NLCIL, Neyveli</b>	<b>NLCIL, Barsingsar Project</b>	<b>NLCIL, Talabira Project</b>	<b>Total</b>
1	01-04-2022	15012	640	69	<b>15721</b>
2	01-04-2023	15736	1045	567	<b>17348</b>
3	01-04-2024	16142	1320	732	<b>18194</b>

## ANNEXURE-C

<b>Agreement Wages (excluding allowances) payable to contract workmen deployed in NLCIL, Neyveli</b>													
Ground Level	Skill	01-04-2022			01-04-2023			01-04-2024			01-10-2024		
		NLC Wages	DA	Total	NLC Wages	DA	Total	NLC Wages	DA	Total	NLC Wages	DA	Total
Above Ground	USK	724.20	40.00	<b>764.20</b>	724.20	91.00	<b>815.20</b>	724.20	119.00	<b>843.20</b>	724.20	123.00	<b>847.20</b>
	SSK	757.20	50.00	<b>807.20</b>	757.20	113.00	<b>870.20</b>	757.20	148.00	<b>905.20</b>	757.20	152.00	<b>909.20</b>
	SK	786.20	60.00	<b>846.20</b>	786.20	133.00	<b>919.20</b>	786.20	175.00	<b>961.20</b>	786.20	180.00	<b>966.20</b>
	HSK	848.00	69.00	<b>917.00</b>	848.00	155.00	<b>1003.00</b>	848.00	203.00	<b>1051.00</b>	848.00	209.00	<b>1057.00</b>
Below Ground	USK	742.20	50.00	<b>792.20</b>	742.20	113.00	<b>855.20</b>	742.20	148.00	<b>890.20</b>	742.20	152.00	<b>894.20</b>
	SSK	776.20	60.00	<b>836.20</b>	776.20	133.00	<b>909.20</b>	776.20	175.00	<b>951.20</b>	776.20	180.00	<b>956.20</b>
	SK	853.00	69.00	<b>922.00</b>	853.00	155.00	<b>1008.00</b>	853.00	203.00	<b>1056.00</b>	853.00	209.00	<b>1062.00</b>
	HSK	935.00	77.00	<b>1012.00</b>	935.00	174.00	<b>1109.00</b>	935.00	228.00	<b>1163.00</b>	935.00	235.00	<b>1170.00</b>
Other than Mines	USK	719.20	40.00	<b>759.20</b>	719.20	91.00	<b>810.20</b>	719.20	119.00	<b>838.20</b>	719.20	123.00	<b>842.20</b>
	SSK	748.20	47.00	<b>795.20</b>	748.20	105.00	<b>853.20</b>	748.20	138.00	<b>886.20</b>	748.20	142.00	<b>890.20</b>
	SK	776.20	56.00	<b>832.20</b>	776.20	126.00	<b>902.20</b>	776.20	165.00	<b>941.20</b>	776.20	170.00	<b>946.20</b>
	HSK	806.00	68.00	<b>874.00</b>	806.00	150.00	<b>956.00</b>	806.00	196.00	<b>1002.00</b>	806.00	202.00	<b>1008.00</b>

### **PAY AND OTHER BENEFITS TO REGULAR EMPLOYEES OF NLCIL, NEYVELI**

1.0 The Unionized Category of Workmen/Non-Executive of NLCIL are paid wages and allowances as per the Memorandum of Understanding dt.05/12/2018, is as given below:

Grade	Scale of Pay
W0A	15000 - 3% - 30000
W0	16000 - 3% - 40000
W1	18000 - 3% - 73000
W2	19000 - 3% - 77000
W3	20000 - 3% - 81000
W4	21000 - 3% - 85000
W5	22000 - 3% - 90000
W6	23000 - 3% - 95000
W7	24000 - 3% - 100000
W8	25000 - 3% - 105000
SG1	26000 - 3% - 110000
SG2	27000 - 3% - 115000
SG3	28000 - 3% - 117000
SG4	30000 - 3% - 120000

2.0 The Executives and Non-Unionized Supervisors of NLCIL are paid wages and allowances as per the DPE guidelines as given below:

#### 2.1 Non- Unionized Supervisors

Grade	Pay Scale
S-1	Rs.31000-100000
S-2	Rs.32000-110000
S-3	Rs.34000-120000
S-4	Rs.36000-130000

#### 2.2 Executives

Grade	Pay Scale
E-1	Rs.40000-140000
E-2	Rs.50000-160000
E-3	Rs.60000-180000
E-4	Rs.70000-200000
E-5	Rs.80000-220000
E-6	Rs.90000-240000
E-7	Rs.100000-260000
E-8	Rs.120000-280000
E-9	Rs.150000-300000