

**GOVERNMENT OF INDIA  
COAL  
LOK SABHA**

UNSTARRED QUESTION NO:2455  
ANSWERED ON:28.03.2012  
EXPLOITATION OF CONTRACT WORKERS  
Kumar Shri Vishwa Mohan

**Will the Minister of COAL be pleased to state:**

- (a) whether the officers of Coal India Limited (CIL) are exploiting the contract workers more than the private sector;
- (b) if so, the details in this regard;
- (c) the number of regular employees and contract workers in CIL separately as on date;
- (d) the pay scales of the regular employees of CIL and the pay scales for the contract workers working in the same grade;
- (e) whether CIL is a profit making company and has got continuous work; and
- (f) if so, the reasons for engaging contract workers?

**Answer**

MINISTER OF STATE IN THE MINISTRY OF COAL (SHRI PRATIK PRAKASHBAPU PATIL)

(a) No, Sir.

(b) In view of reply to part (a) above, question does not arise.

(c) the details of number of regular employees and the workers engaged by the contractors in Coal India Limited and its subsidiaries are as under:

Company    Regular Employees    Contract Workers

ECL    78258    6524

BCCL    65088    1414

CCL    50175    1013

WCL    57109    3277

SECL    76851    9504

MCL    22025    5190

NCL    16339    4233

CMPDIL    3147    0

NEC    2547    413

Total 372514 31647

(d) the pay scales of regular employee are fixed in accordance with National Coal Wage Agreement (NCWA) which is decided by Joint Bipartite Committee for the Coal Industry (JBCCI). The contract workers are engaged by contractors who have been awarded work after successfully competing in the tender process. The contract workers are paid as per the notification of Ministry of Labour, Government of India under the Minimum Wages Act, 1948 from time to time.

(e) Yes, Sir.

(f) the contract workers are not engaged where the job is perennial in nature. Certain jobs are outsourced and the contractors engage their own employees in the jobs as per their requirement.