

**GOVERNMENT OF INDIA  
COAL  
LOK SABHA**

UNSTARRED QUESTION NO:2973  
ANSWERED ON:11.12.2012  
CONTRACT WORKERS IN CIL  
Chowdhury Shri Bansagopal

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

- (a) the number of contract workers engaged in Coal India Limited (CIL) and its subsidiaries, company-wise;
- (b) whether any pay structure is being followed for such workers;
- (c) if so, the details thereof along with the wages being paid to them in each subsidiary;
- (d) the details of the social security being provided to the contract workers; and
- (e) the other measures taken/being taken by the Government for the welfare of contract workers in CIL?

**Answer**

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

(a) Contract workers are not engaged by the Coal India Limited and other Coal Companies directly. However, certain jobs are outsourced and the Private Agencies are deploying their own employees/workers which differ from time to time as per the requirement of the Companies. At present, the number of regular workers and contract workers engaged by the contractors in Coal India and its Subsidiaries is as given below:

Company            Contract workers engaged by Contractors

Eastern Coalfields Limited	6524
Bharat Coking Coal Limited	1414
Central Coalfields Limited	1013
Western Coalfields Limited	3277
South Eastern Coalfields Limited	9504
Mahanadi Coalfields Limited	5190
Northern Coalfields Limited	233
Central Mine Planning & Design Institute Limited	0
North Eastern Coalfields	413
Coal India Limited	79
Total	31647

(b), (c), (d) & (e): Contractors' workers who are being engaged by the contractors as and when required in different contract work are paid as per Minimum Wages Act, 1948 notified by the Ministry of Labour, Govt. of India from time to time and other working conditions are as per the provision laid down in the Contract Labour Regulation & Abolition Act, 1970 and rules there under. In the Notice Inviting Tenders, there is a pre-condition to the contractor/private parties for compliance of the relevant provisions of the concerned Acts regarding Payment of Minimum Wages and working conditions etc.

Medical facilities are extended to all contractors' workers in the Company's Dispensaries/Hospitals free of cost. Contractors have been instructed for payment of Bonus as per the rules applicable. Other welfare measures such as, Accommodation, Rest House, Drinking Water facilities etc. are extended by the private agencies. The representatives of Principal Employer inspect and supervise the working conditions, records of the private agencies etc. to ensure payment of minimum wage, CMPF/EPF deduction and extension of social security measures to the contractor workers. In case any contractor fails to provide any welfare measure to their employees, on receipt of report from the representatives of Principal Employer, same is extended by the Company and cost is deducted from the bills of the contractor as per the provisions of Contract Labour (Regulation & Abolition) Act, 1970.