

COMMITTEE ON PETITIONS

(FIFTEENTH LOK SABHA)

THIRTY-FOURTH REPORT



भार्यमेव जयते

**LOK SABHA SECRETARIAT
NEW DELHI**

January, 2014 / Magha, 1935 (Saka)

THIRTY-FOURTH REPORT
COMMITTEE ON PETITIONS
(FIFTEENTH LOK SABHA)

MINISTRY OF COAL

(Presented to Lok Sabha on)



सत्यमेव जयते

LOK SABHA SECRETARIAT
NEW DELHI

January, 2014 / Magha, 1935 (Saka)

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ANNEXURE

Minutes of the 68th sitting of the Committee held on 22.1.2014

COMPOSITION OF THE COMMITTEE ON PETITIONS

Shri Anant Gangaram Geete - Chairman

Members

2. **Shri Khiladi Lal Bairwa**
3. **Shri Arvind Kumar Chaudhary**
4. **Shri Syed Shahnawaz Hussain**
5. **Shri G.V.Harsha Kumar**
6. **Shri Bhartruhari Mahtab**
7. **Shri Vincent H. Pala**
8. **Shri A. Sai Prathap**
9. **Shri M.B. Rajesh**
10. **Prof.(Dr.) Ram Shankar**
11. **Shri Adhi Sankar**
12. **Shri Rakesh Singh**
13. **Shri Yashvir Singh**
14. **Shri Adagooru Vishwanath**
15. **Vacant**

SECRETARIAT

1. **Shri P. K. Grover - Additional Secretary**
2. **Smt. Sudesh Luthra - Joint Secretary**
3. **Shri Shiv Kumar - Director**
4. **Smt. Jagriti Tewatia - Deputy Secretary**
5. **Shri Jyoti Prakash Krishna - Executive Asstt**

THIRTY-FOURTH REPORT OF THE COMMITTEE ON PETITIONS
(FIFTEENTH LOK SABHA)

INTRODUCTION

I, the Chairman, Committee on Petitions, having been authorised by the Committee to present the Report on their behalf, present this Thirty-Fourth Report (Fifteenth Lok Sabha) on the Action Taken by the Government on the recommendations of the Committee on Petitions made in their Twenty Sixth Report (14th Lok Sabha) on the representation received from Shri B.K. Singh, General Secretary, Koyala Khadan Shikshak Morcha and forwarded by Shri George Fernandes, Ex-MP, Lok Sabha regarding Grant of Higher Pay Scales to the teachers of Colliery Schools.

2. The Committee considered and adopted the draft Thirty-Fourth Report at their sitting held on 22 January, 2014.
3. The observations / recommendations of the Committee on the above matters have been included in the Report.

**NEW DELHI;
GEETE**

**22 January, 2014
2 Magha, 1935 (Saka)**

ANANT GANGARAM

**Chairman,
Committee on Petitions**

ACTION TAKEN BY THE GOVERNMENT ON THE RECOMMENDATIONS OF THE COMMITTEE ON PETITIONS MADE IN TWENTY SIXTH REPORT (14TH LOK SABHA) OF THE COMMITTEE ON THE REPRESENTATION RECEIVED FROM SHRI B.K. SINGH, GENERAL SECRETARY, KOYALA KHADAN SHIKSHAK MORCHA AND FORWARDED BY SHRI GEORGE FERNANDES, EX-MP, LOK SABHA REGARDING GRANT OF HIGHER PAY SCALES TO THE TEACHERS OF COLLIERY SCHOOLS

The Committee on Petitions in their Twenty Sixth Report (14th Lok Sabha) presented to Lok Sabha on 7th May, 2007 had dealt with the representation regarding grant of higher pay scales to the Teachers of Colliery Schools.

2. The Committee on Petitions had made certain observations/recommendations in their Report on the subject. The Ministry of Coal were requested to take action on the recommendations and furnish the Action Taken Replies thereon for the consideration of the Committee.

3. **The Ministry of Coal vide their O.M. No.54012/1/2006-PRIW-II dated 18th November, 2013** have furnished their updated Action Taken Replies in respect of their observations/ recommendations contained in the Report .

4. The Committee will now deal with the Action Taken Replies furnished by the Ministry on the recommendations/ observations.

5. As elaborated in Para 30 of the Report, the Committee took note of that Koyala Khadan Shikshak Morcha Dhanbad, Jharkhand had represented for payment of reasonable salary to Teachers to stop their exploitation so as to enable them to impart standard education to the children/wards of miners and Colliery workers. Colliery Teachers were being paid a paltry sum of Rs.2500/- as salary per month, which even did not conform to the minimum wages paid to

a labour. The Petitioner had further stated that the recommendations of Central Wage Board for Coal Mining Industry equating the Teachers of colliery school to the clerk of the colliery was also not implemented by Coal CPSUs. The Petitioner, therefore, requested that reasonable salary may be paid to the colliery school and non-teaching staff equal to the Teachers of the Central Government/State Government.

(Para 30)

6. In response thereto, the Ministry of Coal in their Action Taken Reply have stated as follows:

"Education is a state subject. Coal India and its subsidiary companies do not run any educational institution but provide only grant-in-aid to privately managed Schools. Management of such Schools/committee of the school, manages working of school, appointment and payment of salary to the Teachers and staff with the help of grant-in-aid from the Management of CIL and its subsidiaries and from their own resources etc.

It is pertinent to point out that there is no employer-employee relationship with the Management of Privately managed Schools and CIL/subsidiary companies which has been confirmed by the Hon'ble Jharkhand High Court, Ranchi vide its order dated 21.01.2004. This is also clear from the Judgment of Hon'ble Supreme Court of India in Civil Appeal No.6595, 6602-6603 and 6601 of 2005 dated 21.08.2007 that as no employer – employee relationship existed between Private Committee Managed Schools and Management of BCCL. BCCL has no liability in respect of private committee managed Schools. This is applicable also in ECL & CCL. As such responsibility of payment of salaries etc does not lie with CIL and its subsidiaries.

However, keeping in view the need to encourage education in the coalfield areas Management of ECL, BCCL & CCL on sympathetic ground increased the quantum of grant-in-aid from time to time which are as under:-

- i) Such increase was made in July 2001 when the Ministry of Coal directed ECL, BCCL and CCL to double the quantum of present financial assistance to privately managed Schools so that every teacher may get a minimum of Rs.2000/- per month w.e.f. July 2001.
- ii) Further, in February 2004 Ministry of Coal directed Coal India that grant- in-aid to Privately Managed Schools being supported by ECL, BCCL and CCL may be enhanced from Rs.2000/- per month per teacher to Rs.2500/- per month per teacher w.e.f. March 2004 on

the existing Teachers/Schools who are getting grant-in-aid as on date.

- iii) Further, grant-in-aid to privately Managed school was enhanced @Rs.3000/- per month per teacher to all the Privately Managed Schools of ECL, BCCL and CCL w.e.f. October 2006.
 - (iv) With a view to improve standard of education and to impart quality education special package of grant-in-aid was introduced w.e.f. 01.04.2008 @Rs.4000/-, @Rs.4500/- , @Rs.5000/- and Rs.5500/- per month per Teacher depending upon educational qualification of the Teachers and subject to fulfillment of the of condition as communicated vide OM No.CIL/C-5C/55166/360 dated 28.08.2008.
 - (v) The condition laid down in the above OM dated 28.08.2008 had further been modified and relaxed vide OM No.CIL/C-5C/55166/704 dated 27.02.2009.
 - vi) Further, grant-in-aid has been enhanced from @Rs.5000/-, @Rs.5500/-, @Rs.6500/- & @Rs.7000/- per month per teacher depending upon the educational qualification of the Teachers and condition which were laid down in the OM dated 27.02.2009 has also further been modified & relaxed as communicated vide OM No.CIL//C-5C/55131(A)(Comm.Pettn.)/56 dated 23.06.2011.
 - vii) Further, in view of the difficulties expressed by the representatives of the Privately Manned Schools, in fulfillment of the condition as laid down in the CIL's Office Memorandum No.CIL/C-5C/55131(A)(Comm. Pettn.)/56 dated 23.06.2011, the CIL Board agreed to dispense with the condition but "The Managing Committee must get the Government recognition to get the enhanced grant-in-aid". The Board also directed that all other terms and conditions of the above CIL's OM dated 23.06.2011 would remain unaltered."
7. In para 31 of the Report, the Committee had noted as follows :-

"Prior to nationalization of coal industry some private coal companies were running their own Schools. The Teachers in such Schools were salaried employees of the private Companies. Apart from these Schools, there were many other private Schools operating in and around the mines. When private companies were nationalized, the central PSUs absorbed all the staff of the private companies including some Teachers. For considerable time, there remained ambiguity about the status/wages to be given to erstwhile Teachers who had been absorbed. Since none of the

coal PSUs were running departmental Schools, such Teachers had to be utilized as clerical staff. This issue was finally addressed under National Coal Wage Agreement (NCWA-III) which was valid from 01.01.1983 to 31.12.1986 wherein it was decided that such absorbed Teachers would be given clerical grade of pay. The NCWA-III was meant for the employees of coal PSUs and not for other Teachers of Schools operating in the vicinity of coal mines."

8. In their action taken reply, the Ministry of Coal have stated as under:-

"It is necessary to draw a line between Colliery Teachers and the Teachers of Privately Managed Schools. Colliery Teachers were the original employees of the then Coal Companies who later on were absorbed in BCCL. Whereas the Teachers of Privately Managed Schools have come into existence afterwards on their own.

NCWA is applicable only to the employees of CIL and its subsidiaries. The concerned para of NCWA-III deals with the enhancement of recurring grant and not salary of the School Colliery Teachers. The recommendation relating to grant-in-aid was implemented as per agreement of NCWA-III."

9. In para 32 of the Report, the Committee had observed that Coal India Limited (CIL) and its Subsidiaries, within the framework of NCWA-III, evolved an Educational Policy as a welfare measure to give easy access to the basic education for children of the employees in the coalfields areas. It envisaged a primary school near each Colliery/ colony, a middle/junior high school for every group of colonies and a high school at area level. Schools in CIL broadly fall in categories of (a) Project Schools; and (b) Privately Managed Schools. It was envisaged that a Coal CPSU would provide infrastructure, furniture, etc. to the Project Schools and would bear all the running costs incurred over and above the fees and other charges taken by such Schools. These Project Schools have qualified Teachers including affiliation with appropriate board like CBSE. However, the Teachers in such Schools were not employees of the concerned Coal Company.

(Para 32)

10. In their action taken reply, the Ministry of Coal have stated:-

"With a view to improve the educational standard and for imparting quality education the Authorities of Project Schools were requested to establish their Schools in different Areas of ECL, BCCL and CCL, whereas the Privately Managed Schools were established on their own and are being run/administered by their own rules and regulations with their own resources. As a part of fully CSR activities, ECL, BCCL & CCL are extending financial assistance by way of recurring and non-recurring grant etc. The Teachers/Non-teaching staff of such Schools are not the employees of ECL, BCCL and CCL."

11. In para 33 of the Report, the Committee had noted that as regards other privately managed Schools, a coal PSU would give some form of grant-in-aid as a means of financial assistance purely as a welfare measure. These privately managed Schools were administered by their own rules and regulations with their own resources. The functioning of these privately managed Schools was assessed by Welfare Board, which includes representatives of Trade Unions and Management. The Welfare Boards recommended continuance or discontinuance, enhancement or reduction of grant-in-aid to be disbursed in each financial year.

(Para 33)

12. In their action taken reply, the Ministry of Coal have furnished company wise status as follows:-

"ECL

The ECL Welfare Board (constituted with the representatives of both Union and Management) has no role in the functioning of the Privately Managed Schools which are given recurring grant as per directives received from the Ministry. ECL Welfare Board, however, examines proposal for sanction of non-recurring grant for development of the Schools received from the concerned Schools Managing Committee.

BCCL

After physical verification by Welfare Sub-committee on Education consisting of the representatives of Central Trade Unions, BCCL is extending financial assistance to Privately Managed Schools. The Welfare Sub-committee on education recommends in each financial year for continuance, discontinuance, restoration or reduction of financial assistance after inspection.

CCL

CCL Inspection team, comprising different trade union representatives and Management are visiting from time to time each school for survey of the actual number of students and performance of the school etc."

13. In para 35 of the Report, the Committee had observed:-

"xxxx there are about 298 privately managed Schools, which are partially funded through grant-in-aid given by the concerned PSUs. The ECL, BCCL and CCL give grant-in-aid to 162, 89 and 47 Schools respectively. The Committee have been informed that the management of coal PSUs have no role in establishment of private Schools and appointment of Teachers in such Schools. Further, according to the Ministry, the Teachers of privately managed Schools are inadequately qualified and not trained for teaching profession. Also, the Committee of experts constituted on the directions of Jharkhand High Court felt that the teaching standard in such Schools leaves much to be desired."

(Para 35)

14. In their action taken reply, the Ministry of Coal stated that at present 162, 83 and 44 Private Committee Managed Schools are functioning in the Coalfields of ECL, BCCL and CCL respectively and are getting grant-in-aid.

15. In para 36 of the Report, the Committee had noted:-

"Certain mandatory requirements have to be fulfilled in terms of infrastructure, facilities etc. to get affiliation from the State Education Board (SEB). According to the Ministry of Coal, none of the 162 privately managed Schools, which receives grant-in-aid from ECL, has been recognized by State Education Board (SEB). Further, BCCL provides financial assistance to 89 private Schools, which impart education at primary, middle and high school. Out of 89 Schools, only 4 or 5 have been recognized by SEB. Further, only 6 Schools out of 47 Schools that receive financial assistance from CCL have been recognized by SEB. Thus only 10 out of 298 Schools, which impart education at primary, middle and high school, have been recognized by SEB."

(Para 36)

16. In their action taken reply, the Ministry of Coal have stated:-

"BCCL – Presently BCCL is providing financial assistance to 83 Private Committee Managed Schools operating in its command areas out of which 05 Nos. are recognized by SEB. However, it is informed that:-

- a) BCCL has no role in running the aforesaid Private Committee Managed Schools though these Schools are situated on BCCL land.
- b) The Private Committee Managed Schools are run/administered under the rules and regulations stipulated by their own Managing Committee.
- c) To get affiliation from SEB certain mandatory requirements have to be fulfilled by the Schools. Presently, out of 83 such Schools, only 05 Schools are recognized by SEB.

CCL - Out of 44 Private Committee Managed Schools getting grant-in-aid from CCL, only 8 Private Committee Managed Schools have been recognized by SEB."

17. In para 37 of the Report, the Committee had observed:-

" xxxx the Teachers of privately managed Schools have filed writ petition in Jharkhand High Court, *inter-alia* demanding parity of pay scales with Teachers of State Government of Jharkhand or the clerical grade in BCCL. The Hon'ble Ranchi High Court in their judgment dated 10.9.2002 in respect of CWJC No. 2226 of 2000 directed BCCL to pay Teachers of Schools aided by them a salary at par with equivalent to clerical grade in BCCL. However, BCCL filed an appeal in Ranchi High Court, which *vide* its order dated 12.12.2002 stayed its earlier order. Subsequently, Division Bench of Jharkhand High Court, passed an order on 21.01.2004 and set aside the judgment delivered on 10.09.2002 and the writ petitions were dismissed. The teacher have since filed a SLP in the Hon'ble Supreme Court against the above judgment."

(Para 37)

18. In their action taken reply, the Ministry of Coal have submitted:-

"The fact that the Teachers and non-teaching staff of Private Committee Managed Schools operating in the command areas of BCCL and being provided with financial assistance are not the BCCL employee, which has been confirmed by Hon'ble Jharkhand High Court, Ranchi in its order dated 21.01.2004 stating that being a welfare State, education is the prime responsibility of the State Government, where as being a mere commercial venture, education is not the responsibility of BCCL.

Further, Hon'ble Supreme Court of India in its order dated 12.06.2007 in respect of Civil Appeal Nos. 6595/2005, 6602-6603/05 and 6801/05 related with Privately Managed School Teachers has also concluded that there is no employee – employer relationship between the Management of BCCL and the Teachers working in these Schools and opined "Firstly these Schools are not being managed by the BCCL as from the facts it is more

than clear that the BCCL was only extending financial assistance from time to time. By that it cannot be saddled with the liability to pay these Teachers of the Schools as being paid to the Clerks working with BCCL”.

19. In para 38 of the Report, the Committee had observed as follows:-

“The Committee are deeply anguished about the scheme propounded by the educational policy of Coal India Ltd. formulated with avowed objective of providing easy access to the basic education for children of the employees in the coalfield areas, as envisaged in the National Coal Wage Agreement. The Committee are constrained at the blatant travesty of the so called 'welfare' envisaged in the policy. The said policy stipulates that a coal PSUs would provide infrastructure, furniture etc., to the project Schools and would bear all the running costs incurred over and above the fees and other charges taken by such Schools. As regards, other privately managed Schools, a coal PSUs would merely give grant-in-aid as a means of financial assistance. In financial terms the chasm widened to such an extent that whereas the project Schools received the sum of Rs.4725.65 lakhs, the privately managed Schools were to manage with meagre amount of Rs.1016.72 lakhs during the year 2004-05 and 2005-06 from Coal India Limited. It goes without saying that project Schools will cater to the children of elites whereas poorer section will have to be contended with privately managed Schools. The Committee are aghast to note that despite our pledge to establish ourselves as a 'Socialist Republic', the Ministry of Coal has been instrumental in perpetuating class system thereby depriving the poorest strata of the society of its rightful dues. The Committee strongly deprecates the said unwarranted discrimination and the scheme of grants-in-aid as the means of financial assistance to privately managed Schools, being prejudiced with unscientific basis.”

(Para 38)

20. In their action taken reply, the Ministry of Coal have stated:-

“Project Schools are affiliated to CBSE or the state board concerned and the education imparted by these Schools is as per directives of such boards. Privately Managed Schools came up at their own initiative. So question of discrimination to Privately Managed Schools with Project Schools does not arise because the company had never taken the initiative to open Privately Managed Schools in the first phase. However, the wards of non employees can seek admission in the Project Schools, if they desire.”

21. In para 39 of the Report, the Committee had observed:-

“The Committee are convinced that the Ministry of Coal and the coal PSUs there under cannot absolve themselves of their responsibilities of all round

welfare measures in the areas of their activities particularly with respect to environment, health, drinking water, sanitation and above all the education. The Committee feel that the mushrooming of educational institutions in and around coal field areas, makes the task of coal PSUs difficult in promoting quality education in real sense. The Committee are of the view that while on the one hand the coal PSUs are duty bound to improve the standards of teaching and infrastructure facilities in such Schools, some amount of measures are needed to regulate the opening of new Schools. The Committee are of the view that short term as well as long term measures are imperative for effectively dealing with these twin issues. The Committee, therefore, desire that a comprehensive study on the functioning, infrastructure, teacher-student ratio, etc. should be undertaken by an expert body consisting of representatives of trade unions, management, educationist, etc. to assess the ways and means to improve the standard of education and make them financial self reliant."

(Para 39)

22. In their action taken reply, the Ministry of Coal have stated:-

"Though education is primarily the responsibility of the State Government, the CIL and its subsidiaries are extending financial assistance as a part of CSR activities which supplement the efforts of the State Govt. but cannot substitute for the same.

Subsequent to the receipt of recommendations Chairman, CIL vide his letter No.CIL: CH:1434:MOC dated 24.01.08 advised CMDs of ECL,CCL & BCCL to take immediate action for furnishing all relevant information pertaining to privately managed Schools on the following heads:-

- 1) The number of students in each school.
- 2) The number of students belonging to the wards of the employees.
- 3) The number of Teachers – total and those with graduation and/or B.T./B.Ed qualification.
- 4) Method of selection of Teachers.
- 5) Attendance of students annually for the last three years.
- 6) Grant-in-aid recommended/paid during the last three years etc.

On receipt of the information from the concerned subsidiaries on above matters the matter was placed before the 243rd Meeting of CIL Board held on 10th June 2008 for enhancing the grant-in-aid along-with certain conditions details of which has been mentioned in the Comments/Reply given at Point No.30.

Subsequently, in view of difficulties expressed for fulfillment by the Representatives of the Privately Managed Schools it is crystal clear from the comments given in Point No. 30 that grant-in-aid has been enhanced from time to time and also the condition laid down in the OM dated 28.08.2008 as also been modified and relaxed afterwards."

23. In para 41 of the Report, the Committee had observed as follows:-

"The Committee also desire that the welfare boards in coal PSUs should be further strengthened and made broad based by inclusion of representatives of State Government, Trade Unions, Privately managed Schools, educationists, etc. so as to promote educational activities on scientific lines in the coal field areas. The welfare boards may also strive for consolidation of existing Schools and opening of new Schools wherever necessary, and frame the guidelines for educational institutions on the basis of the comprehensive study undertaken by the expert body."

(Para 41)

24. In their action taken reply, the Ministry of Coal stated that the subject of education has been discussed in the CIL Welfare Board Meeting and a Joint Bipartite Sub-Committee Committee on education consisting of Representatives of both Management and Central Trade Unions/Members of CIL Welfare Board has been constituted to look after the matter. "

25. In para 42 of the Report, the Committee had observed as follows:-

"The Committee refrain to comment on the issue of parity of pay scales with Teachers of Government Schools or clerical grade in coal PSUs, raised by the Petitioners since the matter is pending in the Hon'ble Supreme Court. The Committee nevertheless consider the present grant-in-aid towards salary of Teachers of privately managed Schools woefully inadequate. The Committee understand that under the 'Shiksha Mitra' Scheme being implemented by the State Government of Bihar, every teacher receives a minimum salary of Rs.4000/- per month. The Committee therefore, recommend that as a interim measure the grant-in-aid given by coal PSUs may be enhanced so as to ensure that every teacher is paid at least at the rate of minimum wages for a skilled person along with a special teaching remuneration of Rs.2000/- or Rs.2500/- or Rs.3000/- per month depending upon whether the teacher is taking classes at primary, middle and high school level with additional Rs.500 per month being paid for trained and qualified Teachers. However, it may be ensured that every teacher in privately managed school receives a

minimum salary of Rs.4000/- per month as in the case of 'Shikshak Mitra' Scheme. The Committee also recommend the Ministry to formulate a new education policy with egalitarian objectives to provide basic education for children of the employees as well as all sections of the society in coal field area."

(Para 42)

26. In their action taken reply, the Ministry of Coal have stated:-

"As mentioned in Point No.42 that Government of Bihar has implemented 'Shikshak Mitra' Scheme and as a result of which every teacher of Govt of Bihar is getting a minimum salary of Rs.4,000/- per month.

In this regard this is to mention here that there is a great difference between a State Government and a PSU which is as under:-

- 1) That being a welfare State, education is the prime responsibility of the State Government whereas being a commercial venture, prime responsibility of Coal India Limited and its subsidiaries is to produce coal and Education is a post of the Corporate Social responsibility activities.
- 2) The State Government Teachers are the employees of State Government and it is the responsibility of the State Government to provide salary/wages to their Teachers whereas the Teachers of Privately Managed Schools are not at all the employees of ECL, BCCL and CCL. Therefore, company does not have a responsibility/obligation to pay any salary/wages to the Teachers of Privately Managed Schools. Only as a token of help ECL, BCCL and CCL is extending grant-in-aid to the Privately Managed Schools.
- 3) Further it is clarified that grant-in-aid has been enhanced from time to time, the details has already been given in comments/reply on Point No.30."

OBSERVATIONS/RECOMMENDATIONS

27. The representatives of Koyla Khadan Shikshak Morcha, Dhanbad, Jharkhand had represented before the Committee for the payment of reasonable salary to Teachers/staffs of Colliery Schools. Further, the salary paid to the teaching and non-teaching staff of these Schools, did not even conform to the minimum wage paid to a labour. The recommendation of the Central Wage Board of Coal Mining Industry with regard to bringing Colliery Teachers at par with the Clerks employed in Colliery has also not been implemented by Coal India Limited (CIL). The Petitioner had therefore requested that reasonable salary may be paid to the Colliery Teachers so as to maintain good standard of teaching in the Colliery Schools.

28. The Committee had deliberated upon the issue and observed that prior to nationalization of the Coal Industry some Coal Companies were running their own Schools. Apart from these Schools, there were many other private Schools operating in and around the mines. Thus, Schools in CIL broadly fall in categories of (a) Project Schools and (b) Privately Managed Schools It was also brought to the notice of the Committee that these privately managed Schools were administered by their own rules and regulations with their own resources and their functioning was assessed by Welfare Board. A Coal CPSU would give some form of grant-in aid as a means of financial assistance to these Schools purely as a welfare measure. The quantum of grants being given to these Schools had been enhanced from time to time.

29. The Committee note from the submissions made by the Ministry that education is a State subject and there is no Employee-Employer relationship between the Management of privately owned Colliery

Schools and Subsidiary Companies of the CIL. However, in order to encourage education in the Coal Field Areas, the Management of the CIL and its Subsidiary Companies have increased the quantum of grant-in-aid from time to time on sympathetic grounds. Accordingly, such increase was made in July, 2001 i.e., when Ministry of Coal directed the Subsidiaries of Coal India Ltd; i.e. ECL, CCL and BCCL to double the quantum of financial aid to privately managed Colliery Schools so that every teacher may get a minimum of Rs.2000 per month. Further in February, 2004 on the directions of the Ministry of Coal, the grant-in-aid was enhanced from Rs 2000/- per month per teacher to Rs 2500/- w.e.f. March 2004. Subsequently in Oct 2006 it was enhanced to Rs 3000/-. Thereafter, with a view to improve standard of education and to impart quality education, special package of grant-in-aid was introduced w.e.f. 1.4.2008 @ Rs 4000/-, Rs 4500/-, Rs 5000/- and Rs 5500/- pm per teacher depending upon educational qualifications. The grant-in-aid has been further enhanced to Rs 5000/- Rs 5500/- Rs 6500/- and Rs 7000/-.

The Committee also note that in view of the difficulties expressed by the representatives of the Privately Managed Schools in fulfilling the conditions laid down by CIL's OM dated 23.6.2011, the CIL Board agreed to dispense with the condition that the Managing Committee of the Schools must get the government recognition to receive the enhanced grant-in-aid.

30. The Committee also observe that the Welfare Boards of the Coal Companies have constituted teams comprising of representatives from Trade Unions and Management to inspect the day-to-day functioning of these Colliery Schools and to recommend their name for the provision of recurring grants. The Committee are of the opinion that inspection

of these Schools by the team constituted by the Welfare Boards should be made a regular exercise so as to check slackness, if any, on the part of the Teachers and the Management of the Schools.

31. The committee further note from the submission made by the Ministry in their Action Taken Reply that only 10 privately managed Colliery Schools out of 298 have been recognized by the State Education Board. The Schools fulfilling certain parameters and infrastructural requirement, teaching staff, etc. are likely to get the recognition of the State Education Board.

32. The Committee further note that the Chairman, Coal India Ltd. had sought certain information pertaining to functioning of the privately managed Schools under different heads from the CMDs of the CCL, ECL and the BCCL for extending them grant-in-aid. The Committee are of the considered view that the data collected from all the Coal CPSUs may be utilized by the respective Welfare Boards of the PSUs for overall development of education system in the Colliery Areas. The Committee, therefore, reiterate that the endeavour of the CPSUs should be to encourage the privately managed Schools to get recognition from the respective State Education Boards so as to make the system uniform. The Committee strongly feel that the role of the Welfare Boards of the respective PSUs does not extend only to the extent of providing financial assistance to these Schools but also to encourage the private Schools to get the required affiliation from the concerned Education Boards.

33. The Committee are satisfied to note that pursuant to the recommendations made by the Committee in its Original Report, the Ministry have taken the initiative towards imparting quality education

to the children of miners and workmen of the collieries by enhancing the grant-in-aid to these schools from time to time and taking other initiatives as elaborated above. The Committee however feel that the endeavour of the Coal subsidiaries of the CIL should be to restrict mushrooming of schools in the Colliery areas and provide grant-in-aid to selected schools functioning on the parameters laid down by the Company and the concerned Education Boards, instead of diversifying grant-in-aid into more schools. The Committee are of the opinion that this would lead to better salaries to teachers which would certainly attract quality teachers for these schools besides it would also motivate the existing teachers in imparting better education to the children attending these schools.

34. While acknowledging the fact that education is a State subject and also the Hon'ble Supreme Court in its order dated 12.6.2007 has concluded that there is no employee – employer relationship between the management of BCCL and the teachers working in these schools, the Committee are of the view that the subsidiary companies of CIL have the social and welfare responsibilities towards their employees especially when these schools are imparting education to the children of the miners and workmen of the collieries. The Committee, therefore, recommend the Ministry to take up th matter with the Coal Companies and their respective Welfare Boards to facilitate the privately managed Colliery Schools in raising the required infrastructure so that they get recognition from the Education Boards of the respective State Governments. These companies should also evolve a streamlined system by which mushrooming of these unrecognized private Schools, beyond their requirement is restricted and the grant-in-aid given by these companies can be best utilized for imparting quality education and raising the standard of already established Schools.

The Committee would like to be informed of the conclusive action taken in this regard within 3 months of the presentation of the Report to the House.

NEW DELHI;

22 January, 2014
2 Magha, 1935 (Saka)

Anant Gangaram Geete
Chairman,
Committee on Petitions.