

HUMAN RESOURCE DEVELOPMENT

MANPOWER:

Category	Manpower as on		Increase (+)/ Decrease (-)
	31.03.2024	31.03.2023	
Executive	2209	2247	-38
Supervisor	3349	3539	-190
Ministerial/Clerical	1546	1694	-148
Highly Skilled/Skilled	14921	15759	-838
Semi-Skilled/Unskilled	25858	27025	-1167
Trainee (Non-Executive)	828	810	18
Total	48711	51074	-2363

REASONS FOR VARIATION DURING THE YEAR :

Particulars	Executive	Non-Executive	Total
Increase			
Fresh Appointment	43	01	44
Appointment against medically unfit cases	Nil	Nil	Nil
Appointment against death cases	Nil	403	403
Reinstatement/Re-joined	Nil	11	11
Transfer in from other companies	99	33	132
Appointment against Land Losers	Nil	181	181
Appointment against Special Female VRS	Nil	Nil	Nil
Total Increase (A)	142	629	771
Decrease			
Retirement	93	2177	2270
Medical Unfit	Nil	Nil	Nil
Death	05	615	620
Resignation	27	10	37
Transfer out to other companies	53	111	164
Dismissal/Termination	04	27	31
VRS under GHS/EVRS	03	09	12
Special Female VRS	Nil	Nil	Nil
Total Decrease (B)	185	2949	3134
VARIATION (A-B)	-43	-2320	-2363

INDUSTRIAL RELATIONS :

The industrial relations in the company is by and large cordial. Workers do not support extraneous issues. The statistics relating to Industrial Relation and Law & Order is given below:

Sl. No.	Subject	2023-24	2022-23
1.	No. of strikes	01 (One day)	Nil
2.	Man-days lost (in lakh)	0.00814	Nil
3.	Production lost (in lakh tonnes)	Nil	Nil

LAW AND ORDER:

Subject	2023-24	2022-23
Law and order (Disturbance)	04	06
Production Lost (in Lakh Tonne)	Nil	Nil

WORKERS' PARTICIPATION IN MANAGEMENT:

The workers' participation in management is fully operative at different levels in the company. The Joint Consultative Committees (JCC) are operating at Corporate, Area and Project/Unit levels. In the JCC meeting important issues are discussed thread bear viz. production, productivity etc. Besides other Committee/Boards viz. Bipartite Safety Board, Area Safety Committee, Colliery Safety Committee, Welfare Board etc. are also functioning in the company. The Trade Unions actively participate in such committees and bring about transparency, accountability apart from reinforcing trust and goodwill between management and the employee.

Meetings	2023-24	2022-23
No. of JCC Meeting held at HQ level	02	01
No. of structured Meeting held at HQ level	06	07

EMPLOYMENT PROVIDED UNDER NCWA, LLS and Direct Recruitment:

Employment provided under	2023-24	2022-23
National Coal Wage Agreement (NCWA)	462	294
Land Losers Scheme (LLS)	225	193
Direct Recruitment	Nil	281

RESERVATION FOR SCHEDULED CASTE (SC)/SCHEDULED TRIBE (ST) AND OTHER BACKWARD CLASS (OBC) IN RECRUITMENT AND PROMOTION:

The Presidential Directives in the matter of recruitment of Scheduled Caste (SC), Scheduled Tribe (ST) and Other Backward Class (OBC) have been implemented in ECL. The representation of SC and ST candidates in total manpower is as under:

As on	Total Manpower	SC Candidates		ST Candidates	
		Number	%	Number	%
31.03.2024	48711	13629	27.98	6634	13.62
31.03.2023	51074	14259	27.92	6925	13.56

Out of 2378 promotions made, 141 candidates from SC community and 69 candidates from ST community were promoted during the year 2023-24 as against 123 and 30 candidates respectively during the year 2022-23. As on 31.03.2024, on Roll OBC community employees were 13911 as against 14310 employees as on 31.03.2023.

TRADE UNIONS:

The employees are highly unionized and seek support of all the unions. The major Unions functioning are INTUC, AITUC, HMS, BMS, UTUC, CITU, INTTUC etc. The executives are members of CMOAI. The wage revision and other conditions of service of non-executive employees are governed by the National Coal Wage Agreement (NCWA) formulated by JBCCI, Certified Standing Orders of the company and government directives.

TRAINING & DEVELOPMENT:

Indian Institute of Coal Management (IICM) which was formed in 1994 by Coal India Limited (CIL) offers training programmes to executives such as Advanced Management programmes, Leadership Development programmes, General Management programmes, Young Managers programmes, Advanced Maintenance practices, Management Development programme, Training and Coaching, Career Development for junior officers and Communication skills. In addition, company arranges external training programs and send employees (including Directors, senior executives and non-executive employees). There are two Institutes namely Coal India Training Management College (CITMC), Dishergarh and Management Training Institute (MTI), Ratibati to provide in-house training to employees including executives. Induction programs also take place for newly recruited Management Trainees.

The year 2023-24 has rightfully been called the year of transition and HRD has seen a radical change in the various number of trainings being offered. From conventional and mandatory Technical and Functional Competency trainings being imparted in the past, this year a more wholistic approach has been adapted and training on other concepts like Office Management, Ethics, Enhancement of operational and soft skills has been undertaken. Besides, the process improvements through training initiatives have been another focus area. Training/mentoring for Statutory exams like electrical & mining supervisory, paramedical and Workmen Inspectors has also been introduced for enhancement of skills of workforce.

In addition, Industrial/Vocational Training for students of various Institutes were also organized at different Mines/Workshops. Your company has been engaging apprentices of various disciplines /trades from different states of India in compliance to Apprenticeship Act, 1961 and guidelines issued by Ministry of Skill Development and Entrepreneurship Govt. of India & Ministry of Education, Govt. of India. The details are given below:

Details of various training provided during the year 2023-24 as compared to 2022-23:

Sl. No.	Nature of Training	2023-24				2022-23			
		Exe.	Supv.	Worker	Total	Exe.	Supv.	Worker	Total
1	General/In-Company Training:								
1.i	3 days or more	559	Nil	8933	9492	81	101	168	350
1.ii	Less than 3 days	7616	Nil	3183	10799	1076	390	511	1977
	Total (A)	8175	Nil	12116	20291	1157	491	679	2327
2	Training External (within India):								
2.i	At IICM:								
2.i.a	3 days or more	7331	Nil	Nil	7331	507	Nil	Nil	507
2.i.b	Short course	314	Nil	Nil	314	33	Nil	Nil	33
	Total (B)	7645	Nil	Nil	7645	540	Nil	Nil	540
2.ii	Out Company Training (Other than IICM):								
2.ii.a	Short duration	609	Nil	Nil	609	202	Nil	Nil	202
2.ii.b	Long duration	Nil	Nil	Nil	Nil	78	Nil	Nil	78
2.ii.c	3 days or more	Nil	Nil	Nil	Nil	189	Nil	Nil	189
	Total (C)	609	Nil	Nil	609	469	Nil	Nil	469
3	External (abroad)	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
4	Other Trainings and Seminars:								
4.a.	Trainees:								
4.a.i	Vocational	Nil	Nil	10606	10606	Nil	Nil	897	897
4.a.ii	PDPT	Nil	773	Nil	773	Nil	1262	Nil	1262
4.a.iii	PGPT	91	Nil	Nil	91	200	Nil	Nil	200
4.a.iv	Apprentice (Skill dev)	Nil	Nil	395	395	Nil	Nil	138	138
4.b.	Seminar/Workshop	80	Nil	Nil	80	608	136	Nil	744
4.c.	Simulator training	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	Total (D)	171	773	11001	11945	808	1398	1035	3241
	TOTAL	16600	773	23117	40490	2974	1889	1714	6577