

GOVERNMENT OF INDIA
MINISTRY OF COAL

LOK SABHA
UNSTARRED QUESTION No. 3902
TO BE ANSWERED ON 18.12.2024

Gratuity Payment to Coal Workers

3902. SHRI SUDHAKAR SINGH:

Will the Minister of COAL be pleased to state:

- (a) whether there are any irregularities in the payment of gratuity to retired coal workers as highlighted in the recent grievances submitted by various quarters/corners and if so, the steps being taken to address these discrepancies;
- (b) the measures taken/proposed to be taken to ensure compliance with the Gratuity Act, including the uniform implementation of the revised gratuity cap of Rs.10 lakh as notified in 2018 across all subsidiaries of Coal India Limited (CIL);
- (c) the reasons for delay in the disbursement of revised gratuity payments to eligible workers, especially those affected since 01 January, 2017 and the timeline being set to resolve this issue;
- (d) the response of the Government to the concerns raised about the allocation of additional funds to cover the increased gratuity liabilities and the company's ability to absorb the financial impact; and
- (e) whether there are any plans to ensure parity in the application of gratuity norms across all ranks of employees and if so, the details thereof?

ANSWER

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

(a): There are no irregularities in the Payment of Gratuity to the retired coal workers. Ministry of Labour & Employment, Government of India issued Gazette notification dated 29.03.2018 regarding enhancement of gratuity ceiling from Rs. 10 lakhs to Rs. 20 lakhs and the same has been implemented by the Coal India Limited (CIL). However, Unions have been representing to implement the revised ceiling of gratuity to non-executive employees of CIL at par with Executives w.e.f. 01.01.2017.

(b): The provisions of the Payment of Gratuity (Amendment) Act, 2018 has been complied with.

(c): There is no delay in disbursement of revised gratuity to eligible workers of CIL. As per the provisions of the Payment of Gratuity (Amendment) Act, 2018, the enhanced amount of Gratuity to employees is applicable w.e.f. 29.03.2018 which has been complied with.

(d): In view of the reply to (a) to (c), not applicable.

(e): At present, the provisions of the Payment of Gratuity (Amendment) Act 2018 are being followed.
