

Regarding disparity between service condition of permanent and contractual employees in NALCO, Odisha-laid

SHRI MAHESH SAHOO (DHENKANAL): NALCO has two units in Odisha, one each at Dhenkanal and Koraput HPC. But the policy of the organisation is such that there is a disparity between the permanent and contractual employees. In the event of death of a permanent employee, the wife of the deceased gets a compensation amount of Rs. 15 lakhs and full salary till the age of superannuation. Apart from this they also get all the benefits like quarter, health insurance, etc. On the other hand, in the event of death of a contractual employee, only a compensation of Rs. 15 lakh is given. The compensation is at par for any of such employee whether he or she has served the company for 5 years or fifteen years. This is a big injustice done to the families of deceased contractual employees. Justice needs to be done to the families who only get compensation package. They too deserve equal compensation like health insurance and full salary till the age of superannuation. Steps should be taken in this regard to restore parity among two sets of employees working in the same organisation. Therefore, I urge upon the Minister of Mines to take necessary steps in this regard.