

**GOVERNMENT OF INDIA
MINISTRY OF COAL**

LOK SABHA

**UNSTARRED QUESTION NO.2563
TO BE ANSWERED ON 11.12.2024**

Plight of NLC Labourers

2563. Dr. T Sumathy *Alias* Thamizhachi Thangapandian:

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

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

ANSWER

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

- (a) NLCIL has been a forerunner in providing various benefits/ welfare measures to the contract workmen deployed through contractors for execution of certain works. The benefits and welfare measures extended to contract workmen deployed in NLCIL and regular employees of NLCIL are enclosed as Annexure-A and Annexure-B respectively.
- (b) The days of deployment of contract workmen by the contractor depends on the work requirement and terms of the contract. However, it is informed that 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 men in position (MIP) and amount paid to the contractors during the past four years are enclosed as Annexure-C and Annexure-D respectively.
- (d) The year wise - Total number of permanent employees in NLC India Ltd and the salary/wages paid during the last four years is furnished below:

Sl. NO.	Year ending	Permanent employees	Salary and Wages paid (In Rs. Cr.)
1	31 st March' 2021	11379	2,688.36
2	31 st March'2022	11246	2,624.48
3	31 st March'2023	10781	2,526.32
4	31 st March'2024	10368	2 ,646.73

Details are contained in Annexure B.

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

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	
USK	25067
SSK	26679
SK	28161

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 11th& 12thStd 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.

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 dated 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

3.0 Further the employees are paid Common Allowance @ 35% on revised basic pay towards perks and allowances.

4.0 In addition to the above, the workmen are paid Area Based Compensation ranging from Rs.250 to 8700, Night Shift Compensation @ Rs.150/- per night shift, HRA ranging from 8% to 24%, Superannuation Benefits @ 30% of BP+DA (CPF + Gratuity + Superannuation Pension Scheme and Post-Retirement Medical Benefits).

5.0 In respect of Executives, pay and allowances as paid as per the terms of Om Order W-02/0028/2017-DPe (WC)-GL –XIII /17 dated 03rd Aug 2017 of DPE guidelines.

6.0 Statutory Benefits

Provident Fund (PF) benefits (Exemption granted to maintain Trust), Payment of Gratuity, NLCIL Employees Deposit Linked Insurance, are paid/ regulated as per respective Act.

7.0 Non-statutory benefits.

7.1 Canteen facility, Potable drinking water, Rest shelters, Periodical medical check-up, First aid stations and well equipped First Aid Room, Transport facilities, Free supply of Terry Cotton uniform, shoes, gumboots, rain coats, goggles, etc.

7.2 Medical Services, Housing, Education, Community Development activities, Sports facilities, Social Welfare measures, Operation of subsidized transport facilities in the NLCIL Industrial Complex.

8.0 Presentation of Long Service Award, presentation of Loyal service award, marriage gift to the wards of the employee/ workman, superannuation Gift, Educational Scholarship to the wards of SC/ST employees and Meritorious Students, Central Library, Reading Rooms and Mobile Library and Group Personal Accident Insurance scheme.

9.0 Regular Employment is provided to the widow / ward/ legal heir on compassionate ground if the employee who die due to Industrial accident arising out of and in the course of employment or Family Relief in lieu of employment.

10.0 Uniforms and Liveries – Three sets of Uniform Footwear/ Protective Footwear, raincoats, helmets and safety appliances like goggles, respirators, hand gloves etc., at free of cost.

ANNEXURE-C

CONTRACT WORKMEN - MIP FOR THE PAST 4 YEARS					
Sl. No	Year	NLCIL, Neyveli	NLCIL, Barsingsar Project	NLCIL, Talabira Project	Total
1	01-04-2021	14992	786	63	15841
2	01-04-2022	15012	640	69	15721
3	01-04-2023	15736	1045	567	17348
4	01-04-2024	16142	1320	732	18194

ANNEXURE-D

Agreement Wages (excluding allowances) payable to contract workmen deployed in NLCIL, Neyveli.																
Ground Level	Skill	01-04-2021			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	NLC Wages	DA	Total
Above Ground	USK	724.20	28.00	752.20	724.20	40.00	764.20	724.20	91.00	815.20	724.20	119.00	843.20	724.20	123.00	847.20
	SSK	757.20	36.00	793.20	757.20	50.00	807.20	757.20	113.00	870.20	757.20	148.00	905.20	757.20	152.00	909.20
	SK	786.20	42.00	828.20	786.20	60.00	846.20	786.20	133.00	919.20	786.20	175.00	961.20	786.20	180.00	966.20
	HSK	848.00	49.00	897.00	848.00	69.00	917.00	848.00	155.00	1003.00	848.00	203.00	1051.00	848.00	209.00	1057.00
Below Ground	USK	742.20	36.00	778.20	742.20	50.00	792.20	742.20	113.00	855.20	742.20	148.00	890.20	742.20	152.00	894.20
	SSK	776.20	42.00	818.20	776.20	60.00	836.20	776.20	133.00	909.20	776.20	175.00	951.20	776.20	180.00	956.20
	SK	853.00	49.00	902.00	853.00	69.00	922.00	853.00	155.00	1008.00	853.00	203.00	1056.00	853.00	209.00	1062.00
	HSK	935.00	55.00	990.00	935.00	77.00	1012.00	935.00	174.00	1109.00	935.00	228.00	1163.00	935.00	235.00	1170.00
Other than Mines	USK	719.20	28.00	747.20	719.20	40.00	759.20	719.20	91.00	810.20	719.20	119.00	838.20	719.20	123.00	842.20
	SSK	748.20	33.00	781.20	748.20	47.00	795.20	748.20	105.00	853.20	748.20	138.00	886.20	748.20	142.00	890.20
	SK	776.20	40.00	816.20	776.20	56.00	832.20	776.20	126.00	902.20	776.20	165.00	941.20	776.20	170.00	946.20
	HSK	806.00	48.00	854.00	806.00	68.00	874.00	806.00	150.00	956.00	806.00	196.00	1002.00	806.00	202.00	1008.00
