

Speed Post



**Government of India
National Commission for Scheduled Tribes
(A Constitutional Commission set up under Art. 338A
of the Constitution of India)**

File No. REVIEW/MCOL/8/2/2015/RU-IV

Dated: 03.11.2016

To,


The Chairman,
Coal India Limited,
Premises No. 04, MAR,
Plot No. AF-III,
Action Area 1 A,
New Town, Rajarhat,
Kolkata – 700 156.

Sub: Minutes of the meeting taken by Dr. Rameshwar Oraon, Hon'ble Chairperson of NCST on 30.05.2016 to review/monitor implementation of Service safeguards and Developmental Programmes/schemes run for Scheduled Tribes in Coal India Limited.

Sir,

I am directed to refer to this Commission's letter of even number dated 09.05.2016 on the above mentioned subject and to enclose minutes of the meeting dated 30.05.2016 for necessary action. The action taken report on the points emerged during the meeting may be intimated to Commission within one month.

Yours faithfully,


(V.P. Shahi)
Assistant Director

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NATIONAL COMMISSION FOR SCHEDULED TRIBES

(Review/MCOL/8/2/2015/RU-IV)

Minutes of the meeting held on 30.05.2016 to review/ monitor implementation of Service Safeguards and Developmental programmes /schemes run for Scheduled Tribes in Coal India Limited.

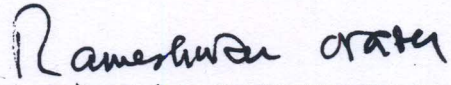
Meeting to review/ monitor implementation status of Service Safeguards and Development programmes / schemes run for Scheduled Tribes in Coal India Limited (CIL) was held in the Commission's Head Quarter New Delhi. **List of the officers present is at Annex I.**

2. Hon'ble Chairperson mentioned in brief about the mandate of the Commission, as enshrined under Article 338A of the Constitution of India, interalia referred to the duties of the Commission to monitor and review the status of implementation of reservation policy and welfare programmes / schemes undertaken by the Public Sector Undertakings for the development of Scheduled Tribes.

3) CIL was requested by the Commission to provide information about land acquired, employment provided to STs, R&R Policy of CIL for project affected STs, Reservation provided in employment and promotions, CSR activities undertaken for development of STs etc.

4) Based on the questionnaire sent by NCST, CIL made presentation before the Commission through Power Point, interalia covering the following issues;

- 4.1) Directives on reservation in employment for STs issued by Govt. of India, from time to time are followed by CIL.
- 4.2) Recruitment of Executives by Coal India Limited is done Centrally. Percentage of Direct Recruitment of STs in Group A & B posts on All India basis is 7½%.


डा. रामेश्वर उरांव/Dr. RAMESHWAR ORAON
अध्यक्ष/Chairperson
राष्ट्रीय अनुसूचित जनजाति आयोग
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4.3) Recruitment in Group C&D posts (Non-executives) :

- I) BCCL, CCL, CMPDIL Jharkhand : 26%.
- II) ECL, CIL Kolkata, West Bengal : 5%
- III) MCL, Odisha : 22%
- IV) NCL, Madhya Pradesh : 20%.
- V) SECL, Chhattisgarh : 32%
- VI) WCL, Maharashtra 9%
- VII) NEC, Assam 12%.

4.4) Candidates belonging to ST category recruited on the basis of merit in open competition are not adjusted against reservation quota i.e. such candidates are adjusted against unreserved point of the reservation roster.

4.5) Position of incumbency with reference to percentage of reservation policy of 7.5%

A) In Group A –

- I) Total number of employees 16330
- II) Number of ST employees 779 (4.77%)

B) Group B –

- I) Total number of employees 20253
- II) Number of ST employees (6.90%)

C) Group C –

- I) Total number of employees 172221
- II) Number of ST employees 21769 (12.64%)

D) Group D- (ES)

- I) Total number of employees 113211
- II) Number of ST employees 15674 (13.84%).

E) Group D(S) –

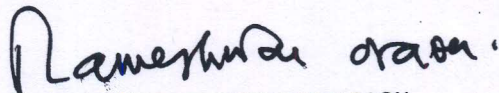
- I) Total number of employees 4017
- II) Number of ST employees 49 (1.22%)

4.6) Grievances Redressal .

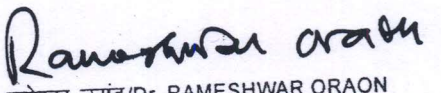
CIL has separate Liaison Officer for SCs and STs. All the subsidiary companies have Cells with separate Liaison Officers for SC/ST employees with adequate staff.

4.7) CSR projects undertaken by CIL during 2012-13,13-14 and 14-15 are in areas having large ST population and brief of types of activities taken are as under:

- a) Setting of Water treatment Plan at Alipurduar Municipality, Alipurduar Distt., (West Bengal) for providing community drinking water to prevent water-borne disease.
- b) Counselling to expected mothers as well as the children about the health care and nutrition through the organization 'Child in Need Institute (CINI), (West Bengal).
- c) Providing bicycle to 12000 households under Sunebeda Hill Area Development Plan, Nuapada, (Odisha) for promoting socio economic development of underprivileged households.
- d) Installation of Solar Lights in the district of Sidharthnagar, (UP)
- e) Setting of Community Drinking Water Project under Bishnupur Municipality, (West Bengal).
- f) Setting of Water treatment National Institute of Larger Awareness (NILA), Assam was funded for promotional and preventive health care through awareness programmers in rural population where literacy is low.
- g) Construction of Blood bank with Component separation facility at IMA, Kanpur (UP).
- h) Construction of Satellite Eye hospital at Alwar (Rajasthan) Underprivileged people having eye ailments in Alwar and nearby areas
- i) Construction of Trauma Center at Khaltsi, Leh District, (Jammu & Kashmir) which is a backward area and does not have proper medical facility.


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- j) Financial support for V.K.M. Memorial Day Care Center for treatment of poor Thalassemia patients in Kolkata by Hematology Foundation.
- k) Conducting Eye screening and cataract operation to reduce avoidable blindness in rural and backward areas by Anugraha Drishtidan such as Siliguri, (West Bengal), Chaibasa and Lohardaga, (Jharkhand).
- l) Up gradation of Paediatric Intensive Care Unit and Operation Theatre of ICH: Institute of Child Health for under privileged children needing healthcare facilities.
- m) Financial support for providing education to children from Juggi/Jhopadi on basis of Sarva Shiksha Abiyan and providing Computer education to the children of slum areas.
- n) Infrastructure development of the school for the benefit of poor & backward students at Palla Village, Burdwan (West Bengal).
- o) Construction of 100 bedded charitable Eye, E&T, Dental/Diagnostic Centre at Ramakrishna Mission Sevashram, Muzaffarpur, (Bihar).
- p) Installation of 50 Solar powered Street light and 50 hand pumps in Pratapgarh, (UP) through National Charitable Society.
- q) For development works in 40 villages of backward district of Purulia, (West Bengal) including activities like training, income generation programmes, sanitation improvements, solar street lighting agriculture etc.
- r) To provide housing facilities to economic week outstation patients visiting Tata Memorial Center, a ten story building named as 'Premashraya' is being constructed at Kolkata in a tie-up with TMC.
- s) Construction of 48,735 toilets in 30340 schools under Swachh Vidyalaya Abhiyan.

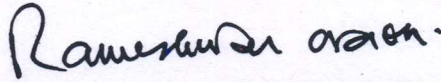

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- t) 48 SC and 23 ST candidates have been enrolled for ITI courses in different trades in Kabiguru Industrial Training Center at Bolepur, Birbhum (West Bengal) with financial support of Coal India Ltd. for their skill development.
- u) CIL has introduced a programme for training of SC/ST candidates including PAPs to help them acquire statutory certificates in courses related to mining.
- v) CCL has adopted 3 villages namely – Lupung Toli, Simar Toli and Jari Toli which is predominantly inhabited by SC/ST people for their overall development as model villages.

Commission noted that CSR funds seems to be utilized more in the West Bengal area, ignoring Jharkhand State (a tribal dominated state) where three companies of CIL are operation, namely , BCCL, CCL and CMPDIL.

4.8) Regarding Rehabilitation and Resettlement Policy, CIL has evolved a PAP – friendly R&R Policy 2012 by incorporating the provisions of National Policy which has been implemented uniformly in all the subsidiaries of CIL with following objectives:

- Priority for minimizing dis-satisfaction of the local population by exploring alternative sites and project designs.
- To offer fair compensation to the affected families whose land has been acquired or proposed to be acquired and to make adequate provisions for loss of livelihood of such affected persons including their rehabilitation and resettlement.
- Activities shall be intensified in and around the villages where land is being acquired in accordance with the CSR Policy of Coal India.
- Involvement of PAPs in the process of making decisions for utilization of allocation of fund. In consultation with villagers and District Admn.


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- **Option to the land losers**

Rehabilitation and Resettlement benefit – the land losers shall have the option for Rehabilitation and Resettlement benefits in accordance with the awards for each affected family in terms of the entitlements passed by the concerned Collector of the State or as per CIL's Policy.

- **Employment to the land loser**

The maximum total number of employments that may be provided to the land losers are limited to the total number of acres of land acquired divided by two. However, employment would be released in proportion to the land possessed. (For every two acres of land one employment) the initial employment shall be given with pay of Category-1 pay scale of NCWA, with training period of 6 months.

- **Employment to the land loser having less than two acres of land.**

Subsidiaries of CIL may give an option to the land losers having less than two acres of land to club together their land to the extent of two acres and nominate one of the land losers among the groups or their dependent for employment under package deal or employment under Descending order system by preparing the list of eligible land oustees in the descending order of land lost subject to the cut off equivalent to the total number of permissible employments or any other method with the approval of the respective Board of the subsidiary.

- **Lump sum Monetary compensation in lieu of employment.**

All the land losers who are not eligible for employment as above shall be entitled to receive monetary compensation in lieu of employment at the rate of Rs. 5,00,000/- (Five Lakhs) for each acre of land on pro-rata basis.

- **The land losers entitled for employment can also opt for monetary compensation forgoing employment.**

Rameshwar Oraon

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- **Compensation for home sites acquired**

One time lump sum payment of Rs. 3,00,000/-, shall be paid in lieu of alternate House site, Assistance in designing Shifting, Allowance compensation for construction of cattle Shed, Monetary compensation for construction of work shed etc.

- **Subsistence allowance**

Each affected displaced family will get subsistence allowance at the rate of 25 days (Minimum Agricultural Wage) per month for one year. Compensation to Sharecroppers, land lessees, tenants and day labourers

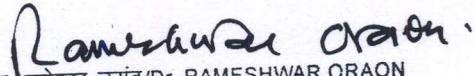
- The subsidiary will assist PAP (Project Affected Persons) to take-up non-farm self-employment through petty contracts or formation of cooperatives.
- If such co-operatives will not be entitled for awarding work as per Manual for lack of experience, the said co-operative will be facilitated by awarding small jobs to acquire experience after relaxation of the provisions of the Manual pertaining to experience with approval of the subsidiary Boards. Subsequent jobs may be awarded after getting report of the timely completion/quality of the awarded jobs from the concerned Department or contractors.
- Jobs under contractors: Contractors will also be persuaded to give job to eligible PAPs on a preferential basis, where feasible as per terms of contract.

4.9) Additional Special provisions for tribals.

In addition to assistance of the subsidiary company to establish non-farm self-employment through the provision of infrastructure, petty contracts or formation of co-operatives and encourage provisions of jobs with contractors.

4.10) Care for sustainability of Tribal Community:

Subsidiaries will shift the tribal community as a unit and provide facilities to meet the specific needs of the tribal community that will allow them to maintain their unique cultural identity.


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4.11) Tribal affected families resettled out of the district shall be given 25% higher rehabilitation and resettlement benefit.

5) Commission observed /advised /recommended for the following;

I) Separate funds for STs may be allotted under CSR for the exclusive up-liftment of STs.

II) Uniform policy for providing employment in case of land alienation etc.

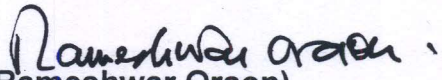
III) Economic activities more commercial sites may be allotted

IV) STs are very good in sports in particular in archery and Hockey. CIL should take initiative to set up sports complex in Tribal Districts.

V) The Commission noted there was huge shortfall in percentage of ST category employees and advised CIL management to take necessary steps to clear the shortfall/backlog on priority basis. The CIL authorities agreed to fill-up the posts by March 2017 positively by Special Recruitment Drive.

VI) On the issue of shortages of CA or ICWA candidates from ST community, Commission suggested to widen the scope of qualifications like MBA (Finance) could be inducted at feeder cadre so that the shortage in the discipline could be bridged.

VIII) speedy /timely looking into the grievances of STs.


(Dr Rameshwar Oraon)

Chairperson, NCST

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NATIONAL COMMISSION FOR SCHEDULED TRIBES

Annexure-1

List of participants of the meeting held on 30.05.2016 at NCST

NCST

1. Dr. Rameshwar Oraon, Hon'ble Chairperson (In chair)
2. Shri Santosh Kumar, Joint Secretary,
3. Mrs. K.D. Bhansor, Director
4. Shri Pramod, Deputy Secretary,
5. Shri N. Balasubramanian, Research Officer
6. Shri Chetan Kumar Sharma, Investigator

Coal India Limited

1. Shri S Bhattacharya, Chairman, CIL
2. Shri R. Mohan Das, Director (P& IR) CIL
3. Shri Prabhakar Chowki, General Manager (Delhi)
4. Shri B. Pandey, GM (P)
5. Shri B.K. Sinha, Hod Manager (p) LO CIL
6. Shri Manoj Kumar Sr. Manager (P) LO CIL
7. Shri Rathin Mitra, Sr. Manager (CP)
8. Shashi Mitra (conceale operator)