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**STANDING COMMITTEE ON
COAL AND STEEL (2017-2018)
SIXTEENTH LOK SABHA**

MINISTRY OF MINES

**Action Taken by the Government on the Observations/
Recommendations contained in the Thirty-Second Report of the
Standing Committee on Coal and Steel (Sixteenth Lok Sabha)
on "Skill Development in Mining Sector"**



FORTY-FIRST REPORT

**LOK SABHA SECRETARIAT
NEW DELHI
MARCH, 2018/PHALGUNA, 1939 (Saka)**

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Recommendations contained in the Thirty-Second Report of the
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on "Skill Development in Mining Sector"**

Presented to Lok Sabha on 13.03.2018

Laid in Rajya Sabha on 13.03.2018



**LOK SABHA SECRETARIAT
NEW DELHI
MARCH, 2018/PHALGUNA 1939 (Saka)**

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COMPOSITION OF THE STANDING COMMITTEE ON COAL AND STEEL(2017-18)

Chairperson - Shri Rakesh Singh

Lok Sabha

2. Shri Idris Ali
3. Shri A. Arunmozhithevan
4. Shri Chandulal Sahu
5. Smt. Jyoti Dhurve
6. Shri Shailesh Kumar
7. Dr. Banshilal Mahato
8. Shri Kamalbhan Singh Marabi
9. Shri Godam Nagesh
10. Shri Ajay Nishad
11. Smt. Riti Pathak
12. Smt. Ranjeet Ranjan
13. Shri Ravindra Kumar Ray
14. Shri Tamradhwaj Sahu
15. Shri Tathagata Satpathy
16. Shri Janardan Singh 'Sigiwal'
17. Shri Pashupati Nath Singh
18. Shri Rama Kishore Singh
19. Shri Sunil Kumar Singh
20. Shri Sushil Kumar Singh
21. Shri Krupal Balaji Tumane

Rajya Sabha

22. Dr. Pradeep Kumar Balmuchu
23. Shri Ranjib Biswal
24. Shri Md. Nadimul Haque
25. Shri Ranvijay Singh Judev
26. Shri Ram Vichar Netam
27. Shri Dilip Kumar Tirkey
28. Shri Alok Tiwari
29. Shri Sanjay Singh*
30. Vacant
31. Vacant

* Nominated w.e.f. 13.02.2018.

(ii)

SECRETARIAT

1. Shri U.B.S. Negi - Joint Secretary
2. Shri Ajay Kumar Garg - Director
3. Shri Arvind Sharma - Additional Director
4. Smt. Madhu Tandon - Executive Officer

(iii)

INTRODUCTION

I, the Chairperson, Standing Committee on Coal and Steel having been authorised by the Committee to present the Report on their behalf, present this Forty-First Report (Sixteenth Lok Sabha) on Action Taken by the Government on the observations/recommendations contained in the Thirty-Second Report of the Standing Committee on Coal and Steel (Sixteenth Lok Sabha) on “Skill Development in Mining Sector” pertaining to the Ministry of Mines.

2. The Thirty-Second Report (Sixteenth Lok Sabha) of the Standing Committee on Coal and Steel was presented to Lok Sabha on 10.08.2017. Replies of the Government to all the observations/recommendations contained in the Report were received on 15.11.2017.

3. The Standing Committee on Coal and Steel considered and adopted this Report at their sitting held on 09.03.2018.

4. An analysis on the Action Taken by the Government on the observations/ recommendation contained in the Thirty-Second Report (Sixteenth Lok Sabha) of the Committee is given at **Annexure-II**.

5. For facility of reference and convenience, the observations and recommendations of the Committee have been printed in bold letters in Chapter-I of the Report.

NEW DELHI;
09 March, 2018
18 Phalgun, 1939(Saka)

RAKESH SINGH
Chairperson
Standing Committee on Coal and Steel

(iv)

REPORT

CHAPTER-I

This Report of the Standing Committee deals with Action Taken by the Government on the observations/recommendations contained in the Thirty-Second Report (Sixteenth Lok Sabha) of the Standing Committee on Coal and Steel(2016-17) on the subject, "Skill Development in Mining Sector" of the Ministry of Mines which was presented to Lok Sabha on 10.08.2017 and laid in Rajya Sabha on 09.08.2017.

2. The Action Taken Notes have been received from the Ministry of Mines on 15.11.2017 in respect of all the 12 observations/recommendations contained in the Report. These have been categorised as follows:

- (i) Observations/Recommendations which have been accepted by the Government: Serial Nos. 1, 2, 3, 4, 6, 7,8, 9, 10 and 11
Total: 10
Chapter-II
- (ii) Observations/Recommendations which the Committee do not desire to pursue in view of the replies of the Government :
Sl. No. 5 and 12
Total: 02
Chapter III
- (iii) Observations/Recommendations in respect of which replies of the Government have not been accepted by the Committee:
Sl.No. Nil
Total: 00
Chapter IV
- (iv) Observations/Recommendations in respect of which final replies of the Government are still awaited:
Sl.No. Nil
Total: 00
Chapter V

3. The Committee do hope and trust that utmost importance would be given to implementation of the Observations/Recommendations accepted by the Government. In case, where it is not possible for the Ministry to implement the recommendations in letter and spirit for any reason, the matter should be reported to the Committee with reasons for non-implementation. The Committee desire that final Action Taken Replies on the Observations/Recommendations contained in Chapter-I of this Report be furnished to them within three months.

4. The Committee will now deal with the Action Taken by the Government on some of their observations/recommendations made in the Thirty-Second Report.

Recommendation at Serial.No.2

5. The Committee were of the view that skilling programmes need to be scalable, replicable and accessible and must have high degree of inclusivity. Keeping in view that usually the diplomas and certificates with which students graduate, are out of sync with the needs of the industry, the Committee desired that skilling standards developed by the Sector Skill Council (SSC) viz. National Vocational Qualification Framework (NVQF) and National Vocational Education Qualification Framework (NVEQF) should ensure clarity of career choices, options and receptivity of the qualification. The Committee further desired that to ensure quality of skills delivered, the Government should create a formal arrangement among the three key shareholders in the delivery pyramid viz. Government, Industry and skills providers for building skills training as a mainstream and inclusive programme. The 'Train the Trainee' (TTT) programme should be industry led and adequate funding support should be given by Central Government to State Government Institutions. Keeping in view India's large geographical territory, difficult terrain and varying social economic conditions, the Committee observed that standardization of skills is imperative. The Committee, therefore, recommended that a policy convergence by building skills training as a mainstream and inclusive programme be promoted by creating a formal arrangement among the three key stakeholders in the delivery pyramid. Further, greater interaction amongst industry, academia and skills provider may be encouraged to narrow the gap between the demand and supply of skilled manpower. The Committee also recommend that the Government should focus on informal sector by finding a model that reaches out to the people and livelihood promotion institutions and NGOs by engaging corporate houses that could initiate training programme for youth from rural as well as urban areas. The Committee might be apprised of the action taken in the matter.

6. The Ministry in Action Taken Reply has stated as under:-
"India's Mining Sector is largely concentrated in remote and tribal areas of 13 key states namely Jharkhand, Rajasthan, Odisha, Chhattisgarh, Madhya Pradesh, Gujarat, Andhra Pradesh,

Maharashtra, West Bengal, Tamil Nadu, Karnataka, Goa and Telangana.

Further, the informal Mining Sector is largely fragmented with 86% of the leases (in non-coal) being less than 50 hectares, labour intensive and with low level of mechanization. In the un-organized sector, several thousand small scale mines mining minor minerals, dimensional stones and quarrying, employ majority of workforce having no formal training.

During the primary interaction with key stakeholders while conducting the "Human Resource and Skill Requirement Study for Indian Mining Sector" it has been found that the supply of skills in backward states is bound to be limited unless it is catalyzed/ ensured through dedicated sponsorships. It was pointed by stakeholders that in many cases, people find it difficult to relocate from other states for mining jobs. This is further compounded by paucity of funds for training in these regions. Moreover, mining is not a preferred choice of the unemployed youth. Focus should be to create awareness and impart skills training on in-demand job roles to make mining jobs aspirational.

The trainings in these regions for the informal sector are currently being addressed to some extent under Pradhan Mantri Kaushal Vikas Yojna (PMKVY) and other state sponsored programs. However, additional resources such funds available under District Mineral Foundation can be made available to Skill Council for Mining Sector under Pradhan Mantri Khanij Kshetra Kalyan Yojna (PMKKKY) for skill development in mining sector for youth from these areas.

SCMS is actively engaging with Corporate Houses to set up Skill Excellence Centres to train the youth from these areas under their CSR initiatives, to create a pool of skilled workers for the industry. SCMS has partnered with Hindustan Zinc Limited and Hindustan Copper Limited, Khetrinagar for taking up long term training programs for the youth of the area to make them employable.

However, given the nature of current environment in mining the number of Companies coming forward for these projects is low.

SCMS is also working closely with the industry to identify resources who have retired or are currently working to act as external consultant for development of curriculum and rolling out train the trainer programs for building a strong eco-system of skill development in mining sector.

SCMS is in discussions with Academic institutions of excellence like IIT-ISM, Dhanbad for development of Qualification Packs and corresponding National Occupational Standards for NSQF level 5 and above."

7. The Committee in their original Report *inter-alia* recommended for creation of a formal arrangement among the three key stakeholders in the delivery pyramid viz. Government, Industry and

skills providers for building skills training as a mainstream and inclusive programme and 'Train the Trainee' (TTT) programme should be industry led and adequate funding support should be given by Central Government to State Government Institutions. In its Action Taken Reply, the Ministry has stated that India's Mining Sector is largely concentrated in remote and tribal areas of 13 key states. Further, the informal Mining Sector is largely fragmented, labour intensive and with low level of mechanization. In the unorganized sector a majority of workforce have no formal training. It was also found that the supply of skills in backward states is bound to be limited unless it is catalyzed/ensured through dedicated sponsorships. Further, people also find it difficult to relocate from other states for mining job. This is further compounded by paucity of funds for training in these regions. Moreover, mining is not a preferred choice of the unemployed youth. According to the Ministry, the trainings for the informal sector are being addressed to some extent under Pradhan Mantri Kaushal Vikas Yojna(PMKVY) and other state sponsored programme. Funds available under District Mineral Foundation can be made available to Skill Council for Mining Sector (SCMS) under Pradhan Mantri Khanij Kshetra Kalyan Yojna (PMKKKY) for skill development in mining sector for youth from these areas. Further, SCMS is actively engaging with Corporate Houses to set up Skill Excellence Centres to train the youth from these areas under their CSR initiatives. As regards development of skilling standards, the Committee note that SCMS is working closely with the industry to identify resources who have retired or are currently working to act as external consultant for development of curriculum and rolling out 'Train the Trainer' programs for building a strong eco-system of skill development in mining sector. Also, SCMS is reported to be in discussions with Academic institutions of excellence like IIT-ISM, Dhanbad for development of Qualification Packs and corresponding National Occupational Standards for NSQF level 5 and above. The Committee, however, note that most of the initiatives are at nascent and discussion stage only. The Committee hope that the initiatives undertaken by the Ministry will go a long way in achieving Skill Plan of the country in the mining sector. The

Committee desire that all out efforts must be made with due promptitude to fructify them into tangible results. The Committee would like to be apprised of the achievements made as a result of the initiatives undertaken by the Ministry in the matter.

Recommendation at Serial No. 4

8. The Committee were happy to note that the Country is well endowed with many metallic and non-metallic mineral resources with the mining sector (non-fuel) currently accounting for approximately 2% of the GDP. The Committee however, noted that scientific, sustainable and transparent mining practices require well trained manpower and skill development is the *sine qua non* for enhanced productivity and safety at the work place besides preparing the workforce to adapt to new state-of-the-art technologies. The Committee observed that skilling initiatives in the mining sector remains an important component of the National Policy for Skill Development, 2015 and the Ministry of Mines has unveiled Skill Development Plan for Mining Sector for the period 2016-22 in July 2016. The main objective of the Plan is to focus on outcome-based approach towards quality vocational training skills for both youth and employers to increase employability and better livelihood. To achieve this aim, Skill Council for Mining Sector (SCMS) was established in December, 2013 under Public-Private Partnership (PPP) mode with the aim to develop skill competency standards and qualifications, benchmarking it with national and international standards and to work with the mining industry in PPP mode. The Committee were apprised that as on 06.02.2017, the SCMS has done occupational mapping for developing National Occupational Standards for 45 entry level job roles both for opencast and underground mines aligned to the overall needs of the mining industry statutory requirements which would cover about 70% workforce of the sector. Further, Training Infrastructure, Empanelled Training Partners, Assessment Agencies, pool of expert trainers and Assessors have been created for carrying out certification. The Committee were happy to note that the Skill Council for Mining Sector (SCMS) has already initiated their plans to up-skill and train approximately 4.50 lakh workers including 50000 new inductees to make them employable within a period of ten years. Major achievements made by the SCMS after its establishment include inter-alia Human Resources and Skill Gap study for the period 2014-17 and 2017-22

for the Indian Mining Sector; carried out training and certification of 43,609 (both for new inductees and RPL on job) under the Pradhan Mantri Kaushal Vikas Yojana (PMKVY); signing of MoU with 149 Industry Partners for demand aggregation and ensuring availability of skilled manpower and with State Skill Mission in the four States of Rajasthan, Uttarakhand, Uttar Pradesh and Jharkhand, etc. While appreciating the laudable work being done by the SCMS, the Committee desired that the overall aim as well as the core objective of ensuring national standards and quality for globally aligned skills through credible certification may be adhered to so that the competencies accumulated by the beneficiaries enable them to secure local, national and international job opportunities. The Committee would like to be apprised of the timeframes within which these skilling activities are taken up and the year wise quantum of targeted beneficiaries during 2014-22. The Committee also desired that SCMS should also take up the State Skill Mission with the remaining States like West Bengal, Andhra Pradesh, Maharashtra, Karnataka, Odisha, Madhya Pradesh, etc. and ensure the availability of skilled manpower in the entire country. The Committee would like to be apprised of the action taken in the matter.

9. The Ministry in Action Taken Reply has submitted as under:-

"SCMS is working closely with the various stakeholders in mining sector to understand the knowledge and skills required to correctly execute the job for various trades as identified in the mining sector occupational map. The Qualification Packs (QPs) and National Occupational Standards (NOSs), the course curriculum, student hand books, faculty guides are developed based on the priority of the trades required by the industry.

SCMS is reaching out to international bodies to bring in global practices and standards into skill development in mining sector. Towards this SCMS, on invitation from Australia India Business Council (AIBC) participated in Third National Energy and Resource Services Forum at Mackay, Queensland, Australia from May 11th-12th 2017. The principal focus of discussions was on Mining Equipment, Technology and Services (METS), Skills and Innovation. During the visit, SCMS team also visited the offices of Queensland Skills and Education Consortium (QSEC) in Brisbane, Australia.

As a follow-up to this SCMS and QSEC signed and MOU in June 2017 at Delhi for working on upgrading the SCMS qualification with focus on Health and Safety at Workplace. SCMS has shared their Safety NOS with QSEC.

SCMS has currently 45 QPs, out of which 36 QPs, are under 3 years' time bound mandatory revision. The revision is being done based on the inputs from the industry on technology and process upgradation.

The exercise is expected to be completed during October- November 2017.

In line with the term sheet signed with NSDC, SCMS is looking at up skilling and certification of 4.0 lakh in service workers and training and certification 50,000 new workers over ten years. The year wise numbers to be trained are as below:

Parameter	Y1	Y2	Y3**	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Total
Number of in-services people certified	2,500	5,000	10,000	20,000	37,000	45,500	55,000	70,000	75,000	80,000	4,00,000
Number of new trainees certified	500	1000	1,500	2,000	2,500	3,500	5,000	8,000	11,000	15,000	50,000
Total Number of people certified	3,000	6,000	11,500	22,000	39,500	49,000	60,000	78,000	86,000	95,000	4,50,000

** denotes- a comprehensive 10 year plan and the table shown is the part of project proposal approved by NSDC which covers training and certification by SCMS over a period of 10 years.

Note: SCMS has completed 3 years of its existence; so far certification of 38,170 in-service workers and 1,637 new trainees has been achieved.

SCMS is reaching out to the mining states for partnering them on skill development in mining sector for the resident youth. Till date SCMS has signed MOU with the states of Rajasthan, Uttarakhand, Jharkhand and Uttar Pradesh out of which training has been initiated under State Program at Uttarakhand. Discussion has been held with Odisha and Madhya Pradesh and SCMS plans to meet Karnataka in October and Andhra Pradesh and Telangana in November 2017.

The synopsis of state wise engagement is as follow:

Sl. No.	State	Meeting Held	MOU Executed	Training Started
1	Rajasthan	Yes	Yes	
2	Uttarakhand	Yes	Yes	Yes
3	Jharkhand	Yes	Yes	
4	Uttar Pradesh	Yes	Yes	
5	Odisha	Yes		
6	Madhya Pradesh	Yes	In Process	
7	Karnataka	Planned in Oct 2017		
8	Andhra Pradesh	Planned in Nov 2017		
9	Telangana	Planned in Nov 2017		
10	West Bengal	Planned in Dec 2017		
11	Maharashtra	Planned in Dec 2017		

10. The Committee in their original Report had inter-alia observed that as on 06.02.2017, the SCMS has done occupational mapping for developing National Occupational Standards for 45 entry level job roles both for opencast and underground mines aligned to the overall needs of the mining industry and already initiated their plans to up-skill and train approximately 4.50 lakh workers including 50000 new inductees to make them employable within a period of ten years. In this backdrop, the Committee desired to be apprised of the timeframes within which three skilling activities are to be taken up and the year-wise quantum of targeted beneficiaries during 2014-22, besides taking up the State Skill Mission with the remaining states for ensuring availability of skilled manpower in the entire country. In its Action Taken Reply, the Ministry have submitted the year-wise 10 year comprehensive plan for up skilling and certification of 4.0 lakh in service workers and training and certification of 50,000 new workers over ten years. As regards their recommendation that SCMS should also take up the State Skill Mission with the remaining States like West Bengal, Andhra Pradesh, Maharashtra, Karnataka, Odisha, Madhya Pradesh, etc. for ensuring the availability of skilled manpower in the entire country, the Committee note from the Action Taken Reply that till date SCMS has signed MOU with the states of Rajasthan, Uttarakhand, Jharkhand and Uttar Pradesh out of which training has been initiated under State Programme at Uttarakhand. Further, discussions has been held with Odisha and Madhya Pradesh and SCMS plans to meet Karnataka in October and Andhra Pradesh, Telangana in November 2017 and West Bengal and Maharashtra in December, 2017. While appreciating that the Government is in process of discussing and signing MOUs with all the remaining States, the Committee urge the Ministry that concerted efforts for executing these MoUs with all States be finalized in a stipulated timeframe for timely rolling out of the training programmes. The Committee would like to be apprised of the latest position in this regard.

Recommendation at Serial No. 6

11. The Committee while observing that main constraints/impediments cited by the MSDE in implementation of the National Policy for Skill Development 2015 with particular emphasis on Skill Development projects in the Mining Sector *inter-alia* include overall public perception that view skilling as the last option meant for those who have opted out of the formal academic system; absence of any robust co-ordination and monitoring mechanism to ensure convergence of skill development programmes of the Central Government; mismatch between demand and supply at the sectoral and spatial levels; limited mobility between skill and higher education programmes/vocational education; pre-dominant non-farm, unorganized sector employment with low productivity but no premium for skilling; etc., had trusted that the Ministry would come out with a time bound action plan to address such issues. In this context, the Committee desired that efforts be made to bring about cohesive co-ordination amongst the various Central and State level as well non-Governmental agencies involved in the Skilling Mission so as to avoid duplicity of work as well as delays in implementation of skilling projects. The Committee might be apprised of the action taken in the matter.

12. The Ministry in Action Taken Reply has submitted as under:-

"NSDC through MSDE has signed a Memorandum of Understanding (MoU) with Ministry of Mines for skill development and upgradation through its Public Sector Undertakings. Skill Council for Mining Sector (SCMS) is the implementation partner for all such programs related to mining skills for these PSUs.

SCMS is working closely with NSDC to take the skills development efforts to the State Level. Till date, SCMS has signed MoUs with - Rajasthan - RSLDC, Uttarakhand - UKSDM, Uttar Pradesh - UPSDM and Jharkhand - JSSDM. SCMS is in discussions with Madhya Pradesh, Odisha and Karnataka for skill developments in the respective states under State Sponsored programs."

13. The Committee in their observation/recommendation made in the original Report had desired that efforts be made to bring about cohesive co-ordination amongst the various Central and State level as well non-Governmental agencies involved in the Skilling Mission so as to avoid duplicity of work as well as delays in implementation of skilling projects. The Committee note from the Action Taken Reply

of the Ministry that the SCMS is working closely with NSDC to take the skills development efforts to the State Level and till date, SCMS has signed Memorandum of Understandings (MoUs) with - Rajasthan - RSLDC, Uttarakhand - UKSDM, Uttar Pradesh - UPSDM and Jharkhand - JSSDM. The Committee have further been apprised that SCMS is in discussions with Madhya Pradesh, Odisha and Karnataka for skill developments in the respective states under State Sponsored programs. However, as regards the recommendation of the Committee to involve the non-governmental agencies in the Skilling Mission, the Committee find that the action taken reply of the Ministry is silent on the issue. The Committee, therefore, desire that a mechanism be developed to coordinate between Central, State and non-governmental agencies to ensure expeditious implementation of skilling projects and to avoid duplication of work. The Committee would like to be apprised of the action taken in the matter.

Recommendation at Serial No. 7

14. The Committee noted that as per the skill gap study report of May, 2016 that was submitted to the National Skill Development Corporation (NSDC) by the Deloitte Touche Tohmatsu India LLP in association with Skill Council for Mining Sector (SCMS), the total incremental demand in the mining sector including coal would be around 2.59 lakh. The Committee appreciated the conducting of study on Skill Gap which has projected the human resources requirements of the mining industry, mapped the human resources skills available currently in the mining industry to match such requirements, identified skill gaps and also suggested measures to bridge the same in a realistic manner. Notably, the skill gap study concluded *inter-alia* that out of the projected incremental demand of 2.59 lakh new inductees, the demand of 1.07 lakh at the NSQF level 3 and below, (74000 in coal sector and 33000 in mining sector) are anticipated to be fully met through auxiliary human resources supply; anticipated demand and supply gap of 60000 (42000 in coal sector and 18000 in mining sector) workers at NSQF level 4 and above; requirement for mandatory skilling during induction would be required for NSQF level 3 and below although there is no shortage at this level; manpower deployed in the mining sector to be brought under

Recognition of Prior Learning (RPL) certification programme; skill upgradation of the apprentices through 'on the job training' to be treated as an important component where appropriate investment is required to be made. The Committee noted that presently, the mining sector is highly fragmented with the responsibility of grant of mining lease and their management on scientific mines falling on the respective State Governments and moreover, 95% of the Mining Leases are in the private sector. The Committee, therefore, observed that the success of any strategy to foster scientific mining practices and deployment of trained manpower hinges on proactive participation of the respective State Governments while also dovetailing a suitable strategy for any credible approach towards skill development of the private sector. Keeping in view that the Skill Council for Mining Sector not only serves as a think tank for development of qualification packs in line with the National Skill Qualification Framework, but also play an important role in extending training facilities to the private sector for upgradation of skill on a continuous basis, the Committee desire that the Ministry of Mines prepare a roadmap to address the issues of skill gap in the mining sector based on the skill gap study report. The Committee further hoped that the Ministry would make earnest efforts to catalyse investment from industry through CSR for raising resources for training and also an aggressive regime be put in place to sensitise attitude of the private sector about the need for training and skilling of workforce entering into the mining. The committee might be apprised of the action taken in the matter.

15. The Ministry in Action Taken Reply has stated as under:

"Ministry of Mines has prepared a Skill Development Plan for the Mining Sector (2016-2022) based on the skill gap study report submitted by Deloitte Touche Tohmatsu India Ltd which was unveiled at National Conclave on Mines & Minerals at Chhattisgarh in July, 2016. It aims to develop, design and disseminate training modules required for scientific, sustainable and safe mining practices within the framework of National policy of Skill Development and Entrepreneurship 2015. The main objective is to focus on outcome-based approach towards quality vocational training skills for both youth and employers to increase employability and better livelihood for individuals.

The activities to be undertaken under the skill plan are enumerated below:

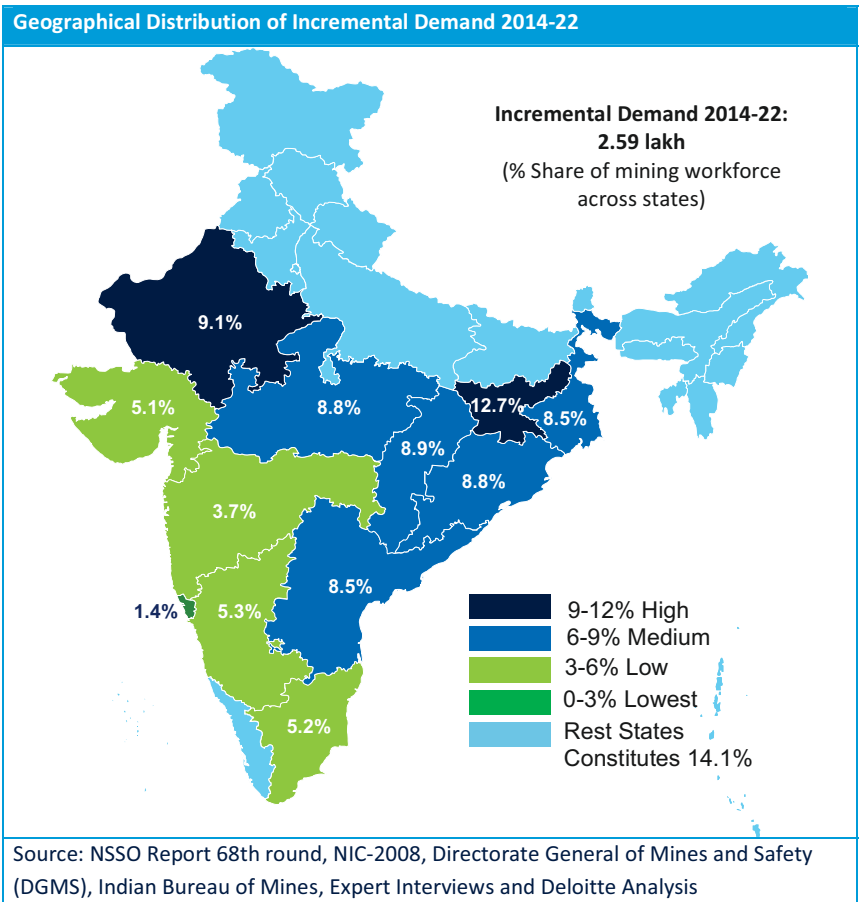
- i. Enhancing the existing training facilities of PSUs, attached and sub-ordinate offices of Ministry of Mines

- ii. Setting up of Centre of Excellence: 1 by NALCO and 1 Centre of Skill Excellence by HCL
- iii. Skill development to get priority in fund allocation under CSR
- iv. Promoting Apprenticeship: 10% of the workforce shall be through apprenticeship programmes
- v. Recognition to Prior Learning (RPL)

The Indian mining industry employs nearly 23.86 lakh workers in 2013-14 across Prospecting & Exploration, Mineral Extraction, Associated Services and Mineral Processing & Beneficiation – this is expected to increase to 26.45 lakh (i.e. additional incremental demand of 2.59 lakh people).

The key highlights of the incremental demand for human resources across geography are as follows:

Highest Share of Incremental Demand: Jharkhand (12.7%) constitutes highest share of incremental demand followed by Rajasthan (9.1%). The incremental demand in Rajasthan is largely in the unorganized sector.



The high demand job roles are predominantly in the mineral extraction sub-sector. The occupational break-up is as follows: Loading & Hauling – Opencast miners (13.4%), Other personnel engaged in professional and supervisory roles (12.6%), Specialist Operations – Underground (8.6%), Loading & Hauling - Underground miners (7.2%), Blasting (6.1%), Drilling & Cutting (3.3%) and Mine Surveying (0.9%). The key Job Roles in demand are:

- Mining Supervisor
- Supervisor - Plant operations
- HEMM operators / maintenance
- Explosives Handler
- Mining Engineer
- SDL & LHD Operator
- Surface Miner
- Roof Bolter
- Mine Surveying

The next high demand sub-sector is - associated services, and accounts for 15% of the estimated incremental demand. The key Job Roles in demand are:

- Technicians – Electrical
- Mechanical Engineer
- Mine Electrician
- Mechanic/ Fitter
- Electrical Engineer
- Health Safety and Environment

There also exists a requirement of upskilling and certification of the existing workforce to refine the knowledge and skills acquired through informal learning route in terms of the National Skill Qualification Framework through Recognition of Prior Learning.

The PSUs under the aegis of Ministry of Mines have already signed an MOU with NSDC for training and certification of in-service workers under Recognition of Prior Learning as per NSQF levels over the next 3 years utilising their CSR funds. In addition, PSUs will also promote on the job training. In the meeting held with PSUs regarding skill development, this Ministry has instructed all its PSUs to spend 10% of CSR funds for upskilling the mining affected people in the areas adjoining their operations."

16. Keeping in view that the Skill Council for Mining Sector not only serves as a think tank for development of qualification packs in line with the National Skill Qualification Framework, but also play an important role in extending training facilities to the private sector for upgradation of skill on a continuous basis, the Committee in their original Report had desired that the Ministry of Mines prepare a roadmap to address the issues of skill gap in the mining sector based on the skill gap study report. In response, the Ministry of Mines in its

Action Taken Reply has referred to the Skill Development Plan of the Mining Sector prepared on the basis of Skill Gap Study Report under which the activities like enhancing the existing training facilities of PSUs, attached and sub-ordinate offices of Ministry of Mines; setting up of Centre of Excellence: 1 each by NALCO and HCL; skill development to get priority in fund allocation under CSR; promoting Apprenticeship: 10% of the workforce shall be through apprenticeship programmes; and Recognition to Prior Learning (RPL) etc. are to be undertaken. In this regard, the Committee would like to be apprised of the progress made so far in respect of the activities already undertaken and desire that a detailed plan of action including mentioning inter alia current status of efforts made in the intended areas as well as the time lines fixed for their execution may also be furnished to them. The Committee would also like to be apprised of the specific endeavours, if any, made for sensitising the private sector for training and skilling of workforce entering the mining sector.

Recommendation at Serial No 10

17. The Committee noted that GSI with its Head Quarters at Hyderabad and six Regional Training Institutes (RTI) together with the twelve Field Training Centres (FTI) backed by GSI laboratories impart training in different disciplines of earth science, other scientific technical and administrative subjects to officers from other organisations including trainees from foreign countries. Notably, during 2015-16, 107 training courses were conducted by GSI. The Committee also noted that a total of 2319 personnel were trained out of which 2125 were from GSI, 95 were from State DGM's, 27 were international participants and 72 participants were from other organisations. While appreciating the training initiatives put in place in GSI, the Committee would also like to be apprised about the targets and achievements of training programme for the year 2016-17 and 2017-18 and its source of funding . The Committee were happy to find that the future plan of GSI include training of 2500 personnel per annum with relatively larger share of private sector participants requiring specific skill sets in the specialized field of exploration. The Committee hoped that the Ministry of Skill Development and Entrepreneurship/GSI will continue its efforts to impart training to the

participants through its purposeful training programmes that can be emulated across the country.

18. The Ministry in its Action Taken Reply has stated as under:

The specialized divisions of GSITI, with its headquarters at Hyderabad, six (6) Regional Training Institutes (RTIs) at the Regional Headquarters of GSI, viz., Lucknow, Jaipur, Nagpur, Hyderabad, Kolkata & Shillong, and 11 Field Training Centres at Aishmuqam (J&K), Saketi (H.P.), Bhimtal (Uttarakhand), Zawar (Rajasthan), Kuju (Jharkhand), Aizawl (Mizoram), Raipur (Chhattisgarh), Sukinda (Odisha), Kothagudem (Telangana), Wajrakarur (Andhra Pradesh) & Chitradurga (Karnataka), impart training in different disciplines of Earth sciences. In addition to conducting the different induction level training programs for Geologists, Geophysicists, Chemists and Engineers, the institute conducts training courses for middle level professionals. It organizes Basic, Refresher & Advance courses, Workshops, etc. in various disciplines of scientific, technical and administrative streams for participants from within and outside GSI. Besides, the Institute has been imparting sponsored training in collaboration with DST, ISRO and ONGC.

For various training courses, the Training Institute has also outreached different Central and State Government institutions like Indian Institute of Management (IIM), Kolkata; Administrative Training Institute (ATI), Kolkata; Jaipuria Institute of Management (JIM), Lucknow; Administrative Staff College of India (ASCI), Hyderabad; Dr. Marri Channa Reddy Human Resource Development Institute (Dr. MCRHRD), Hyderabad; HCM Rajasthan Institute of Public Administration (HCM-RIPA), Jaipur; Institute of Secretariat Training and Management (ISTM), Nagpur; National Institute of Financial Management (NIFM), Faridabad; etc. In addition, three international courses on Remote Sensing, GIS and Mineral Exploration are proposed to be conducted for foreign nationals under MEA sponsored Indian Technical and Economic Cooperation (ITEC) program.

During the year 2016-17 GSITI conducted 132 training programs. A total of 3091 personnel were trained out of which 2870 were from GSI, 71 were from State DGM's, 35 were international participants and 115 participants were from other organizations. From April to September, 2017 during 2017-18, a total of 70 training programs are convened. The total number of personnel trained is 1628, out of which 1579 are from GSI, 26 are from State DGMs and 23 are from University/ College students/ lecturers.

19. **While appreciating the training initiatives put in place by GSI, the Committee in their original Report had desired to be apprised**

about the targets and achievements of training programme for the year 2016-17 and 2017-18 and its source of funding . In this regard, the Ministry in Action Taken Reply has informed the Committee that during the year 2016-17, GSITI conducted 132 training programs. A total of 3091 personnel were trained out of which 2870 were from GSI, 71 were from State DGM's, 35 were international participants and 115 participants were from other organizations. During 2017-18 (April to September, 2017), a total of 70 training programs were convened by GSI. The total number of personnel trained is 1628, out of which 1579 are from GSI, 26 from State DGMs and 23 are from University/ College students/ lecturers. However, the reply of the Ministry has not covered the aspect of source of funding. While appreciating the good work of imparting training to over 2500 personnel during 2017-18, the Committee would, therefore, also like to be apprised of the source of funding for these training programme during the years 2016-17, 2017-18 and 2018-19.

CHAPTER –II

OBSERVATIONS/RECOMMENDATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT

Recommendation at Serial No. 1

The Committee note that India is among one of the countries in the world which has younger work force and it is increasing steadily. The Committee are, however, concerned to find that presently only 2% of the total workforce in the age group of 15-59 years in India has undergone skills training. This only reveals the skill gap and the enormous challenge that lies ahead in achieving the target set for imparting skills training to 500 million by 2022 in terms of the National Skills Policy, 2009. The Committee further note that the skills challenge becomes more acute for India considering that the country has a large portion of its population below 25 years of age. The Committee are, however, optimistic that India's workforce, the second largest in the world after China, can be transformed into a productive workforce giving the Indian Economy a 'Demographic Dividend' to make it a global hub for skilled manpower not only to cater to its own requirements but also to the labour shortage in other countries. The Committee, therefore, feel that bridging the enormous skill gap should be of utmost priority. Undoubtedly, the mismatch between skills versus jobs resulting in massive unemployment of working age group people impacts the economy and results in social unrest which may sow the seed of insurgencies, etc. The Committee, therefore, applaud the Government's response to face this critical challenge by setting up a separate Ministry of Skill Development and Entrepreneurship which have since come out not only with the National Skill Development Policy, 2015 with a vision to promote a culture of innovation based entrepreneurship which can generate wealth and employment so as to ensure sustainable livelihoods for all citizens, but more importantly it has also rolled out time bound action plan for superseding all the training facilities and existing vocational frameworks with qualification packs (QP) and National Occupational Standards (NOSs) in terms of National Skill Qualification Framework (NSQF). The Skill Plan endeavours to integrate the steps being taken in the mining sector with the national framework. While appreciating the laudable initiatives of the Government, the Committee hope that the Government will make all out efforts to implement the policy initiatives in a time bound manner so that the intended benefits of such skilling activities/initiatives are achieved. To this end, the Committee desire that the skill initiatives need to focus on three important parameters i.e. quantity, quality and access.

Action Taken

The Mining Industry in India is broadly classified into four sub sectors:

- (a) Prospecting and Exploration
- (b) Core Mining
- (c) Associated services
- (d) Mineral beneficiation

The rising domestic demand provides growth opportunities for this sector, thus emphasising on skilling of existing workforce with respect to the

technological changes. *The estimated incremental Human Resource demand in mining sector over the period 2014-22 is anticipated to ~2.59 lakh people.* The highest share of incremental human resource demand is expected at NSQF level 04 (i.e. Diploma/ ITI equivalent certificate holders). The qualification packs (QP's) and National Occupational Standards (NOS) for new job roles and existing job roles have been identified by Skill council for mining sector (SCMS) and benchmarked them with national and international standards.

The vocational education institutes offering mining related courses in India comprise Industrial training Institutes (ITIs) (Government and private), NSDC training partners and Vocational training partners (VTIs). These vocational educational institutes offer Auxiliary trades/ courses in mining sector which are non-exclusive to the sector and the students trained under it can be absorbed by other sectors as well such as Civil Engineering, Electrical Engineering etc. In addition to this, training facilities available with State Government, SCMS, in-house facilities in private sector, PSUs, subordinate and attached offices extend the training facilities for skill upgradation related to job roles critical for ecosystem of the mining sector.

In addition, the Ministry of Mines encourage its PSUs for drawing and implementation of an appropriate roadmap on the following:

- Facilitating the alignment of courses with Qualification Packs (QPs)- National Occupational Standards (NOS) in the Training Programmes.
- Identification and mobilisation of existing and potential workforce from the contractors/outsourced workforce in the PSUs for RPL. Recognition of Prior Learning (RPL) provides a framework for ways means to bring the experience earned over period of time through a skill certification system. It is the key instrument for up-Skilling and certification of the in-service workforce and can help not only in mapping the existing skills in the sector, but more importantly would facilitate upward mobility of the skilled workforce.
- Facilitate the identification and utilization of existing training infrastructure in equipping the workshops of ITIs/ VTIs/ RVTIs and NSDC affiliated partner by providing the equipment along with the spares which has been phased out of production line but still functioning after minor repairs.
- Maximising apprenticeship training in coordination with Directorate General of Training. PSUs have put forth a credible target of drawing 10% of their workforce under apprenticeship programme and thereby enhance their employability in the jobs connected with the mining ecosystem.
- To utilise CSR funds of the PSUs for skilling purposes. 10% of the CSR funds are to be utilised for skilling activity. This is to be utilised through programmes drawn by NSDC keeping national perspective in mind.

- NALCO and HCL are also developing Centre of Skill Excellence to provide state of art training and skill development in the areas of excavation and hauling. The activities of the centre would include:
 - Skill development and Corporate training
 - Demonstration of technology and best practices
 - Education and training (use of simulator)
 - Research and development
 - Incubation and Entrepreneurship through continued innovation and excellence.

[Ministry of Mines O.M. No. 04/1/2015-ES&IT Dated 15-11-2017]

Recommendation at Serial No. 2

The Committee are of the view that skilling programmes need to be scalable, replicable and accessible and must have high degree of inclusivity. Keeping in view that usually the diplomas and certificates with which students graduate, are out of sync with the needs of the industry, the Committee desire that skilling standards developed by the Sector Skill Council (SSC) viz. National Vocational Qualification Framework (NVQF) and National Vocational Education Qualification Framework (NVEQF) should ensure clarity of career choices, options and receptivity of the qualification. The Committee further desire that to ensure quality of skills delivered, the Government should create a formal arrangement among the three key shareholders in the delivery pyramid viz. Government, Industry and skills providers for building skills training as a mainstream and inclusive programme. The 'Train the Trainee' (TTT) programme should be industry led and adequate funding support should be given by Central Government to State Government Institutions. Keeping in view India's large geographical territory, difficult terrain and varying social economic conditions, the Committee observe that standardization of skills is imperative. The Committee, therefore, recommend that a policy convergence by building skills training as a mainstream and inclusive programme be promoted by creating a formal arrangement among the three key stakeholders in the delivery pyramid. Further, greater interaction amongst industry, academia and skills provider may be encouraged to narrow the gap between the demand and supply of skilled manpower. The Committee also recommend that the Government should focus on informal sector by finding a model that reaches out to the people and livelihood promotion institutions and NGOs by engaging corporate houses that could initiate training programme for youth from rural as well as urban areas. The Committee may be apprised of the action taken in the matter.

Action Taken

India's Mining Sector is largely concentrated in remote and tribal areas of 13 key states namely Jharkhand, Rajasthan, Odisha, Chhattisgarh, Madhya Pradesh, Gujarat, Andhra Pradesh, Maharashtra, West Bengal, Tamil Nadu, Karnataka, Goa and Telangana.

Further, the informal Mining Sector is largely fragmented with 86% of the leases (in non-coal) being less than 50 hectares, labour intensive and with low level of mechanization. In the un-organized sector, several thousand

small scale mines mining minor minerals, dimensional stones and quarrying, employ majority of workforce having no formal training.

During the primary interaction with key stakeholders while conducting the "Human Resource and Skill Requirement Study for Indian Mining Sector" it has been found that the supply of skills in backward states is bound to be limited unless it is catalyzed/ ensured through dedicated sponsorships. It was pointed by stakeholders that in many cases, people find it difficult to relocate from other states for mining jobs. This is further compounded by paucity of funds for training in these regions. Moreover, mining is not a preferred choice of the unemployed youth. Focus should be to create awareness and impart skills training on in-demand job roles to make mining jobs aspirational.

The trainings in these regions for the informal sector are currently being addressed to some extent under Pradhan Mantri Kaushal Vikas Yojna (PMKVY) and other state sponsored programs. However, additional resources such funds available under District Mineral Foundation can be made available to Skill Council for Mining Sector under Pradhan Mantri Khanij Kshetra Kalyan Yojna (PMKKKY) for skill development in mining sector for youth from these areas.

SCMS is actively engaging with Corporate Houses to set up Skill Excellence Centres to train the youth from in these areas under their CSR initiatives, to create a pool of skilled workers for the industry. SCMS has partnered with Hindustan Zinc Limited and Hindustan Copper Limited, Khetrinagar for taking up long term training programs for the youth of the area to make them employable.

However, given the nature of current environment in mining the number of Companies coming forward for these projects is low.

SCMS is also working closely with the industry to identify resources who have retired or are currently working to act as external consultant for development of curriculum and rolling out train the trainer programs for building a strong eco-system of skill development in mining sector.

SCMS is in discussions with Academic institutions of excellence like IIT-ISM, Dhanbad for development of Qualification Packs and corresponding National Occupational Standards for NSQF level 5 and above.

[Ministry of Mines O.M. No. 04/1/2015-ES&IT Dated 15-11-2017]

Comments of the Committee

(Please see para 7 of Chapter I of the Report)

Recommendation at Serial No. 3

According to the observations of a committee constituted by the Federation of Indian Mineral Industries (FIMI) on the present state of Mining Industry in the country and future skill requirements, the Mining Industry is largely fragmented with the majority of the workforce in the organised sector employed in the Coal Mining activities accounting for 70% of workforce in

mining sector. As regards non coal mining, 86% of the mining leases are less than 50 hectares in size and account for 16% of mining areas which were labour intensive with low level of mechanisation whereas 14% of mining lease covering 84% of mining areas are 50-200 hectares and above which are operated both by public and private sector with high degree of mechanisation. The FIMI committee also took note of the study done by Confederation of Indian Industry (CII) and Icara Management Consulting Services Ltd. (IMaCS) during the year 2010 which estimated that given the expected increase in the mining output as well as the expected changes in the productivity levels, the total employment in the mining industry was estimated to increase to 1.1 million from 0.95 million by the year 2017 and 1.2 million by the year 2025. The Committee agree with the FIMI committee observation that the key factors affecting human resources and skill requirement in the Indian Mining Industry include technology up-gradation, increase in productivity to meet the growing demand, stringent environment and sustainable development framework, globalization and ageing profile of workforce and long gestation period for skill acquisition. As regards the training requirement for the estimated demand supply gap in respect of geoscientists and mining engineers to focus on sustainable development, the Committee notes that the same would be catered by Geological Survey of India (GSI), Indian Bureau of Mines (IBM) and Sustainable Mining Initiatives (SMI) of FIMI and experienced/specialised persons from the Industries. Besides, an estimated 50-55% of semi-skilled and below category manpower requires urgent re-skilling or up-skilling for which there is no credible industry specific institution in the country. The Committee was also informed that the increasing trend for using newer and bigger machinery for mining operations across the mining sub-sectors would entail up-skilling of such machinery operators. Keeping in view the magnitude of the challenges observed in the skilling initiatives in the Indian Mining Sector, the Committee feels that skill development initiatives in this sector need to be implemented in a strategic manner through appropriate linkages as per the needs of the industries to achieve estimated requirement of 1.21 million skilled manpower by 2025. The Committee, therefore, desire that the Government should explore the feasibility of establishing a credible industry specific Institute to address the existing shortcomings and the needs of the mining sector in the country. The Committee would like to be apprised of the action taken in the matter.

Action Taken

The up-skilling and certification of existing workforce is being carried out under RPL with a bridge course of 40-80 hours where the candidates are oriented on the latest developments in technology and health and safety in the relevant job roles.

Skill Council for Mining Sector (SCMS) is actively engaging with the mining industries both in Public and Private Sectors to identify the demand in the critical job roles. Post identification SCMS is working on setting up Skill Excellence Training Centres in partnership with Corporates. The training at these centres are long term training program with classroom and practical training merged with extensive on the job training of the candidates to make them incrementally job ready for the industry.

SCMS centres currently operational are:

1. **Hindustan Zinc Mining Academy (HZMA)**, setup in collaboration with Hindustan Zinc Limited with training centres located at Dariba, Zawar and Gulabpura in Rajasthan. Total of 206 candidates are undergoing training across these locations in the trade of **Jumbo Drill Operator**. This is an 18 months residential training program.

The second trade being taught at HZMA is **Banksman/Bellman/Winding Engine Operator** at Dariba and Zawar Centres. 47 candidates are completing the 8 months residential training in the month of October 2017.

2. **Hindustan Copper Limited (HCL) Khetrinagar**: 26 candidates are being trained at the **HCL Skill Development Institute as an Upgraded Training Centre** at Khetri Nagar, Rajasthan, in the trade of **Assistant Mine Surveyor**. Following the 6-month classroom and practical training, the candidates will undergo 18 months on the job training including, 6 months training in underground mines. This will enable them to appear for the statutory Mine Surveyor examination conducted by DGMS.

These programs are being funded as a part of the CSR initiative of these corporates. SCMS is in discussions with other mining companies to set up such centres across the country.

Geological survey of India (GSI): The specialised divisions of Geological Survey of India Technical Institutes with its headquarters at Hyderabad, six (6) Regional Training Institutes (RTIs) at the Regional Headquarters of GSI, viz., Lucknow, Jaipur, Nagpur, Hyderabad, Kolkata & Shillong, and 11 Field Training Centres at Aishmuqam (J&K), Saketi (H.P.), Bhimtal (Uttarakhand), Zawar (Rajasthan), Kuju (Jharkhand), Aizawl (Mizoram), Raipur (Chhattisgarh), Sukinda (Odisha), Kothagudem (Telangana), Wajrakarur (Andhra Pradesh) & Chitradurga (Karnataka), impart training in different disciplines of Earth sciences. In addition to conducting the different induction level training programs for Geologists, Geophysicists, Chemists and Engineers, the institute conducts training courses for middle level professionals. It organizes Basic, Refresher & Advance courses, Workshops, etc. in various disciplines of scientific, technical and administrative streams for participants from within and outside GSI. Besides, the Institute has been imparting sponsored training in collaboration with DST, ISRO and ONGC.

Indian Bureau of Mines (IBM): IBM imparts training to technical and non-technical officials of IBM and also to persons from the mineral industry and other agencies in India and abroad.

IBM in its role as facilitator and capacity builder of State governments and industry, as a part of implementation of proposal of re-organisation of IBM, Ministry of Mines has conveyed "in principle" approval for opening of National Level Training Centre "Institute of Sustainable Development Framework Mining" at Kolkata and Udaipur and a skill development centre at Varanasi, U.P.

IBM's first Skill Development Centre opened at Udaipur and 2nd Skill Development Centre at Kolkata were inaugurated on 15-05-2017 and on 07-

06-2017 respectively. Process is in final stage for opening of third centre at Varanasi, U.P.

[Ministry of Mines O.M. No. 04/1/2015-ES&IT Dated 15-11-2017]

Recommendation at Serial No. 4

The Committee are happy to note that the Country is well endowed with many metallic and non-metallic mineral resources with the mining sector (non-fuel) currently accounting for approximately 2% of the GDP. The Committee however, note that scientific, sustainable and transparent mining practices require well trained manpower and skill development is the *sine qua non* for enhanced productivity and safety at the work place besides preparing the workforce to adapt to new state-of-the-art technologies. The Committee observe that skilling initiatives in the mining sector remains an important component of the National Policy for Skill Development, 2015 and the Ministry of Mines has unveiled Skill Development Plan for Mining Sector for the period 2016-22 in July 2016. The main objective of the Plan is to focus on outcome-based approach towards quality vocational training skills for both youth and employers to increase employability and better livelihood. To achieve this aim, Skill Council for Mining Sector (SCMS) was established in December, 2013 under Public-Private Partnership (PPP) mode with the aim to develop skill competency standards and qualifications, benchmarking it with national and international standards and to work with the mining industry in PPP mode. The Committee were apprised that as on 06.02.2017, the SCMS has done occupational mapping for developing National Occupational Standards for 45 entry level job roles both for opencast and underground mines aligned to the overall needs of the mining industry statutory requirements which would cover about 70% workforce of the sector. Further, Training Infrastructure, Empanelled Training Partners, Assessment Agencies, pool of expert trainers and Assessors have been created for carrying out certification. The Committee are happy to note that the Skill Council for Mining Sector (SCMS) has already initiated their plans to up-skill and train approximately 4.50 lakh workers including 50000 new inductees to make them employable within a period of ten years. Major achievements made by the SCMS after its establishment include inter-alia Human Resources and Skill Gap study for the period 2014-17 and 2017-22 for the Indian Mining Sector; carried out training and certification of 43,609 (both for new inductees and RPL on job) under the Pradhan Mantri Kaushal Vikas Yojana (PMKVY); signing of MoU with 149 Industry Partners for demand aggregation and ensuring availability of skilled manpower and with State Skill Mission in the four States of Rajasthan, Uttarakhand, Uttar Pradesh and Jharkhand, etc. While appreciating the laudable work being done by the SCMS, the Committee desire that the overall aim as well as the core objective of ensuring national standards and quality for globally aligned skills through credible certification may be adhered to so that the competencies accumulated by the beneficiaries enable them to secure local, national and international job opportunities. The Committee would like to be apprised of the timeframes within which these skilling activities are taken up and the year wise quantum of targeted beneficiaries during 2014-22. The Committee also desire that SCMS should also take up the State Skill Mission with the remaining States like West Bengal, Andhra Pradesh, Maharashtra, Karnataka, Odisha, Madhya Pradesh, etc. and ensure the availability of skilled manpower in the entire country. The Committee would like to be

apprised of the action taken in the matter.

Action Taken

SCMS is working closely with the various stakeholders in mining sector to understand the knowledge and skills required to correctly execute the job for various trades as identified in the mining sector occupational map. The Qualification Packs (QPs) and National Occupational Standards (NOSs), the course curriculum, student hand books, faculty guides are developed based on the priority of the trades required by the industry.

SCMS is reaching out to international bodies to bring in global practices and standards into skill development in mining sector. Towards this SCMS, on invitation from Australia India Business Council (AIBC) participated in Third National Energy and Resource Services Forum at Mackay, Queensland, Australia from May 11th -12th 2017. The principal focus of discussions was on Mining Equipment, Technology and Services (METS), Skills and Innovation. During the visit, SCMS team also visited the offices of Queensland Skills and Education Consortium (QSEC) in Brisbane, Australia.

As a follow-up to this SCMS and QSEC signed and MOU in June 2017 at Delhi for working on upgrading the SCMS qualification with focus on Health and Safety at Workplace. SCMS has shared their Safety NOS with QSEC.

SCMS has currently 45 QPs, out of which 36 QPs, are under 3 years' time bound mandatory revision. The revision is being done based on the inputs from the industry on technology and process upgradation. The exercise is expected to be completed during October- November 2017.

In line with the term sheet signed with NSDC, SCMS is looking at up skilling and certification of 4.0 lakh in service workers and training and certification 50,000 new workers over ten years. The year wise numbers to be trained are as below:

Parameter	Y1	Y2	Y3**	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Total
Number of in-services people certified	2,500	5,000	10,000	20,000	37,000	45,500	55,000	70,000	75,000	80,000	4,00,000
Number of new trainees certified	500	1000	1,500	2,000	2,500	3,500	5,000	8,000	11,000	15,000	50,000
Total Number of people certified	3,000	6,000	11,500	22,000	39,500	49,000	60,000	78,000	86,000	95,000	4,50,000

** denotes- a comprehensive 10 year plan and the table shown is the part of project proposal approved by NSDC which covers training and certification by SCMS over a period of 10 years.

Note: SCMS has completed 3 years of its existence; so far certification of 38,170 in-service workers and 1,637 new trainees has been achieved.

SCMS is reaching out to the mining states for partnering them on skill development in mining sector for the resident youth. Till date SCMs has signed MOU with the states of Rajasthan, Uttarakhand, Jharkhand and Uttar Pradesh out of which training has been initiated under State Program at Uttarakhand. Discussion has been held with Odisha and Madhya Pradesh and SCMS plans to meet Karnataka in October and Andhra Pradesh and Telangana in November 2017.

The synopsis of state wise engagement is as follow:

Sl. No.	State	Meeting Held	MOU Executed	Training Started
1	Rajasthan	Yes	Yes	
2	Uttarakhand	Yes	Yes	Yes
3	Jharkhand	Yes	Yes	
4	Uttar Pradesh	Yes	Yes	
5	Odisha	Yes		
6	Madhya Pradesh	Yes	In Process	
7	Karnataka	Planned in Oct 2017		
8	Andhra Pradesh	Planned in Nov 2017		
9	Telangana	Planned in Nov 2017		
10	West Bengal	Planned in Dec 2017		
11	Maharashtra	Planned in Dec 2017		

[Ministry of Mines O.M. No. 04/1/2015-ES&IT Dated 15-11-2017]

Comments of the Committee

(Please see para 10 of Chapter I of the Report)

Recommendation at Serial No. 6

The Committee further observe that main constraints/impediments cited by the MSDE in the implementation of the National Policy for Skill Development 2015 with particular emphasis on Skill Development projects in the Mining Sector include *inter-alia* overall public perception that view skilling as the last option meant for those who have opted out of the formal academic system; absence of any robust co-ordination and monitoring mechanism to ensure convergence of skill development programmes of the Central Government; mismatch between demand and supply at the sectoral and spatial levels; limited mobility between skill and higher education programmes/vocational education; pre-dominant non-farm, unorganized sector employment with low productivity but no premium for skilling; etc. The Committee are happy to observe that the MSDE have been working in addressing these constraints/impediments and trust that the Ministry would come out with a time bound action plan for redressal of the same. In this context, the Committee desire that efforts be made to bring about cohesive co-ordination amongst the various Central and State level as well non-Governmental agencies involved in the Skilling Mission so as to avoid duplicity of work as well as delays in implementation of skilling projects. The Committee may be apprised of the action taken in the matter.

Action Taken

NSDC through MSDE has signed a Memorandum of Understanding (MoU) with Ministry of Mines for skill development and upgradation through its Public Sector Undertakings. Skill Council for Mining Sector (SCMS) is the implementation partner for all such programs related to mining skills for these PSUs.

SCMS is working closely with NSDC to take the skills development efforts to the State Level. Till date, SCMS has signed MoUs with - Rajasthan – RSLDC, Uttarakhand – UKSDM, Uttar Pradesh – UPSDM and Jharkhand – JSSDM. SCMS is in discussions with Madhya Pradesh, Odisha and Karnataka for skill developments in the respective states under State Sponsored programs.

[Ministry of Mines O.M. No. 04/1/2015-ES&IT Dated 15-11-2017]

Comments of the Committee

(Please see para 13 of Chapter I of the Report)

Recommendation at Serial No. 7

The Committee note that as per the skill gap study report of May, 2016 that was submitted to the National Skill Development Corporation (NSDC) by the Deloitte Touche Tohmatsu India LLP in association with Skill Council for Mining Sector (SCMS), the total incremental demand in the mining sector including coal would be around 2.59 lakh. The Committee appreciate the conducting of study on Skill Gap which has projected the human resources requirements of the mining industry, mapped the human resources skills available currently in the mining industry to match such requirements, identified skill gaps and also suggested measures to bridge the same in a realistic manner. Notably, the skill gap study concluded *inter-alia* that out of the projected incremental demand of 2.59 lakh new inductees, the demand of 1.07 lakh at the NSQF level 3 and below, (74000 in coal sector and 33000 in mining sector) are anticipated to be fully met through auxiliary human resources supply; anticipated demand and supply gap of 60000 (42000 in coal sector and 18000 in mining sector) workers at NSQF level 4 and above; requirement for mandatory skilling during induction would be required for NSQF level 3 and below although there is no shortage at this level; manpower deployed in the mining sector to be brought under Recognition of Prior Learning (RPL) certification programme; skill upgradation of the apprentices through 'on the job training' to be treated as an important component where appropriate investment is required to be made. The Committee note that presently, the mining sector is highly fragmented with the responsibility of grant of mining lease and their management on scientific mines falling on the respective State Governments and moreover, 95% of the Mining Leases are in the private sector. The Committee, therefore, observe that the success of any strategy to foster scientific mining practices and deployment of trained manpower hinges on proactive participation of the respective State Governments while also dovetailing a suitable strategy for any credible approach towards skill development of the private sector. Keeping in view that the Skill Council for Mining Sector not only serves as a think tank for development of qualification packs in line with

the National Skill Qualification Framework, but also play an important role in extending training facilities to the private sector for upgradation of skill on a continuous basis, the Committee desire that the Ministry of Mines prepare a roadmap to address the issues of skill gap in the mining sector based on the skill gap study report. The Committee further hope that the Ministry would make earnest efforts to catalyse investment from industry through CSR for raising resources for training and also an aggressive regime be put in place to sensitise attitude of the private sector about the need for training and skilling of workforce entering into the mining. The committee may be apprised of the action taken in the matter.

Action Taken

Ministry of Mines has prepared a Skill Development Plan for the Mining Sector (2016-2022) based on the skill gap study report submitted by Deloitte Touche Tohmatsu India Ltd which was unveiled at National Conclave on Mines & Minerals at Chhattisgarh in July, 2016. It aims to develop, design and disseminate training modules required for scientific, sustainable and safe mining practices within the framework of National policy of Skill Development and Entrepreneurship 2015. The main objective is to focus on outcome-based approach towards quality vocational training skills for both youth and employers to increase employability and better livelihood for individuals.

The activities to be undertaken under the skill plan are enumerated below:

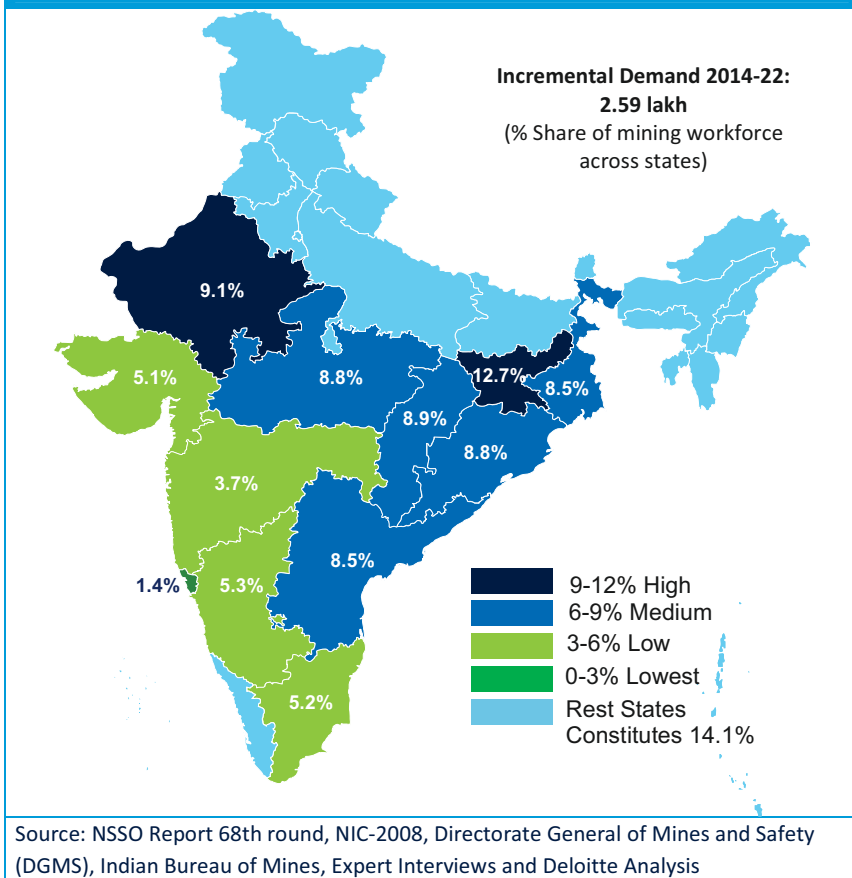
- vi. Enhancing the existing training facilities of PSUs, attached and sub-ordinate offices of Ministry of Mines
- vii. Setting up of Centre of Excellence: 1 by NALCO and 1 Centre of Skill Excellence by HCL
- viii. Skill development to get priority in fund allocation under CSR
- ix. Promoting Apprenticeship: 10% of the workforce shall be through apprenticeship programmes
- x. Recognition to Prior Learning (RPL)

The Indian mining industry employs nearly 23.86 lakh workers in 2013-14 across Prospecting & Exploration, Mineral Extraction, Associated Services and Mineral Processing & Beneficiation – this is expected to increase to 26.45 lakh (i.e. additional incremental demand of 2.59 lakh people).

The key highlights of the incremental demand for human resources across geography are as follows:

Highest Share of Incremental Demand: Jharkhand (12.7%) constitutes highest share of incremental demand followed by Rajasthan (9.1%). The incremental demand in Rajasthan is largely in the unorganized sector.

Geographical Distribution of Incremental Demand 2014-22



The high demand job roles are predominantly in the mineral extraction sub-sector. The occupational break-up is as follows: Loading & Hauling – Opencast miners (13.4%), Other personnel engaged in professional and supervisory roles (12.6%), Specialist Operations – Underground (8.6%), Loading & Hauling - Underground miners (7.2%), Blasting (6.1%), Drilling & Cutting (3.3%) and Mine Surveying (0.9%). The key Job Roles in demand are:

- Mining Supervisor
- Supervisor - Plant operations
- HEMM operators / maintenance
- Explosives Handler
- Mining Engineer
- SDL & LHD Operator
- Surface Miner
- Roof Bolter
- Mine Surveying

The next high demand sub-sector is - associated services, and accounts for 15% of the estimated incremental demand. The key Job Roles in demand are:

- Technicians – Electrical
- Mechanical Engineer
- Mine Electrician
- Mechanic/ Fitter
- Electrical Engineer
- Health Safety and Environment

There also exists a requirement of upskilling and certification of the existing workforce to refine the knowledge and skills acquired through informal learning route in terms of the National Skill Qualification Framework through Recognition of Prior Learning.

The PSUs under the aegis of Ministry of Mines have already signed an MOU with NSDC for training and certification of in-service workers under Recognition of Prior Learning as per NSQF levels over the next 3 years utilising their CSR funds. In addition, PSUs will also promote on the job training. In the meeting held with PSUs regarding skill development, this Ministry has instructed all its PSUs to spend 10% of CSR funds for upskilling the mining affected people in the areas adjoining their operations.

[Ministry of Mines O.M. No. 04/1/2015-ES&IT Dated 15-11-2017]

Comments of the Committee

(Please see para 16 of Chapter I of the Report)

Recommendation at Serial No. 8

The Committee find that NALCO has developed training infrastructure in the form of 3 well equipped training centres at Monitoring & Reporting (M&R) Complex, Damanjodi, Koraput, S&P Complex, Angul and Corporate Office, Bhubaneswar. The Committee also observe that under the training for non-executives, at entry level, candidates taken as Skill Up-gradation Practical Trainee, after successful completion of 3 years of training, are given induction training as Junior Operator Trainees for 1.5 years and thereafter selected as regular employees after successful completion of training. The Committee, further, find that at the executive level training, selected candidates are given on the job training for one year, out of which induction training is given for 21 days at Corporate Office and 15 days each at both the complexes (M&R Complex & S&P Complex). Presently, the NALCO has capacity to impart technical training on mining sector related trades to 900 people per annum and invests Rs. 2.00 crore per annum for this. The Committee also find that NALCO has planned to augment its capacity to train about 6000 participants between 2016-17 to 2021-22 with an estimated budget of Rs. 20 crore. The Committee appreciate the concerted efforts being made by the Company in imparting skill training to selected candidates at various levels. The Committee, however, desire that NALCO should augment steps in ensuring the full utilization of allocated funds for skill development programmes.

Action Taken

NALCO, besides imparting various skill development training to its regular manpower and apprenticeship training to ITI, Diploma and Engineering

Degree students, have also been taking the following steps towards skill development initiatives:

1. As per MoU signed with M/s NSDC, total 1620 candidates are to be imparted skill development training by M/s NSDC within a period of two years which includes recognition of prior learning (RPL) training to 420 workers engaged by various contractors at Bauxite Mines, Damanjodi, non-mining skill development training viz. Sewing Machine Operation, Health care, Hospitality & Retail Operations, Beauty & Wellness to 1140 candidates and fresh skilling in Mines Electrical trade to 60 candidates in a period of two years. Up to 30.09.2017, total 218 candidates have been imparted RPL training and 450 candidates have been imparted other non-mining skill development trainings.
2. Besides, the skill development activities taken up through M/s NSDC, two established training partners have also been identified directly by NALCO through open tender and orders have been issued to them on 27.09.2017 to impart non-mining sector skill development trainingsto about 2000 candidatesin line with the guidelines of M/s NSDC. This training will be in a phased manner depending upon the performance of the training partners in employment of the trained candidates and in the first phase, it has been planned to train about 1000 candidates within a period of two years.
3. NALCO has also been taking 33 fresh students in different non-technical areas like HRD, Finance, Marketing, Company Secretary, PR &CC as Industrial Trainees with stipend for a period of one year after their regular course in PG Degree, CS, CA, CMA etc.. This training is given to enhance their practical knowledge in their respective fields which would facilitate their employability.
4. The Company has beenimparting various skill development & behavioural trainings to the workers engaged by various contractors at it different Units.
5. Students from various educational Institutes are also being provided summer internship trainings as a part of their course curriculum enhancing academic and industry interface.

[Ministry of Mines O.M. No. 04/1/2015-ES&IT Dated 15-11-2017]

Recommendation at Serial No. 9

As regards implementation of all the policy guidelines to facilitate the standardised training programmes i.e. Qualification Packs (QP) developed by various sector skill, the Committee observe that in compliance and in accordance with MOU signed amongst NALCO, NSDF and NSDC, Skill Development training classes in non-mining trades like Beauty, Health Care, Apparel, Hospitality and Retail have already started from 12th December 2016 in the three districts i.e. Khordha, Koraput & Angul of Odisha State. This will cover 1200 candidates over two year's period. Recognition for Prior Learning (RPL) training for the 420 workmen engaged through various contracts in Bauxite Mines shall start around 20th February 2017. In compliance with Skill Plan for Mining Sector (2016-2022) formulated by

Ministry of Mines (GOI), NALCO is in process of setting up of Corporate Centre of Excellence for Mining Sector in Damanjodi which will be operational by June 2018, with annual training capacity of 250 candidates i.e. 150 candidates in Simulator based trades and 100 candidates in other trades. Primary emphasis of the proposed Centre shall be training for operating the HEMM as Human Resource & Skill Requirement Study for Indian Mining Sector done by Deloitte mentions that "The highest share of (38.6%) of incremental Human Resource demand is expected at NSQF level 04 (i.e. Diploma/ ITI equivalent certificate holders). The majority of this segment is anticipated to participate primarily in mineral extraction activities with specific skills to operate trade specific tools and machineries. Besides, NALCO on their own initiative, have floated tender on 29.11.2016 for empanelment of training partners for imparting skill training to 4000 nos. local youth in non-mining trades. The Committee would like to be apprised of the details of the Training partners identified by NALCO in this regard and the present status of imparting training to them.

Action Taken

i) NALCO has signed MoU with NSDC for imparting Recognition of Prior Learning (RPL) to total 420 candidates working under various contractors at its open cast Bauxite Mines at Damanjodi, Koraput during the year 2016-17, 2017-18 & 2018-19. The details are as under:

RPL Programmes for contractors' workers at Bauxite Mines	Target (2016-17)	Target for 2017-18 & 2018-19)	Trained (up to Sept., 2017)	Certified till date (Sept., 2017)	Name of the agency
NALCO	21	399	218	171	M/s Indian Institute of Skill Development Pvt. Ltd. New Delhi

ii) As per the MoU signed with M/s NSDC, the training for other non-mining sector skill development trainings for enhancement of employability and income generation in various skills viz. Health care, Wellness & Beauty, Hospitality and Sewing has to be provided to total 1140 candidates in a period of two years. After the finalisation of training partners by M/s NSDC, the first batch of training started during December,2016.The year wise target of candidates to be trained, actual candidates trained till date, certification made, placements made and the training partners are as under:

Year	Target	Actual trained	Certification made	Employed	Name of the Training Partner
December, 2016 to December, 2017	570	330- Already trained up to September,2017 120- Training is continuing.	190	134	-M/s AISECT skill Mission Society, Jeypore - M/s AELIS Enterprise Learning

		Balance 120- will be trained during the left over period.			and Implementation Solutions Pvt. Ltd., Koraput. - M/s Orion Edutech Pvt. Ltd., Bhubaneswar. - M/s Gram Tarang Employability Training Services Pvt. Ltd., Khurda. - M/s Data Pro, Khurda.
January, 2018 to December, 2018	570	-	-	-	-Do-

iii) Besides, 60 candidates will be trained in Mine Electrician trade during the year 2018-19 through a training partner certified by NSDC.

iv) Further, a batch of 2000 candidates have been targeted to be trained by independent training partners selected through open tender directly by NALCO and in line with the guidelines of NSDC. In the process of tender, two training partners have been finalised and have been issued with the order to start the training with the objective to complete the targeted number in a period of two years from the date of issue of the work order. The name of the training partners selected are M/s Technopak Advisors Pvt. Ltd., New Delhi for Angul and Khurda area And M/s Frontline Business Solutions, Bhubaneswar for Koraput and Vishakhapatnam area. The training partners have started mobilising their resources to start the training in batches.

[Ministry of Mines O.M. No. 04/1/2015-ES&IT Dated 15-11-2017]

Recommendation at Serial No. 10

The Committee note that GSI with its Head Quarters at Hyderabad and six Regional Training Institutes (RTI) together with the twelve Field Training Centres (FTI) backed by GSI laboratories impart training in different disciplines of earth science, other scientific technical and administrative subjects to officers from other organisations including trainees from foreign countries. Notably, during 2015-16, 107 training courses were conducted by GSI. The Committee also note that a total of 2319 personnel were trained out of which 2125 were from GSI, 95 were from State DGM's, 27 were international participants and 72 participants were from other organisations. While appreciating the training initiatives put in place in GSI, the Committee would also like to be apprised about the targets and achievements of training programme for the year 2016-17 and 2017-18 and its source of funding . The Committee are happy to find that the future plan of GSI include training of 2500 personnel per annum with relatively larger share of private sector participants requiring specific skill sets in the specialized field of exploration. The Committee hope that the Ministry of Skill Development and Entrepreneurship/GSI will continue its efforts to impart training to the

participants through its purposeful training programmes that can be emulated across the country.

Action Taken

The specialized divisions of GSITI, with its headquarters at Hyderabad, six (6) Regional Training Institutes (RTIs) at the Regional Headquarters of GSI, viz., Lucknow, Jaipur, Nagpur, Hyderabad, Kolkata & Shillong, and 11 Field Training Centres at Aishmuqam (J&K), Saketi (H.P.), Bhimtal (Uttarakhand), Zawar (Rajasthan), Kuju (Jharkhand), Aizawl (Mizoram), Raipur (Chhattisgarh), Sukinda (Odisha), Kothagudem (Telangana), Wajrakarur (Andhra Pradesh) & Chitradurga (Karnataka), impart training in different disciplines of Earth sciences. In addition to conducting the different induction level training programs for Geologists, Geophysicists, Chemists and Engineers, the institute conducts training courses for middle level professionals. It organizes Basic, Refresher & Advance courses, Workshops, etc. in various disciplines of scientific, technical and administrative streams for participants from within and outside GSI. Besides, the Institute has been imparting sponsored training in collaboration with DST, ISRO and ONGC.

For various training courses, the Training Institute has also outreached different Central and State Government institutions like Indian Institute of Management (IIM), Kolkata; Administrative Training Institute (ATI), Kolkata; Jaipuria Institute of Management (JIM), Lucknow; Administrative Staff College of India (ASCI), Hyderabad; Dr. Marri Channa Reddy Human Resource Development Institute (Dr. MCRHRD), Hyderabad; HCM Rajasthan Institute of Public Administration (HCM-RIPA), Jaipur; Institute of Secretariat Training and Management (ISTM), Nagpur; National Institute of Financial Management (NIFM), Faridabad; etc. In addition, three international courses on Remote Sensing, GIS and Mineral Exploration are proposed to be conducted for foreign nationals under MEA sponsored Indian Technical and Economic Cooperation (ITEC) program.

During the year 2016-17 GSITI conducted 132 training programs. A total of 3091 personnel were trained out of which 2870 were from GSI, 71 were from State DGM's, 35 were international participants and 115 participants were from other organizations. From April to September, 2017 during 2017-18, a total of 70 training programs are convened. The total number of personnel trained is 1628, out of which 1579 are from GSI, 26 are from State DGMs and 23 are from University/ College students/ lecturers

[Ministry of Mines O.M. No. 04/1/2015-ES&IT Dated 15-11-2017]

Comments of the Committee

(Please see para 19 of Chapter I of the Report)

Recommendation at Serial No. 11

The Committee find that in addition to the business as usual activities related to training of the human resources and its proposed augmentation, two Centres of Excellence in mining sector are proposed to be developed during this period in Damanjodi (Odisha) by NALCO and in Khetri (Rajasthan) by Hindustan Copper Ltd. (HCL). The Committee also find since mining innovation is especially focused on better, cheaper extraction and

hauling technology and methods to help in enhanced productivity and cost cutting, the Centre of Excellence has to be entrusted with the task of providing state of art training and skill development in the areas of excavation and hauling. Admittedly, the Centre will also strive towards quantum leap in harnessing productivity gains in Heavy Earth Moving Machineries (HEMM) and associated operations. The Committee also find that the tentative cost for setting up the Centre of Excellence (CoE) is estimated to be Rs. 8 crore for Khetri and Rs. 20 core for Damanjodi by NALCO which are expected to be made fully operational during the financial year 2017-18. The Committee appreciate the laudable initiatives undertaken by NALCO/HCL for development of Centres of Excellence and trust that these Centres would be set up within the prescribed time frame to attain the avowed objectives for which these Centres are being set up/developed. The Committee would like to be apprised of the status of the proposals made in this regard.

Action Taken

NATIONAL ALUMINIUM COMPANY LTD (NALCO) - Keeping in view the geographical location, infrastructural availability and logistical issues, the proposed Centre of Excellence of NALCO will be set up at the NRTC building of NALCO at Gothapatana, Bhubaneswar for establishment of simulator. The simulator based training would be imparted in this centre and on the job training would be provided at its open cast bauxite Mines at Damanjodi.

The Centre of Excellence with simulator facility will be set up at an estimated cost of about Rs.20 crores complying with the requisite guidelines of M/s SCMS and NSDC. After discussions held with representatives of NSDC & SCMS, letter of intent has been given to SCMS on 07/10/2017 for preparation of DPR and allied activities. Accordingly, M/s SCMS is driving the matter for early establishment of the centre by June, 2018. M/s SCMS has planned for a workshop on 18.11.2018 at Mines Division of NALCO, Damanjodi with all the stakeholders to prepare a comprehensive DPR by January, 2018 and facilitating the process within the scheduled timeline.

HINDUSTAN COPPER LIMITED: HCL is setting up Skill Development Institute by upgrading the existing Training Center. The details w.r.t setting up of Skill Development Institute at Khetri is detailed below.

The Skill Development Institute (SDI) at Khetri Copper Complex (KCC), District -Jhunjhunu (Rajasthan) was set up on 24.03.2017 by upgrading the existing training centre. The timeline for the setting up of the Centre was 31.03.2017. Following Infrastructure was created in the SDI.

a. Infrastructure created at SDI

- i. Civil works for 1 Class Room, 1 Laboratory and 1 Staff Room, 1 Toilet and front housekeeping: - Rs. 4,32,850/-.
- ii. Electrical works for 1 Class Room, 1 Laboratory and 1 Staff Room, 1 Toilet and front housekeeping: - Rs. 2,05,900/-.
- iii. Revamping of Training Centre for 1 Class Room, 1 Laboratory and 1 Staff Room and Dining room at a cost of Rs. 80,000/-.

b. Faculty, programme planned

The program was planned by collaborating with Skill Council for Mining Sector (SCMS). SCMS provided the faculty by choosing M/s IACM Learning Private Limited, Delhi as its training partner. It was decided that 3 trades i.e. 'Survey', 'Blaster' and 'Loco Operation' shall be run in the SDI but initially there shall be training for the 'Assistant Mining Surveyor' only.

c. Implementation of the Program

The trainees were selected through an entrance test after conducting mobilisation in the surrounding areas and advertisement. The 1st batch of 26 trainees for undergoing the course of "Assistant Mine Surveyor" was started on 12.04.2017. They are in the last month of their classroom training.

d. Study Schedule, Lab Training

The course duration consists of six months of class room training and eighteen months of on job training. Necessary laboratory training during class room programme has also been arranged.

e. Tests and Certification of Trainees:

Weekly and monthly tests are being conducted presently. After this course, trainees shall be eligible to appear in surveyor competency test being conducted by DGMS and after successful completion of examination, will be eligible for job of surveyor in mining or other sector.

[Ministry of Mines O.M. No. 04/1/2015-ES&IT Dated 15-11-2017]

CHAPTER – III

RECOMMENDATIONS/OBSERVATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE IN VIEW OF THE GOVERNMENT'S REPLIES

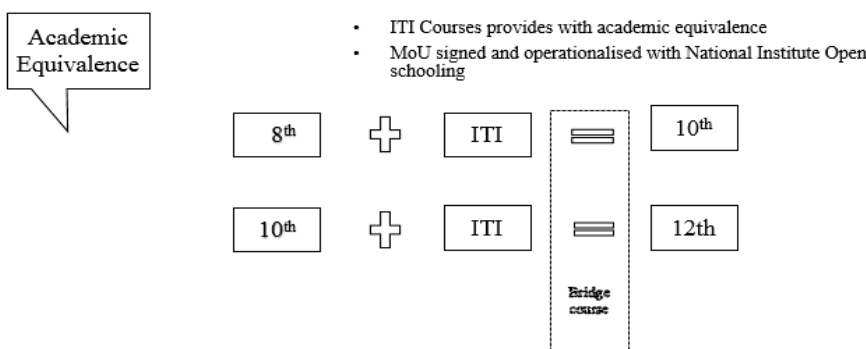
Recommendation at Serial No. 5

The Committee note that the skill development efforts for mining related job roles are implemented through National Skill Development Corporation (NSDC) and Skill Council for Mining Sector (SCMS). The Committee further note that the National Skill Development Agency (NSDA) with the mandate to operationalise National Skill Qualifications Framework (NSQF) which is a quality assurance framework, has been working with the Ministries of the Government of India, State Governments and Private Agencies to facilitate NSQF alignment of all educational programmes, trainings and skilling activities. Keeping in view the importance of aligning skills training to global standards, the Committee acknowledge the significance of the NSDC and trust that the NSDC will discharge their mandate in right earnest so that the overall targets set in the Mission of Skilling India are achieved within the broad time frame. The Committee also desire that progress of work towards formulation of a framework for credit accumulation and transfer of credits by the Ministry of Skill Development and Entrepreneurship (MSDE), may be actively pursued so that the same is finalized in the near future.

Action Taken

Mining sector is witnessing a gradual progress where more and more job roles are becoming technology dependent where skills development demands increasing capex. Rolling out of such trainings at school level is cost prohibitive. Further, given the remote and regional location of mining activities, the job roles with lower technology dependence are not aspirational and finding poor response from the youth of these areas. Given this, the mining sector job roles have not been so far rolled out in schools.

The NSDC / MSDE has proposed giving equivalence of qualifications between formal and informal sector as below:



SCMS will abide by the credit framework defined by NSDC / MSDE.

[Ministry of Mines O.M. No. 04/1/2015-ES&IT Dated 15-11-2017]

Recommendation at Serial No. 12

The Committee note that as per the estimation presented by the Deloitte, the funding requirements vis-à-vis the Incremental Demand by NSQF would be Rs. 128 crore for 32000 jobs upto Level 3, Rs. 36 crore for 18000 jobs upto Level 4; and Rs. 2 crore for 11,000 jobs upto Level 6 amounting to a total of Rs. 166 crore for 5,15, 000 jobs. The Committee further note that during the skill plan period (2016-2022) the estimated available funds are to the tune of Rs. 109 crore thereby, leaving a gap of Rs. 57 crore which is to be made up through various private sector and state sector initiatives. The Committee further note that National Skill Development Corporation (NSDC) had sanctioned funding of Rs. 5 crore as a grant to SCMS which can also ask for grants from the Government through NSDC for special projects, if needed, over and above this grant. While appreciating the efforts being made to meet the funding requirements, the Committee desire that the Ministry should make earnest efforts to put in place a sustainable funding mechanism so that the skilling projects and activities taken up in the Mining Sector are implemented within the targeted timelines. The Committee also desire that proactive initiatives may also be undertaken to garner funds from respective State Governments involved as well as from the Private Sector so that the estimated funding gap is adequately met. The Committee may be apprised of action taken in the matter.

Action Taken

The National Policy of Skill Development and Entrepreneurship encourages companies to spend 25% of their CSR budget on Skill Development.

Though a number of mining companies spend a significant amount of their CSR budgets on Skill Development, a more coordinated effort to ensure identification in demand job roles and rolling of trainings customised to industry requirement should be pushed for.

The mining operations across sub-sectors are witnessing a trend for using advance and high capacity machinery with India being at the early stages of the adaptation curve, will involve up-skilling of the existing workforce and training the workers entering the mining sector in new technologies.

Though mining companies are progressively training new candidates on the high end technology, additional budgetary support to such trainings from either Centre or the State, can help take these programs to a larger number of youth.

India's top 3 mining states – Odisha, Jharkhand and Chhattisgarh account for nearly 70 % of funds deposited in District Mineral Foundation (as reported in District Mineral Foundation (DMF) status report 2017 by Centre for Science and Environment). These states also have large level of unemployment or marginal employment. The Pradhan Mantri Khanij Kshetra Kalyan Yojna clearly defines the areas in which the funds with DMF may be spent, with Skill Development being one such area.

If the spending on skill development can be coordinated in terms of Training Infrastructure and high quality trainers being provided by the mining companies through their CSR or training budgets, with DMF funds being used for long term residential training programs (6-12 months) the overall training and skill development will be more robust with higher employment potential.

This will require a central coordination body to control the training delivery in which SCMS can play a pivotal role.

[Ministry of Mines O.M. No. 04/1/2015-ES&IT Dated 15-11-2017]

CHAPTER – IV

**RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH
REPLIES OF THE GOVERNMENT HAVE NOT BEEN ACCEPTED
BY THE COMMITTEE**

-NIL-

CHAPTER – V

**OBSERVATIONS/RECOMMENDATION IN RESPECT OF WHICH FINAL
REPLIES OF THE GOVERNMENT ARE STILL AWAITED**

-NIL-

**NEW DELHI;
09 March, 2018
13 Phalgun, 1939 (Saka)**

**RAKESH SINGH
Chairperson
Standing Committee on Coal and Steel**

ANNEXURE-I

MINUTES OF THE SITTING OF THE STANDING COMMITTEE ON COAL AND STEEL HELD ON 9 MARCH, 2018 IN HON'BLE CHAIRPERSON'S CHAMBER, ROOM NO. '210', B-BLOCK, PHA EXTENSION BUILDING, NEW DELHI.

The Committee sat from 1000 hrs. to 1030 hrs.

PRESENT

Shri Rakesh Singh - Chairperson

Lok Sabha

2. Shri Chandulal Sahu
3. Dr. Banshilal Mahato
4. Shri Godam Nagesh
5. Smt. Riti Pathak
6. Shri Ravindra Kumar Ray
7. Shri Janardan Singh 'Sigriwal'
8. Shri Pashupati Nath Singh
9. Shri Sunil Kumar Singh
10. Shri Krupal Balaji Tumane

Rajya Sabha

11. Shri Ranvijay Singh Judev
12. Shri Ram Vichar Netam
13. Shri Sanjay Singh

SECRETARIAT

1. Shri U.B.S. Negi - Joint Secretary
2. Shri Ajay Kumar Garg - Director
3. Shri Arvind Sharma - Additional Director

2. At the outset, Chairperson welcomed the Members to the sitting of the Committee.

3. The Committee thereafter took up for consideration the following

Reports:-

- | | | | | |
|-------|----|----|----|----|
| (i) | ** | ** | ** | ** |
| (ii) | ** | ** | ** | ** |
| (iii) | ** | ** | ** | ** |

(iv) Action Taken by the Government on the observations/recommendations contained in the 32nd Report (16th Lok Sabha) of the Committee on "Skill Development in Mining Sector" relating to the Ministry of Mines.

4. The Committee adopted the Reports without any changes/modifications. The Committee then authorized the Chairperson to finalise the Reports on the basis of factual verification from the concerned Ministries and present the same to both the Houses of Parliament.

The Committee then adjourned.

**Do not pertain to this Report.

**ANALYSIS OF ACTION TAKEN BY THE GOVERNMENT ON THE
RECOMMENDATIONS CONTAINED IN THE THIRTY-SECOND REPORT
OF THE STANDING COMMITTEE ON COAL AND STEEL**

I.	Total No. of Recommendations made	12
II.	Recommendations that have been accepted by the Government (<i>vide</i> recommendation at Sl. Nos. 1, 2, 3, 4, 6, 7, 8, 10 and 11)	10
	Percentage of total	83.33%
III.	Recommendations which the Committee do not desire to pursue in view of the Government's replies (<i>vide</i> Recommendation at Sl. Nos. 5 and 12)	02
	Percentage of total	16.67%
IV.	Recommendations in respect of which replies of the Government have not been accepted by the Committee (<i>vide</i> recommendation at Sl. No. Nil)	00
	Percentage of total	0%
V.	Recommendations in respect of which final replies of the Government are still awaited (<i>vide</i> recommendation at Sl. No. Nil)	00
	Percentage of total	0%