

## PUBLIC SECTOR UNDERTAKINGS IN COAL SECTOR

### 10.1 HISTORICAL DEVELOPMENT OF COAL INDIA LIMITED AND ITS SUBSIDIARY COMPANIES

**10.1.1** The Coking Coal Mines (Emergency Provisions) Ordinance was promulgated by the Government of India on 16.10.1971 under which except the captive mines of TISCO and IISCO, the management of all coking coal mines was taken over by the Government. A new company called the Bharat Coking Coal Limited was formed as a subsidiary company of the Steel Authority of India Limited to manage the taken over mines. These mines were subsequently nationalized w.e.f. 01.05.1972. Later on, the management of 711 coal mines was also taken over by the Government with effect from 31.01.1973 and they were nationalized w.e.f. 01.05.1973 and a new

Government Company, namely, the Coal Mines Authority Limited (CMAL) with headquarters in Kolkata, was set up by the Government in May, 1973 to manage the non-coking coal mines. CMAL was organized as a unitary structure on divisional pattern with four Divisions, the Central Division, the Eastern Division, the Western Division and the CMPDIL. The mines of erstwhile National Coal Development Corporation were brought under the Central Division of CMAL. In September, 1975, CIL was formed as a Holding Company with five subsidiaries, namely, Bharat Coking Coal Limited (BCCL), Central Coalfields Limited (CCL), Eastern Coalfields Limited (ECL), Western Coalfields Limited (WCL) and Central Mine Planning and Design Institute Limited (CMPDIL).



Shri Shriprakash Jaiswal, Hon'ble Minister for Coal with Shri Pratik Prakashbapu Patil, Hon'ble Minister of State for Coal, Shri A K Bhalla, Joint Secretary(C), Government of India, Ministry of Coal, Shri N C Jha, Chairman, Coal India Limited, on Coal India Foundation Day 2011 Celebration

**10.1.2** In view of the projected increase in production and investment contemplated for CCL and WCL group of coal mines and in view of their extensive geographical spread resulting in day to day administrative, technical and communication problems etc. two more coal companies, namely, Northern Coalfields Limited and South Eastern Coalfields Limited were formed w.e.f. 28.11.1985.

**10.1.3** Considering the prospects of Orissa Coalfields, being the growth centre for the VIII and IX Plan periods, a new coal company was formed bifurcating the South Eastern Coalfields Limited (SECL). The new company, the Mahanadi Coalfields Limited was incorporated on 3rd April, 1992 with its headquarters at Sambalpur (Orissa) as fully owned subsidiary of Coal India Limited to manage the Talcher and IB-Valley Coalfields in Orissa.

**10.1.4** Coal India Ltd. (CIL) has now 8 subsidiaries viz. Bharat Coking Coal Limited (BCCL), Central Coalfields Limited (CCL), Eastern Coalfields Limited (ECL), Western Coalfields Limited (WCL), South Eastern Coalfields Limited (SECL), Northern Coalfields Limited (NCL), Mahanadi Coalfields Limited (MCL) and Central Mine Planning and Design Institute Limited (CMPDIL). CMPDIL is an engineering, design and exploration company set up for preparing perspective plan(s), rendering consultancy services and undertaking exploration and drilling work to establish coal reserves in the country and collection of detailed data for preparation of projects for actual mining. The other seven subsidiaries of CIL are coal producing companies. MCL has two subsidiaries viz. MNH Shakti Limited and MJSJ Coal Limited with 70% & 60% equity holding. In addition, CIL has a foreign subsidiary in Mozambique namely Coal India Africana Limitada (CIAL).

**10.1.5** CIL and its subsidiaries are incorporated under the Companies Act, 1956 and 90% of the shares are owned by the Central Government and 10% have been disinvested through Initial Public Offer (IPO) on 04.11.2010. The coal mines in Assam and its neighbouring area are controlled directly by CIL under the unit North Eastern Coalfields.

## **10.2 COAL INDIA LIMITED AND ITS SUBSIDIARIES**

### **10.2.1 Board of Directors :**

CIL, the holding Company with headquarters in Kolkata, is headed by a Chairman-cum-Managing Director in schedule 'A' scale of pay. He is assisted by four Functional Directors, namely, Director (Technical), Director (Personnel and Industrial Relations), Director (Finance) and Director (Marketing), who are all in Schedule 'B' scale of pay. Each Subsidiary Company has its own Board of Directors headed by a Chairman-cum-Managing Director in Scheduled 'B' scale of pay. In addition, there are four functional Directors (in schedule 'C' scale of pay) in each of the six production companies of BCCL, ECL, CCL, NCL, MCL, SECL and WCL viz Director (Personnel), Director (Finance), Director (Planning and Projects) and Director (Technical). CMPDIL has four functional Directors on its Board of Directors designated as Director (Technical), Director (Coal Production and Utilisation), Director (Planning and Design) and Director (Research, Development & Technology). In addition, there are several part-time or nominee Directors on the Board of CIL and its subsidiary companies, who are appointed in accordance with the Articles of Association of the Company and Government guidelines prescribed in this regard from time to time.

**10.2.2 Authorised Share Capital :**

The authorised share capital of CIL as on 31-03-2011 was ₹8904.18 crore. The Division of Authorised share capital given as under:

(i)	90,41,800 Non- cumulative 10% redeemable preference shares of ₹1000/- each.	₹ 904.18 crore.
(ii)	8000000000 Equity Shares of ₹ 10/- each.	₹ 8000.00 crore.
	Total.	₹ 8904.18 crore.

**Authorised share capital of the subsidiary companies of CIL as on 31-03-2011.****(A) The authorised share capital of the Subsidiary companies of CIL are :**

Subsidiary Company	Authorised Share Capital (₹ in crore)
Bharat Coking Coal Limited.	2,500.00
Western Coalfields Limited.	800.00
Central Coalfields Limited.	1,100.00
Eastern Coalfields Limited.	2,500.00
Northern Coalfields Limited.	1,400.00
South Eastern Coalfields Limited.	1,300.00
Mahanadi Coalfields Limited.	500.00
Central Mine Planning & Design Institute Limited.	50.00

**(B) Authorised Share Capital of the foreign subsidiary company of CIL :**

Foreign Subsidiary Company	Authorised Share Capital (Meticaís/USD)
Coal India Africana Limitada.	25000 Meticaís (Approx.USD1000)

**10.2.3 Coal India Limited (HQ) :**

**10.2.3.1** CIL is mainly responsible for laying down corporate objectives, approving and monitoring performance of subsidiary companies in the fields of long-term planning, conservation, research and development, production, sales, finances, recruitment, training, safety, industrial relations, wages, material for all operational, acquisition of land, execution of welfare programmes, maintenance of safety standards, improvement of industrial relation etc.

**10.2.3.2** In addition to the above it functions commissioning and execution of new as well as on-going projects, man

agement, production, consumer satisfaction etc. In addition, subsidiary companies perform related functions, such as maintaining liaison with concerned State Governments, CIL has directly under its control the development and exploitation of the coal mines in the North-Eastern States, and the coal marketing network spread throughout the country.

**10.2.4 Joint Venture of CIL :****(I) Joint Venture between CIL and NTPC**

A newly Joint venture Company between CIL and NTPC has been formed with effect from 27th day of April , 2010

named as CIL NTPC Urja Private Limited Company under the Companies Act, 1956 as private Limited Company. It is a 50:50 Joint Venture Company between CIL and NTPC having Authorized Capital of ₹10 Crore and Paid Up Capital of ₹ 5 Lakh. The share holding pattern as on 31-12-2011 in CIL NTPC Urja Private Limited by CIL and NTPC are as follows: -

Sl.	Description	No. of Equity Shares Held	% Equity
1.	NTPC Ltd.	25000	50.00
2.	Coal India Limited	25000	50.00
	Total	50000	100

The main object of the Joint Venture is to carry on the business of Coal Mining and generation of electricity etc.

## (II) Joint Venture of MCL :

Mahanadi Coal Fields Limited, a subsidiary of Coal India Ltd is at the moment having two Joint Venture Projects namely Gopalprasad OCP ( 15.00 Mty) and Talabaria OCP (20.00 Mty) . For this purpose, two JV Companies have been formed .

The two Joint Venture Companies are:

- (i) MJSJ Coal Ltd.
- (ii) MNH Shakti Ltd.

### (i) MJSJ Coal Ltd :

MJSJ Coal Ltd was incorporated on 13th August, 2008 as a Joint Venture Company of MCL. MJSJ Coal Ltd has been formed for Gopalprasad OCP where MCL having 60% shares, JSW Steel Limited and JSW Energy Limited having 11% share each and Shyam Mettallies and Energy Ltd ( formerly known as Shyam DRI Power Limited ) and Jindal Stainless Limited having 9% share each . The Paid up Share Capital of MJSJ Coal Ltd as on

31-03-2011 was ₹ 40.10 Crore.

### (ii) MNH Shakti Ltd :

MNH Shakti Ltd was incorporated and registered under the Companies Act, 1956 on 16th July, 2008 as a Joint Venture Company of MCL. MNH Shakti Ltd has been formed for Talabaria OCP where MCL having 70% shares, Neyveli Lignite corporation Ltd having 15% shares and Hindalco Industries Ltd. having 15% shares . The Share Capital of MNH Shakti Ltd. as on 31-03-2011 was ₹ 2510 lakh.

### (III) International Coal Ventures Limited :

The Joint Venture named as International Coal Ventures Private Limited (ICVL) has been incorporated on 20th May, 2009 under the Companies Act, 1956. It is a Joint Venture company of SAIL, CIL RINL, NTPC and NMDC with equity holding in the ratio of 2:2:1:1:1 respectively . The object of the Company is to carry on the business in India and abroad for over seas acquisition and / or operation of coal mines or blocks or assets or properties by way of purchasing, taking on lease etc.

### (IV) Joint Venture with BEML Ltd, CIL & DVC :

(For acquiring the assets of M/s. MAMC and starting manufacturing of equipments at Durgapur Plant.)

The representatives of the consortium companies formally took over the possession of the assets and properties of all the establishments of M/S MAMC from the Official Liquidator (OL) before 31st October, 2010.

Share holder's agreement between CIL,DVC and BEML Ltd, which is under preparation, provides for equity participation of BEML Ltd – 48%, CIL –26% & DVC 26% and uthorized capital of ₹ 125 crores.

The factory land measuring 193.67



acres at Durgapur has been handed over provisionally to the representative of BEML Ltd by the Assonsol Durgapur

Development Authority (ADDA) on 16. 11. 2010.

### 10.2.5 Profitability of Coal PSUs :

(₹ in Crores)

Company	2007-08	2008-09	2009-10	2010-11	2011-12 Apr'11-Dec'11
ECL	(1026.66)	(2105.70)	333.40	106.57	465.68
BCCL	97.05	(1376.99)	793.93	1093.69	191.73
CCL	1035.25	763.80	1533.05	1860.22	1343.13
NCL	2763.75	3131.01	3766.30	3956.36	3018.04
WCL	930.22	516.12	931.02	1067.97	661.69
SECL	2067.37	1817.93	3063.57	3777.12	4699.35
MCL	2504.79	2580.25	2953.90	4039.30	4297.16
CMPDIL	5.00	6.74	19.61	23.69	16.80
Sub-total	8376.77	5333.16	13394.78	15924.92	14693.58
CIL/NEC	2642.58	3657.68	3870.4	4723.37	7119.58
Sub-total	11019.35	8990.84	17265.18	20648.29	21813.16
Dividend Recvd.	(2378.27)	(3329.74)	(3367.36)	(4237.41)	(6307.20)
Adjustments	97.38	83.00	67.11	52.35	28.95
<b>Total</b>	<b>8738.46</b>	<b>5744.10</b>	<b>13964.93</b>	<b>16463.23</b>	<b>15534.91</b>

### 10.2.6 Wages in Coal Sector :

Since inception, wage structure and other conditions of service including fringe benefits, welfare measures etc. of the non-executive cadre employees in the Coal Industry have been settled by Bipartite Wage Negotiations by a committee constituted by Govt. of India. The committee is functioning in the name of Joint Bipartite Committee for the Coal Industry consisting of representatives of 5 Central Trade Unions

and the management of Coal Companies i.e. CIL & its subsidiary companies, Singareni Collieries Co. Ltd., Tata Iron & Steel Company and Indian Iron & Steel Company from NCWA-I to NCWA-VI. However, from NCWA-VII to NCWA-IX only the representatives of Coal India and its subsidiaries as well as Singareni Collieries Co. Ltd. have been participated. The National Coal Wage Agreement (NCWA-IX) has been signed on 31st January, 2012. The details of NCWA-I to NCWA-IX in the table below:-

National Coal Wage Agreement (NCWA)	Signed on	Period of agreement From : To:	Duration period of Agreement
NCWA-I	11.12.1974	1.1.1975 31.12.1978	4 years
NCWA-II	11.08.1979	1.1.1979 31.12.1982	4 years
NCWA-III	11.11.1983	1.1.1983 31.12.1986	4 years
NCWA-IV	27.07.1989	1.1.1987 30.06.1991	4 & 1/2 years
NCWA-V	19.01.1996	1.7.1991 30.06.1996	5 years
NCWA-VI	23.12.2000	1.7.1996 30.06.2001	5 years
NCWA-VII	15.07.2005	1.7.2001 30.06.2006	5 years
NCWA-VIII	24.01.2009	1.7.2006 30.06.2011	5 years
NCWA-IX	31.01.2012	1.7.2011 30.06.2016	5 years

The salient features of NCWA-IX are as under:-

- (i) Minimum Guaranteed Benefit (MGB) @ 25% on the total emolument with 100% D.A. neutralization as on 30.6.2011.
- (ii) Minimum Basic ₹ 8360 p.m. (NCWA-VIII) enhanced to ₹ 15, 713/- p.m. in NCWA-IX,
- (iii) Annual increment shall be payable @ 3% on progressive basis;
- (iv) The existing allowances which are being paid in percentage form in NCWA-VIII shall be paid in same percentage in NCWA-IX w.e.f. 01.02.2012;

(v) The existing allowances which are being paid in absolute amount in NCWA-VIII shall be paid by increasing 88% over the existing amount w.e.f. 01.02.2012;

vi) HRA for other than Urban Area i.e.( Coalfield Area - @ 2% of the revised basic w.e.f. 01-02-2012;

(vii) Introduced Special Allowance @ 4% of the revised basic.

#### 10.2.7 Manpower :

The total manpower of CIL including its subsidiaries as on 01.01.2012 is 374650. The Company-wise position of manpower for last three years is given below:-

Company	2009-10 (As on 31.03.2010)	2010-11 (As on 31.12.2010)	2011-12 (As on 01.01.2012)
ECL	85617	82090	78737
BCCL	71838	68816	65727
CCL	54057	52864	50496
WCL	60870	59376	57510
SECL	79781	78272	76583
MCL	20978	21441	21936
NCL	16373	16289	16377
NEC	2820	2648	2560
CMPDIL	3156	3117	3168
DCC	600	589	572
CIL(HQ)	1048	1028	984
<b>TOTAL</b>	<b>397138</b>	<b>386530</b>	<b>374650</b>

**10.2.8 Industrial Relations :**

The Industrial Relations scenario in Coal India Limited and its subsidiary companies during the year remained cordial. Regular structured meetings were held with the operation Trade Unions at different levels.

**10.2.9 Workers Participation in Management:**

In CIL and subsidiaries there are well established bi-partite forums consisting of the representatives of the Management and the 5 Central Trade Unions for interaction and redressal of issues related to the wages

& service conditions, employment, safety, grievances and welfare etc. The following joint bipartite forums are operating at different levels: -

1. JBCCI at CIL
2. Apex Jt. Consultative Committee
3. Safety Board/ Safety Committee
4. Welfare Board/ Welfare Commit
5. Joint Consultative Committee's
6. Industrial Relation Meetings (Structural meetings with union).

**Strikes and Bandhs:**

	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12 (Up to Dec.11)
No. of strikes	5+1*	6+1*	22**	3+3*	Nil	2 +2*	1+1*
Mon days Lost	176898	127703	23823	196707	Nil	246899	192383
Production Lost (in tones)	193670	193423	95477	239983	Nil	510291	8,10,542

- \* IS =Industrial Strike      \*\* BB = Bangla Band

**10.2.10 Employees Welfare Scheme :**

The focus of our Welfare Activities is the welfare of our employees and their families. The coal companies are paying greater attention to the welfare of their workers. Every effort is being made to improve the living conditions of the coal miners. In order to create a sense of belonging and involvement in work, top priority is given by the management to provide housing, medical, educational facilities etc. The results of the welfare measures taken in different areas are as under:-

**10.2.10.1 Housing:**

At the time of Nationalisation, in Coal India Limited and its subsidiaries there were only 1,18,366 houses including sub-

standard houses. The availability of these houses has increased to 4,15,465 (up to 31.12.2011). The percentage of housing satisfaction has now reached 100%.

**10.2.10.2 Water Supply :**

Coal India Ltd. & its subsidiaries as against 2.27 Lakhs population having access to potable water at the time of Nationalisation in 1973, presently a populace of 21,01,583 Lakhs (up to 31.12.2011) has been covered under water supply scheme.

**10.2.10.3 Medical Facilities :**

Coal India Ltd and its subsidiaries are extending medical facilities to its employees and their families through various medical establishments from the Dispensary level to the Central and

Apex Hospitals in different parts of the coalfields. There are 85 Hospitals with 5,806 Beds, 424 Dispensaries, 667 Ambulance and 1477 Doctors including Specialists in CIL and its subsidiaries to provide medical services to the employees. Besides 12 Ayurvedic Dispensaries are

also being run in the Subsidiaries of Coal India Limited to provide indigenous system of treatment to workers. In addition, Special emphasis has also been given on Occupational Health, HIV/AIDS awareness programme for the employees and their families.



**Mobile Medical Van of coalfield areas, for health care of employees and their families**

#### **10.2.10.4 Educational Facilities:**

The primary responsibility of providing educational facilities lies with the State Governments. However, the subsidiary companies of CIL have been providing financial assistance and infrastructure facilities to certain schools like DAV Public Schools, Kendriya Vidyalaya, Delhi Public School etc and also providing occasional financial assistance to other recognized educational institutions.

As a part of Corporate Social Responsibility (CSR) financial assistance by way of

grant-in-aid/infrastructural facilities are also provided to certain privately managed schools by the subsidiary coal companies functioning in and around coalfield areas.

In addition, Coal India has provided following types of scholarship as per scheme to the employees wards as a part of educational facilities.

#### **(i) Coal India Scholarship Scheme (Revised – 2001) :**

In order to encourage the Sons and Daughters of the employees of Coal India





Children of employees of coal India subsidiary company in a primary school

Limited two types of Scholarship namely Merit and General Scholarship, are being provided every year under prescribed terms and conditions:-

**Merit Scholarship:**

Admissible strictly to the students securing 1st to 20th position in Madhyamik/H.S. or any State Board or securing 95% and above marks in ICSE/CBSE/ISC Exam (Class – X and XII) where merit is not declared.

**General Scholarship:**

Admissible to the students studying Class-V onwards up to Graduation/Post-graduation level in any discipline subject to prescribed percentage of marks.

**(ii) Cash Award and certificate of appreciation:**

Every year Cash Award of ₹5000/- and ₹ 7000/- respectively are provided to the Meritorious Wards of CIL employees who secure 90% or above Marks in aggregate in 10th and 12th Standard Board level Examination.

**(iii) Reimbursement of tuition fees and Hostel charges to the wards of Wage Board employees studying in Govt Engg. and Govt Medical Colleges which have been short listed by CIL for conducting campus selection.**

Considering the high cost of technical and medical education in the country Coal India Limited is providing financial assistance towards meeting the cost of education of the dependent children of Wage Board Employees to the extent of Tuition Fees and Hostel Charges who secure Admission in Engineering in such

Colleges viz., IITs, NITs, ISM etc which are short listed by CIL for conducting campus selection and also dependent children securing Admission in Govt. Medical Colleges from the Academic Session 2009-10 onwards.

- (iv) Payment of Coal India Scholarship to 100 Nos. of students who belongs to BPL category and 25 Nos. of wards of land oustees'/displaced persons' for pursuing degree course (Graduation course) in IITs, NITs and other selected Govt. Engineering Colleges and Central Govt Medical Colleges(MBBS Course)

#### 10.2.10.5 Statutory Welfare Measures:

In accordance with the provision of the Mines Act 1952 and Rules and Regulations framed there-under, subsidiaries of Coal India Limited are maintaining various statutory welfare facilities for the coal miners such as Canteen, Rest Shelters and Pit Head Baths etc

#### 10.2.10.6 Non-statutory Welfare Measures:

Co-operative Stores and Credit Societies:

In order to supply essential commodities and Consumer goods at a cheaper rate in the Collieries Central Co-operatives and Primary Co-operative Stores are functioning in the Coalfield areas of CIL. In addition, Co-operative Credit Societies are also functioning in the Coal Companies.

#### 10.2.10.7 Banking Facilities:

The Management of Coal Companies are providing infrastructure facilities to the various Nationalised Banks for opening their Branches and Extension Counters in the Coalfields for the benefit of their workers. Workers are educated to draw their salaries through 463 Number of

Bank/ Extension Counters and they are also encouraged to practice thrift for the benefit of their families.

#### 10.2.11 Resettlement & Rehabilitation (R & R) Policy of Coal India Ltd :

Coal India's R & R Policy was first formulated in 1994 and has been in operation with modifications from time to time. The R & R Policy, in vogue since 2000, has been further modified in May, 2008, in consonance with the National Rehabilitation and Resettlement Policy, 2007 (NRRP) notified by the Ministry of Rural Development, Govt. of India.

Some of the salient features of the policy which has been provided to the displaced families including the tribal are as follows:-

- (i) Employment is given in 2:1 ratio with other conditions as specified in R&R Policy of CIL and monetary compensation in lieu of employment has been enhanced from ₹2 lakhs to ₹5 lakhs per acre on pro rata basis, with minimum of ₹2 lakhs.
- (ii) The subsidiary will shift the tribal community as a unit and provide facilities to meet the specific needs of tribal community that will allow them to maintain their unique cultural identity.
- (iii) Tribal affected family will be given onetime financial assistance of 500 days of MAW (Minimum Agricultural Wage) for loss of customary right or usage of forest produce. Loss of customary right need to be authenticated by District Authority.
- (iv) One time lump sum payment of ₹100,000/- (one lakh).
- (v) Each affected family that is displaced

and has cattle, shall get financial assistance of fifteen thousand rupees for construction of cattle shed.

- (vi) Tribal affected families resettled out of the district shall be given 25% higher rehabilitation and resettlement benefit.
- (vii) Alternate house site measuring 100 sq. mtr. per family (person whose homestead is acquired) assistance in designing the new house if so desired by the displaced family.
- (viii) Compensation for shifting etc. shall be as per the rate prescribed in the new R&R Policy notified by MORD.

### 10.3 NEYVELI LIGNITE CORPORATION LIMITED

NLC was registered as a company on 14th November 1956. The Mining operations in Mine-I were formally inaugurated on 20th May 1957 by the then Prime Minister Pandit Jawahar Lal Nehru. Neyveli Lignite Corporation has been conferred with “NAVRATNA” status since April 2011.

NLC presently operates four open cast lignite mines viz., Mine I, Mine IA & Mine II in the State of Tamilnadu and Barsingsar Mine in the State of Rajasthan, aggregating to a total capacity of 30.6 MTPA and four thermal power stations

viz., TPS-I & TPS-I Expansion and TPS-II with a capacity of 2740 MW located in Tamil Nadu and Barsingsar TPS in the state of Rajasthan. TPS-II Expansion at Neyveli (500 MW) and Coal based NTPL (1000MW) are under implementation.

All the Mines and the Power Stations of NLC have received ISO Certification for Quality Management System, Environmental Management System, and Occupational Health & Safety Management System.

#### 10.3.1 Authorized Capital:

The authorized capital of NLC is ₹2000 crores and paid up equity is ₹1677.71 crores. The investment by Govt. of India as on 31.12.2011 is as under:

(₹. in Crore)

Equity	(GOI portion) : 1569.64	Equity
Loan from GOI	(including accrued interest) Nil	Loan from GOI

#### 10.3.2 Production Performance :

Overburden removal, lignite production, gross power generation and its export during the year 2011-12 up to the end of December 2011 and provisional for the period January'12 to March 2012 are indicated below :

Product	Unit	BE 2011-12	April 11 to December 2011		Prov for the period Jan'12 to March '2012
			Target	Actual	
Overburden	MM3	153.50	112.81	123.17	40.69
Lignite	MT	23.95	17.28	17.49	5.26
Power Gross	MU	18576	13358.00	1324.98	3976.00
Power Export	MU	15276	10977.00	11081.60	3337.00



### 10.3.3 Productivity :

The productivity performance in 2010-11 and 2011-12 up to the end of December, 2011 is furnished in the table below:

#### a. Output Per Manshift (OMS) :

Unit	2010-11		2011-12 (April 11 to December 2011)	
	Actual		Target	Actual
Mines	Tonne	11.00	8.93	10.70
Thermal	KwHr	17778	13003	19122

#### b. Plant Load Factor

The PLF achieved by TPS-I, TPS-I Expansion and TPS-II during 2010-11 and 2011-12 up to the end of December 2011 are as under:

Unit	2010-11	2011-12 (April 2011 to December 2011)	
	Actual	Target	Actual
T.P.S-I	73.80	69.65	71.75
T.P.S-IE	81.42	76.44	77.27
T.P.S-II	83.40	71.80	82.40

### 10.3.4 Financial performance

NLC has been making profits since 1976-77. During 2010-11 the Corporation earned a pretax profit of ₹1684.55 crore. The Corporation has earned pretax profit of ₹984.68 crore (Provisional) during 2011-12 (up to November 2011) and ₹186.66 crore provisional for the period December'11 to March 2012. Reserves and surplus as on 31.03.2011 was ₹9496.82 crore. NLC has paid 23 % dividend amounting to ₹448.47 crore including distribution tax for the year 2010-11.

The sales turnover in 2010-11 was ₹.3949.08 crore against ₹.4121.02 crore (including Prior adjustment) during 2009-10. The sales turnover during 2011-12

(up to November 2011) was ₹2985.37 crore (Provisional) as against ₹2812.51 crore during the corresponding period of last year and ₹1301.32 crore provisional for the period December'11 to March 2012.

Product wise sales during 2011-12 (Up to November 2011) is as under:

Product	Sales (provl) (₹ in crore)
Lignite	328.39
Power	2649.21
Other	7.77
<b>Total</b>	<b>2985.37</b>

### 10.3.5 Manpower :

The total manpower of NLC as on 31st December 2011 is indicated below:

Category	Technical	Non- Technical	Total
<b>Executives</b>	3477	688	4165
<b>Non Executive</b>	4675	3425	8100
<b>Workmen</b>	554	5048	5602
<b>Total</b>	8706	9161	17867



**10.3.6 Industrial Relations :**

The Industrial Relations during the period April to December 2011 was by and large smooth and cordial. There was no strike/Industrial unrest during the above period.

**10.3.7 Employees Welfare :**

Welfare measures under the following heads have been extended to the employees

- 100 % Housing to Employees
- Subsidised Canteen Facilities and Uniforms/Footwear
- Merit Scholarships to School Students
- Special Scholarships to SC/ST Students
- Group Accident Insurance Schemes
- Special Increments for Acquiring Higher Qualifications
- Long Service Awards
- Marriage & Superannuation Gifts
- Free Medical Treatment to Employees & their Dependents
- Post Retirement Medical Benefit Scheme.
- Death Relief Scheme.

**10.3.8 Resettlement and Rehabilitation (R&R) policy of Neyveli Lignite Corporation:**

The implementation of Resettlement and Rehabilitation Policy (RAP) has since been discontinued and has been substituted with the National Rehabilitation and Resettlement Policy, 2007 (NRRP 2007) published on 31.10.07 by the Government of India, Ministry of Rural Development and as directed by Government of Tamil Nadu. Accordingly, NLC is following the National Policy on Rehabilitation and Resettlement, 2007, for the ongoing

projects with certain enhancements, aimed at minimizing the adverse impacts on the affected people and for the benefit of the project Affected Population. The R&R measures are being implemented as directed by the R&R Administrator. NLC also executes capital works in the peripheral villages through an exclusive scheme for sustainable development of the region.

**10.3.9 Future Plans :**

NLC in it's endeavor to become a leading lignite mining and Power Company has embarked on the following projects:

- (i) Bithnok Lignite Thermal Power Station (1x250MW) with Bithnok Mine (2.25MTPA)
- (ii) Barsingsar Thermal Power Station Extension (1x250 MW) with 2.5 MTPA Hadla & Palana lignite mines.
- (iii) Joint Venture coal based Ghatampur Thermal Power Station (3x660MW) in Uttar Pradesh by NLC and UPRVUNL
- (iv) 10 MW Solar PV Project:
- (v) Coastal "Sirkali Thermal Power Project" (3x660 MW) in Tamil Nadu.

**10.4 SINGARENI COLLIERIES COMPANY LIMITED**

**10.4.1** The Singareni Collieries Company Limited is a Government of Andhra Pradesh Enterprise in which Government of Andhra Pradesh and Government of India hold equity capital shared in the ratio of 51:49 respectively.

As per Tripartite agreement between SCCL, Government of Andhra Pradesh & Government of India, SCCL Board can approve new projects with capital expenditure upto ₹500 crore.

Projects costing over and above ₹ 500 crores will be approved by Government of India.

**10.4.2 Coal Production:**

(in Million Tonnes)

Target 2011-12	Target 2011-12 (upto Dec.'11)	Actual Production (upto Dec.'11)
51.00	37.45	35.26

**10.4.3 Productivity:**

The OMS during 2011-12 (April'11 to Dec.'11) is 3.65 tonnes (Provisional) against 3.41 tonnes during the same period in 2010-11.

	2011-12 ( upto Dec.'11 )	2010-11 ( upto Dec.'10 )
OMS in tonnes	3.65	3.41

**10.4.4 Manpower :** As on 31.12.2011, Employees on roll of SCCL are 66,754 including 2,346 female employees.

**10.4.5 Employees Welfare:** The SCCL is taking all possible measures to provide welfare amenities to its employees, particularly in the field of health, sanitation, residential accommodation, education to workers children, supply of water, laying of roads, improving health awareness among employees and their families through

communication cell, sports and games to provide recreation in addition to various Social Security Schemes.

SCCL has spent ₹23,896 Lakhs (Provisional) towards Welfare expenditure during 2011-12 (upto October '11).

**10.4.6 The Industrial Relations:** The Industrial Relations Scenario in SCCL for the year 2011-12 (upto December, 2011) recorded 03 (three) Strikes. Out of these, two strikes were in connection with the ongoing agitation demanding separate Telengana State. The Management has laid down clear Industrial Relations Policy providing mechanism to discuss the issues with Recognized Union at Company and Area level and with Representative Status Union at Area level.

By introducing reforms, harmonious Industrial Relations are being maintained through systematic co-operation between the labour and the Management, in reducing costs, increasing the production and productivity, improving quality of work and maintaining Industrial Peace & improvement in overall quality of life.

All these measures contributed for reduction in number of strikes, as can be seen from the following details:

S.No	Year	No.of Strikes	Mandays lost	Production Lost (in tonnes)
1	2002-03	35	16,30,798	6,47,426
2	2003-04	15	1,02,942	1,21,647
3	2004-05	14	91,818	57,499
4	2005-06	11	2,40,403	1,10,189
5	2006-07	03	5,587	9,872
6	2007-08	Nil	Nil	Nil
7	2008-09	04	23,065	19,072
8	2009-10	02	1,430	4,893
9	2010-11	02	1,68,760	4,22,984
10	2011-12 (up to Dec., '11)	03	16,27,057	40,11,091