

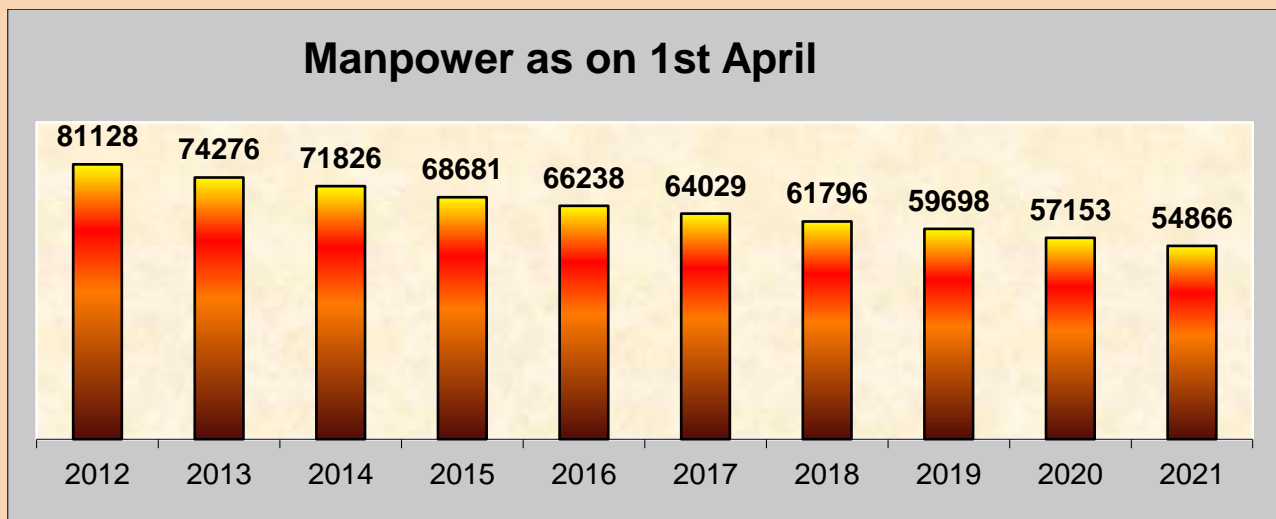
HUMAN RESOURCE DEVELOPMENT

Manpower:

Category	Manpower as on		Increase (+)/ Decrease (-)
	31.03.2021	31.03.2020	
Executive	1864	1960	-96
Supervisor	3800	3966	-166
Ministerial/Clerical	2016	2232	-216
Highly Skilled/Skilled	17925	19175	-1250
Semi-Skilled/Unskilled	28271	28946	-675
Trainee (Non-Executive)	990	874	116
Total	54866	57153	-2287

Reasons for variation in Manpower:

Particulars	Executive	Non-Executive	Total
Increase			
Fresh Appointment	-	-	-
Appointment against medically unfit cases	-	-	-
Appointment against death cases	-	593	593
Reinstatement/Re-joined	01	01	02
Transfer in from other companies	56	26	82
Appointment against Land Losers	-	235	235
Appointment against Special Female VRS	-	02	02
Promotion from Non-Executive to Executive	-	01	01
Total Increase (A)	57	858	915
Decrease			
Retirement	90	2356	2446
Medical Unfit	-	-	-
Death	03	597	600
Resignation	23	10	33
Transfer to other companies	28	54	82
Dismissal/Termination	07	29	36
VR under GHS/EVRS	03	01	04
Special Female VRS	-	-	-
Promotion from Non-Executive to Executive	-	01	01
Total Decrease (B)	154	3048	3202
VARIATION (A-B)	-97	-2190	-2287



Industrial Relations :

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

Sl. No.	Subject	2020-21	2019-20
1.	No. of strikes	02 (4 Days)	02 (4 Days)
2.	Man-days lost (in lakh)	0.41	0.18
3.	Production lost (in lakh tonnes)	1.57	0.75

Law and Order:

Subject	2020-21	2019-20
Law and order (Disturbance)	09	20
Production Lost (in Lakh Tonne)	Nil	0.04

Workers' Participation in Management:

The workers' participation in management in ECL is fully operative in different levels in the company. The Joint Consultative Committees 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. Safety Committee, Welfare Board etc. are also functioning in our company. The Trade Unions very actively participate in such committees and brings about transparency, accountability apart from reinforcing trust and goodwill between management and the employee.

Meetings	2020-21	2019-20
No. of JCC Meeting held at HQ level	05	05
No. of structured Meeting held at HQ level	05	21

**Employment provided under NCWA & LLS:**

Employment provided under	2019-20	2019-20
NCWA	525	522
Land Losers Scheme	174	191

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	%
31.03.2021	54866	15132	27.58	7149	13.03
31.03.2020	57153	15899	27.82	7527	13.17

Out of 1552 promotions made, 233 candidates from SC community and 129 candidates from ST community were promoted during 2020-21 as against 271 and 139 candidates respectively during 2019-20. As on 31.03.2021, on Roll OBC community employees were 15285 against 15545 employees as on 31st March, 2020.



Trade Unions:

The employees of ECL are highly unionized and hardly there are employees who are not the member of any of 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 and government directives.

Disclosure under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013:

The Internal Complaint Committee (ICC) of ECL formed as per Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is continuing to function. During the year 2020-21, there were two complaints regarding sexual harassment and the enquiry is under process.

Training:

We aim to provide continuous training for all categories of employees throughout the year. 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, our company has arranged for a significant number of executives to attend external training programmes and sent our employees (including Directors, senior executives and non-executive employees) for a number of international training sessions outside India. Apart from IICM, at ECL, we have our two HRD training centers provide various training to our employees including executives. Induction programmes are also carried out regularly for newly recruited Management Trainees.

HRD also arrange for industrial/vocational training on need basis for students of various Institutes. In 2020-21, company had imparted training to 640 persons as per new guidelines. ECL is 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:

Action Plan: HRD Performance Report as per Action Plan (In Company):

Year	No. of Courses		No. of participants							
			Target				Actual			
	Target	Actual	Exe.	Supv.	Worker	Total	Exe	Supv.	Worker	Total
2020-21	124	21	360	890	420	1670	485	139	Nil	624
2019-20	236	221	393	742	1425	2560	629	967	1681	3277

Details of various training provided during the year 2020-21 as compared to 2019-20:

SI No	Nature of Training	2020-21				2019-20			
		Exe.	Supv.	Worker	Total	Exe.	Supv.	Worker	Total
1	General/In-Company Training:								
1.i	3 days or more	Nil	Nil	Nil	Nil	195	627	915	1737
1.ii	Less than 3 days	485	139	Nil	624	434	340	766	1540
2	Training External (within India):								
2.i	At IICM:								
2.i.a	3 days or more	176	Nil	Nil	176	563	Nil	Nil	563
2.i.b	Short course	55	Nil	Nil	55	129	Nil	Nil	129
2.ii	Out Company Training (Other than IICM):								
2.ii.a	Short duration	107	Nil	Nil	107	259	05	02	266
2.ii.b	Long duration	Nil	Nil	Nil	Nil	34	04	Nil	38
2.ii.c	3 days or more	19	Nil	Nil	19	48	Nil	Nil	48
3	External (abroad)	Nil	Nil	Nil	Nil	07	Nil	Nil	07
TOTAL		842	139	Nil	981	1669	976	1683	4328
4	Other Trainings and Seminars:								
a.	Trainees:								
4.a.i	Vocational	Nil	Nil	640	640	Nil	Nil	1229	1229
4.a.ii	PDPT	Nil	949	Nil	949	Nil	411	Nil	414
4.a.iii	PGPT	159	Nil	Nil	159	109	Nil	Nil	108
4.a.iv	Apprentice(Skill dev)	Nil	Nil	89	89	Nil	Nil	120	226
4.b.	Seminar/Workshop	Nil	Nil	Nil	Nil	09	07	02	18
4.c.	Simulator training	Nil	Nil	Nil	Nil	Nil	Nil	71	71
TOTAL		1001	1088	729	2818	1787	1394	3105	6394