

**GOVERNMENT OF INDIA
COAL
LOK SABHA**

UNSTARRED QUESTION NO:208
ANSWERED ON:08.08.2012
PAY HIKE OF WORKERS
Ahir Shri Hansraj Gangaram

Will the Minister of COAL be pleased to state:

- (a) whether any discussion is in progress on the agreement for pay-hike between the workers' organizations and Coal India Limited(CIL) in the coal mining sector and if so, the details thereof;
- (b) whether the workers' organizations in the coal mining sector have expressed their anger for not granting pay-hike to the workers in time;
- (c) if so, whether any steps have been taken to finalize the pay-hike agreement in respect of the workers in coal mining sectors;
- (d) if so, the details thereof; and
- (e) the main points of the pay-hike agreement being reached between the workers' organizations and CIL in the coal sector and the estimated financial burden on CIL as a result of implementing pay-hike agreement?

Answer

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

(a): There is no discussion in progress on the agreement for a pay hike between the workers' organization and Coal India Limited(CIL) in the coal mining sector as National Coal Wages Agreement (NCWA)-IX has recently been signed amicably between the representatives of Central Trade Unions(CTUs) and the management of CIL and its subsidiaries including Singherani Collieries Company Limited(SCCL) on 31.01.2012.

(b): The period of NCWA-VIII was upto 30th June, 2011 and NCWA-IX began from 1.7.2011. Such agreement was signed on 31st January, 2012 within six months from the date of notification of Joint Bipartite Committee for Coal Industries (JBCCI)-IX.

(c) & (d): Does not arise in view of reply given to part (b).

(e): The main points of pay hike agreement, i.e., NCWA-IX signed between representatives of CTUs and representatives of Management of CIL & its subsidiaries including SCCL, were the periodicity of aforesaid agreement for a period of five years with 100% DA neutralization w.e.f. 1.7.2011. The Minimum Guaranteed Benefit (MGB) allowed at 25% on total emolument (Basic + DA + SDA + Attendance Bonus) as on 30.6.2011. Existing allowances which were being paid in absolute amount in NCWA-VIII were also increased in proportion to the increase in Basic i.e. approx. 88% and a "Special Allowance" @ 4% of the revised basic was also introduced in NCWA-IX w.e.f. 01/02/2012. Annual increment agreed is 3% of the revised progressive Basic. The initial basic of minimum category of worker enhanced to Rs.15772.62 against Rs.8360/. There would be an estimated additional financial impact of Rs. 6500 crores per annum (approximate) as a result of implementation of NCWA-IX.