

**GOVERNMENT OF INDIA
COAL
LOK SABHA**

UNSTARRED QUESTION NO:3465
ANSWERED ON:16.04.2008
CONTRACT WORKERS IN NLC
Kharventhan Shri Salarapatty Kuppusamy

Will the Minister of COAL be pleased to state:

- (a) whether the contract workers of Neyveli Lignite Corporation (NLC) are resorting to strike quite often;
- (b) if so, the details thereof and reasons thereto;
- (c) whether production in the NLC units have been affected and the losses incurred as a result thereof;
- (d) whether the contract workers have been demanding regularization of their service since long; and
- (e) if so, the action taken by the Government thereon?

Answer

MINISTER OF STATE IN THE MINISTRY OF COAL (SIIRI SAN TOSH BAGKODIA)

(a) & (b): The workers employed by contractors of NLC went on strike from the first shift on 29.03.2008 to the night shift of 05.04.2008 in response to strike call given by the NLC Jccva Oppantha Thozhilalar Sangam (AITUC). The strike was for the following demands as stated by the union in their strike notice ;

i) The Contract Workmen engaged by the contractors in NLC have to be regularized as permanent employees on Seniority Basis on par with the Indcoserve Howsicos Society in accordance with the orders of the Court.

ii) In accordance with the letter by the Assistance Labour Commissioner (Central) Chcnai during 2002, contractors have to pay one month's wages as bonus to the Contract workmen and since then contractors have not paid this, NLC as a principal employer should pay the bonus.

iii) NLC Jeeva Oppantha Thozhilalar Sangam (AITUC) should be recognised by NLC, since they have majority of the contract workmen as members and conducted two strikes independently and successfully.

iv) The contract workmen should be given free treatment at NLC General Hospital. The contract workmen, who are involved in industrial accidents, should be given free treatment by NLC, and the expenditure incurred may be recovered from respective contractors.

v) The contract workmen shall be paid equal wages at par with the regular workmen of NLC.

vi) The contract workmen should be paid 20% of the wages as House Rent Allowance or they should be provided house facility.

vii) The contract workmen should be paid Rs.500/- month as conveyance allowance.

viii) The provident fund accounts of contract workmen, which is now being handled by the Office of the Regional Provident Fund Commissioner, Trichy, should be transferred and maintained by the NLC Employees Provident Fund Trust.

ix) Contract workmen should be given three sets of uniform and one rain coat every year.

(c) As reported by NLC, during the above strike period, there was no production loss.

(d) Yes, Sir. Regularization of their service in the company was one of their demands.

(e) The workers employed by contractors are not directly engaged by NLC. All contracts are work contracts for a specific period mostly in civil (earth) works and cleaning works. While all statutory provisions are being implemented for payment of wages, provident fund and other benefits, there is no obligation on the part of the principal employer to regularise the services of contract workmen. Moreover, there is no requirement of additional manpower in NLC, as there is already surplus manpower due to closure of Chemical units.