

**Government of India  
Ministry of Coal**

**Lok Sabha  
Unstarred Question No. 2615  
To be answered on 04.12.2019**

**Contract Workers**

**2615. SHRI RATANSINH MAGANSINH RATHOD :  
SHRI SHRIRANG APPA BARNE:  
DR. HEENA GAVIT:  
SHRI VINAYAK RAUT:  
SHRI HEMANT SRIRAM PATIL:  
SHRI A.K.P. CHINRAJ:**

Will the Minister of COAL be pleased to state :

- (a) whether the Coal India Limited and its subsidiary company employ contract workers and if so, the total number of workers engaged by the contractors in each of the ancillary coal mine of the Coal India Limited (CIL) and its subsidiaries;
- (b) whether any agreement is signed between the contractor and the management regarding the working condition and wages of such workers;
- (c) if so, the total remuneration fixed for payment to various categories of workers engaged by the contractors;
- (d) whether some contractors are not paying wages to the workers as per the agreement;
- (e) if so, the action taken against such contractors; and
- (f) the other steps taken by the Government for the welfare of contract workers ?

**ANSWER**

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

(a) & (b): Coal India Limited (CIL) and its subsidiaries do not employ contract workers directly. However, some of the works are outsourced and the agencies (contractors), to whom the works are outsourced, employ/engage their workmen for the said work. The contracts are awarded as per the Notice Inviting Tender (NIT) containing all the statutory provisions of the applicable Acts. The contractors have to follow the statutory provisions as per the relevant Acts/ Rules as applicable mentioned in the contract agreement. The number of workers engaged by such agencies/contractors in each subsidiary of CIL is given below:-

Sl. No.	Company	Number of contractual manpower (as on 01.11.2019)
1	Eastern Coalfields Ltd.	9,516
2	Bharat Coking Coal Ltd.	4,685
3	Central Coalfields Ltd.	5,070

4	Western Coalfields Ltd.	7,348
5	South Eastern Coalfields Ltd.	13,198
6	Mahanadi Coalfields Ltd.	15,734
7	Northern Coalfields Ltd.	14,595
8	Central Mine Planning & Design Institute Ltd.	964
9	North Eastern Coalfields	696
10	Coal India Ltd. (HQ)	283
Total:		72,089

(c) : For mining activities, wages are paid to the contractors' workers as per the recommendations of High Powered Committee (HPC)/Joint Committee as notified in the Gazette Notifications dated 07.12.2015 and dated 25.05.2016 of Ministry of Labour and Employment, which are higher than the minimum wages paid by the appropriate Government. The minimum rate of wages showing the basic rates and Variable Dearness Allowance (VDA) payable w.e.f. 01.10.2019 is as under:-

Category of employees	Basic Rate of Wages (in Rs.) per day	VDA (in Rs.) per day w.e.f. 1.10.2019	Rate of wages including VDA (in Rs.) per day w.e.f. 01.10.2019
Unskilled	787.00	69.00	856.00
Semi-skilled/Unskilled Supervisory	817.00	71.00	888.00
Skilled	847.00	74.00	921.00
Highly Skilled	877.00	77.00	954.00

For non-mining activities, wages are paid to contractors' workers as per minimum wages as prescribed by appropriate Government from time to time.

(d) to (f): The contractors have to pay wages as per agreement / applicable laws. Management of coal companies takes all possible steps as principal employer to ensure the payment of wages to the contractors' workers as per the agreement / applicable laws.

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