

GOVERNMENT OF INDIA
MINISTRY OF COAL
RAJYA SABHA
UNSTARRED QUESTION No.554
TO BE ANSWERED ON 12/12/2022

Regularisation of temporary employees

554. Dr. Anbumani Ramadoss:

Will the Minister of COAL be pleased to state:

- (a) whether Government will ensure regularization of temporary employees of Neyveli Lignite Corporation India Ltd. (NLCIL) as per the Hon'ble Supreme Court's direction;
- (b) if so, the details thereof;
- (c) whether Government has provided permanent jobs to the families of Project Affected Persons (PAP's) in NLCIL; and
- (d) If so, the details thereof?

Answer

MINISTER OF PARLIAMENTARY AFFAIRS, COAL AND MINES
(SHRI PRALHAD JOSHI)

(a) to (b) : There are no temporary employees in NLC India Limited. Based on a petition filed by Trade Unions representing the Contract Workmen, the Hon'ble Supreme Court of India in the Civil Appeal 1629 of 2011 ordered that "The Seniority list of the workmen having been prepared and is assured to be acted upon as per the Seniority, we do not find any reasons to keep the appeal alive". Accordingly, the appeal was disposed of. NLC India Limited is operating the Seniority list for regularization of Contract workmen in the line with the orders passed by the Hon'ble Supreme Court of India.

(c) to (d): The details of permanent jobs provided to families of Project Affected Persons (PAP's) in NLC India Ltd. are given below:

Neyveli lease hold area:

1. For the lands acquired by NLCIL between 1977 to 1989, regular employment was provided to 1827 land displaced persons as per list sponsored by the District Administration.
2. Despite closure of units viz. Fertilizer unit, B&C Plant, Thermal Power Station I all the employees working in those units were retained and redeployed to other NLCIL units to fill up requirements.

3. In view of the above the regular employment could not be considered. However, wherever required employment was provided through contractual arrangements. Around 3500 contractual employments to the project affected families were provided.
4. For the remaining families, contractual jobs are considered based on qualifications as and when there is a requirement.
5. As per the settlement dated 07/08/2020 under Sec.12 (3) of Industrial Disputes Act, between the contractor employers and Trade Unions, it has been agreed that 60% of wastages arising in non-executive category in regular employment on account of superannuation, death, resignation and termination of service, would be filled from the contract workmen based on the common seniority as directed by Hon'ble Supreme Court of India subject to organizational requirements and business scenario.
6. Accordingly, around 711 contract workmen were inducted as regular employees during FY 2021-22 and another 421 Nos of contract workmen were inducted as regular employees during FY 2022-23 so far.
7. **Talabira Mine Area, Odisha:** As per approved R&R policy of Talabira II & III OCP, the Employment to PAPs being given by MDO based on their suitability and availability. Till date, 540 PAPs have been engaged by MDO.
