

**GOVERNMENT OF INDIA  
MINISTRY OF COAL  
LOK SABHA**

**UNSTARRED QUESTION NO. 1683  
TO BE ANSWERED ON 08.12.2021**

**Contribution of CIL Employees**

1683. SHRI VISHNU DAYAL RAM:

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

- (a) the data on the contributions of the employees of Coal India Ltd. (CIL) in the production activities;
- (b) the data on the activities that are outsourced by Coal India Ltd. through contract or tenders; and
- (c) whether there are any incentives given to the employees of Coal India Ltd to improve performance and if so, the details thereof?

**ANSWER**

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

(a) Coal production of Coal India Limited (CIL) during 2020-21 was 596.22 Million Tonnes and the output per manshift (OMS) was 9.02 Tonnes.

(b) Coal India Limited (CIL) has undertaken activities in some of its mines through outsourcing mainly to build up additional capacity of coal production, without sacrificing departmental capacities. The activities so outsourced involve hiring of machinery and equipment along with operators, for production of coal, overburden (OB) removal and transportation.

In 2020-21, 569.77 Million tonnes of coal production was achieved in Opencast (OC) mines of CIL out of which 242.32 Million tonnes was by departmental equipment and 327.45 Mt by hired equipment.

(c) There are “Productivity Incentive Schemes” in Coal India Limited to encourage positive contribution resulting in consistent high performance & promote team spirit, belongingness and harmony amongst various working groups/sections/ departments. The incentives are monetary and non-monetary (like appreciation letters or prizes) in nature for achieving targets more than the set targets.

In addition, Coal India Limited is paying Performance Linked Reward Scheme (PLRS) to all eligible non-executive employees. In 2020-21, Rs 72,500/- has been paid as PLRS on pro-rata basis.

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