

**COMMUNICATION OF PROGRESS (COP) REPORT OF COAL INDIA LIMITED**  
**- GLOBAL COMPACT NETWORK INDIA**  
**HUMAN RIGHTS** -

<p><b><u>PRINCIPLE NO. 1</u></b></p> <p><b>"BUSINESSES SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS."</b></p>	<p>Principles of Natural Justice and Human Rights are the main foundations of the Standing Orders of the Coal India Limited and its subsidiary companies applicable to its employees</p> <ul style="list-style-type: none"> <li>• We the Coal India Limited and its subsidiary companies has the responsibility to respect human rights and to refrain from having a negative impact on the enjoyment of human rights of the employees and the stake holders of the companies by offering better salary, all infrastructure to the employees and their family members, health, education etc.</li> <li>• We create an atmosphere in which the employees are properly trained in the field of their choice for their career growth and to meet the need / requirement of the company and encourage for higher qualifications.</li> <li>• We respect to satisfy the aspirations of the Project affected Persons and their family members by offering employment to the land losers as per the Rehabilitation Policy of Coal India 2012, compensation as per State Notified rate, other benefits including special self employment opportunity to the persons who are not entitled for employment, Training to improve employability and other welfare measures.</li> <li>• We never condone any form of individual discriminations, abuse, harassment of the employees .to provide better stable environment to respect the human rights.</li> <li>• While improving production and productivity, workers and workers representative are treated with dignity and given fair remuneration decided in the collective bargaining with their representatives and by adopting this the workmen are loyal to the company.</li> </ul>
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	<ul style="list-style-type: none"> <li>• We build community relationship in all the subsidiary companies by improving in communications technologies.</li> <li>• We provide safe working place for the employees and allowing the employees and their representatives to react / offer suggestions and to participate in building further safeguards at the work places.</li> <li>• We ensure implementations of all relevant Acts and Rules applicable and conduct joint inspections and statutory Inspections for building better work environment.</li> <li>• To respect our employees and their dependents, we have health care services, well established Dispensaries at the work places, Hospitals, Central Hospitals and established occupational health services, mobile health centers to take care of surrounding people. HIV/ AIDS prevention programmes and awareness programmes.</li> <li>• We have special cell to control Sexual Harassment at work place.</li> <li>• We have special care for women by restricting their deployment for hazardous work and in the underground..</li> <li>• We have well established women workers forum, WIPS, who are conducting awareness programmes at different places.</li> <li>• We review and monitor our actions regularly</li> </ul>
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## **PRINCIPLE NO. 2**

**"Businesses should make sure they are not complicit in human rights abuses."**

Coal India Limited is aware of, prevents and mitigates risks of complicity through adopting a systematic management approach to protect human rights, that is, by exercising due diligence.

- In Coal India Limited we are holding Standardization Committees , which examines any omission of the wage agreement provisions and matters are resolved in the bipartite discussions and amend, rectify for proper and uniform implementation of the provisions to safeguard the better interest of the employees.
- We have a systematic approach and attitude at all level for not to silent over any report of human rights abuse
- Our policies are transparent and accountability at all level.

### **PRINCIPLE NO. 3**

**"Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining."**

Coal India Limited strongly upholds the freedom of association and the effective recognition of the right to collective bargaining in the following ways.

- In Coal India Limited there is a well established participative forums between the representatives of operating Central Trade Unions and Management for interaction and redressal of issues related to the employment of the employees, safety, welfare and other grievances.
- In the Units of subsidiary companies of Coal India Limited, **JCC** ( joint consultative committees) consisting of equal number of representatives of operative trade unions and management are functioning for securing and preserving amity and good relations between the employer and workmen. All the issues concerning employer and employees relationship are discussed and amicable settlement. In addition to that **Welfare Committees** and **Safety Committees** are functioning at unit level. In the welfare committee the union representatives are participating in formulating/ implementing the welfare schemes at the units and in the Unit Safety committee the safety issues are discussed, opinion from the workers representatives are invited, implemented the decisions and evaluated the actions for further modifications with in the delegation of power of the Unit Controlling Officer.
- The un-resolved issues of the unit JCC, welfare committee & safety committee and other issues of Area level are discussed at Area level **JCC, Welfare Committees** and **Safety Committees**.

		<ul style="list-style-type: none"> <li>➤ The un-resolved issues of the Area <b>JCC</b>, <b>Welfare Committees</b> and <b>Safety Committees</b> .and other issues which are beyond the delegation of power of the Area General Managers and issues of subsidiary level are discussed at subsidiary level <b>JCC</b>, <b>Welfare Committees</b> and <b>Safety Committees</b>.</li> <li>➤ In order to have more transparency and appropriate regarding actions and for taking up safety of the employees as priority there is a structured forum “<b>Tripartite Safety Committee</b>” consisting of representatives of Central Trade Unions, Board of Directors of the company with Functional Heads of Internal Safety Organization and representatives of <b>DGMS</b> (Director General Mines Safety), Ministry of Labour who are responsible for reviewing the safety standards both in underground and opencast. The committee goes into the details of the analysis of the accidents and preventive measures taken to avoid recurrence. The committee holds its sitting 3 to 4 in a years at subsidiary level and equal no. Of such meetings at apex level at Coal India Limited corporate office. In addition to the above forums, following are the bipartite forums at companies HQ. Level and corporate level.</li> <li>➤ <b>Welfare Board</b> – There is a Welfare Board represented by the members of Central Trade Unions and coal companies comprising of CMDs, Directors and HODs of welfare. The forum decides welfare budget preparation including allocation of fund, fixing priority for expenditure with reference to needs of the employees, sets target for medical, housing, constructions, repairing. Action taken for reviewed and corrective actions are taken</li> </ul>
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	<ul style="list-style-type: none"> <li>➤ Industrial Relation Meetings – In addition to all above, structured IR meetings with each of the Central Trade Unions are held at Unit, Area and Subsidiary level to resolve the issues of the workers raised by the individual unions.</li> <li>➤ JBCCI(Joint Bipartite for the Coal Industry) – the JBCCI consisting of equal number of representatives for the central trade unions and management is functioning at the apex level which decides pay &amp; perks, service conditions and social security measures of the employees .</li> <li>➤ The major associations are as follows at company level .</li> </ul>
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In Coal India Limited, there is a well established Coal Mines Officers Association of India (CMOAI), in which all officers of the company associated. And following are the Associations / Unions of employees functioning at the company's level.

<b>COMPANY</b>	<b>ABBREVIATION AND FULL FORMS OF AFFILIATED AND RECOGNIZED UNIONS</b>	<b>AFFILIATED TO CENTRAL UNION</b>
ECL	CMU - COLLIERY MAZDOOR UNION	INTUC
	CMSI- COLLIERY MAZDOOR SABHA OF INDIA	AITUC
	CMS - COLLIERY MAZDOOR SABHA	CITU
	CMC – COLLIERY MAZDOOR CONGRESS	HMS
	ABKMS- AKHIL BHARTIYA KOYLA MAZDOOR SANGH	BMS
BCCL	RCMS – RASHTRIYA COLLIERY MAZDOOR SANGH	INTUC
	JMS – JANTA MAZDOOR SANGH	HMS
	UCWU – UNITED COAL WORKERS UNION	AITUC
	KIMP – KOYLA ISPAT MAZDOOR PANCHAYAT	HMS
	DCKS – DHANBAD COLLIERY KARMACHARI SANGH	BMS
	BCKU – BIHAR COLLIERY KAMGAR UNION	CITU

CCL	RCMS – RASHTRIYA COLLIERY MAZDOOR SANGH	INTUC
	UCWU – UNITED COAL WORKERS UNION	AITUC
	CCLCKS – CENTRAL COALFIELDS LIMITED COLLIERY KARMACHARI SANGH	BMS
	NCOEA – NATIONAL COAL ORGANISATION EMPLOYEE'S ASSOCIATION	CITU
	BCKU - BIHAR COLLIERY KAMGAR UNION	CITU
	JMS – JANTA MAZDOOR SANGH	HMS
	RKMU – RASHTRIYA KOYLA MAZDOOR UNION	HMS
	CMU – COALFIELD MAZDOOR UNION	HMS
WCL	RKKMS – RASHTRIYA KOYLA KHADAN MAZDOOR SANGH	INTUC
	KMS - KOYLA SHRAMIK SABHA	HMS
	ABKMS – AKHIL BHARTIYA KHADAN MAZDOOR SANGH	BMS
	SKMS - SAMYUKTA KHADAN MAZDOOR SANGH	AITUC
	LCMMU – LALZANDA COAL MINES MAZDOOR UNION	CITU
SECL	KMS - KOYLA SHRAMIK SABHA	HMS
	SKMS - SAMYUKTA KHADAN MAZDOOR SANGH	AITUC
	BKKMS – BHARTIYA KOYLA KHADAN MAZDOOR SANGH	BMS
	SEKMS – SOUTH EASTERN KOYLA MAZDOOR SANGH	INTUC
	KSS – KOYLA SHARAMIK SANGH	CITU
NCL	RCMS – RASHTRIYA COLLIERY MAZDOOR SANGH	INTUC
	BKKSS/BKKMS – BHARTIYA KOYLA KHADAN SHRAMIK SANGH/ BHARTIYA KOYLA KHADAN MAZDOOR SANGH	BMS
	CMS - COLLIERY MAZDOOR SABHA	AITUC
	KSS – KOYLA SHRAMIK SABHA	HMS
	CLU – COALFIELDS LABOUR UNION	CITU

MCL	OCMS – ORISSA COLLIERY MAZDOOR SANGH	INTUC
	OCMLF – ORISSA COAL MINES LABOUR FEDERATION	HMS
	OCLU - ORISSA COLLIERY LABOUR UNION	HMS
	JCLU – JAGANNATH COLLIERY LABOUR UNION	HMS
	MCMS - MAHANADI COAL MAZDOOR SANGH	HMS
	LCLU – LINGARAJ COLLIERY LABOUR UNION	HMS
	CWWU – CENTRAL WORKSHOP WORKERS UNION	HMS
	BCLU – BALARAM COLLIERY LABOUR UNION	HMS
	BCMS – BHARATIYA COLLIERY MAZDOOR SANGH	HMS
	BCLU – BHARATPUR COLLIERY LABOUR UNION	HMS
	HCLU – HANDIDHUA COLLIERY LABOUR UNION	HMS
	NCLU – NANDIRA COLLIERY LABOUR UNION	HMS
	BCMWU – BRAJRAJNAGAR COAL MINES WORKERS UNION	AITUC
	TCMEU – TALCHER COAL MINES EMPLOYEES UNION	AITUC
	MCMWU – MAHANADI COAL MINES WORKERS UNION	AITUC
	TKKMS – TALCHER KOYLA KHANI MAZDOOR SANGH	BMS
	BIKMS – BRAJRAJNAGAR IB KHADAN MAZDOOR SANGH	BMS
	BASUNDHARA COLLIERY MAZDOOR SANGH	BMS



<p><b><u>PRINCIPLE NO. 4</u></b></p> <p><b>"Businesses should uphold the elimination of all forms of forced and compulsory labour."</b></p>	<ul style="list-style-type: none"> <li>• In Coal India Limited, all the labour laws have been implemented. There is a pre condition in all contracts to implement all the provisions of the Contract Labour(Regulation and Abolition) Act, 1970 and Rules there under, payment of Minimum Wages as notified from time to time by the Ministry of Labour employment, Govt. of India for that employment / region, extending all welfare /social security measures. Management Representatives are deployed at all level to supervise.</li> <li>• Complaints of the contract labours are properly attended by the management as a principal employer.</li> <li>• There is no provision to deposit original certificates of the employees at the time of employment and in case of selection in other companies, their resignations are accepted.</li> </ul>
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<p><b><u>PRINCIPLE NO. 5</u></b></p> <p><b>"Businesses should uphold the effective abolition of child labour."</b></p>	<ul style="list-style-type: none"> <li>• Coal India Limited has well established bipartite agreement ( National Coal Wage Agreement ) NCWA ,applicable in all establishments of the Coal India Limited and its subsidiary companies, in which the minimum wage for employment has been prescribed as 18 years and same age prescribed in the Rehabilitation and Resettlement policy of the Company and hence there is no scope of child labour.</li> </ul>
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## **PRINCIPLE NO. 6**

**"Businesses should uphold the elimination of discrimination in respect of employment and occupation."**

- In Coal India Limited and its subsidiary companies, there is no discrimination in respect of employment and occupation , with regard to sex, caste, religion, race, except deployment of women employees in underground / hazardous jobs are statutorily banned for their protection and special reservation for SC/ST/OBC employees is done as per Presidential Directives during departmental promotions and Recruitment as per approved cadre scheme.
- Company has equal opportunity for all employees for their self development / Training as per their qualifications/ skill/ jobs in which they have been deployed.
- Coal India Limited also having a separate women forum (WIPS) to deal with the complaints of women employees and create awareness of their rights. Company is funding towards organizing their programmes from welfare fund.

## PRINCIPLE 5 :

<p><b><u>PRINCIPLE NO. 1</u></b></p> <p><b>"BUSINESSES SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS."</b></p>	<p>Principles of Natural Justice and Human Rights are the main foundations of the Standing Orders of the Coal India Limited and its subsidiary companies applicable to its employees</p> <ul style="list-style-type: none"><li>• We the Coal India Limited and its subsidiary companies has the responsibility to respect human rights and to refrain from having a negative impact on the enjoyment of human rights of the employees and the stake holders of the companies by offering better salary, all infrastructure to the employees and their family members, health, education etc.</li><li>• We create an atmosphere in which the employees are properly trained in the field of their choice for their career growth and to meet the need / requirement of the company and encourage for higher qualifications.</li><li>• We respect to satisfy the aspirations of the Project affected Persons and their family members by offering employment to the land losers as per the Rehabilitation Policy of Coal India 2012, compensation as per State Notified rate, other benefits including special self employment opportunity to the persons who are not entitled for employment, Training to improve employability and other welfare measures.</li><li>• We never condone any form of individual discriminations, abuse, harassment of the employees .to provide better stable environment to respect the human rights.</li><li>• While improving production and productivity, workers and workers representative are treated with dignity and given fair remuneration decided in the collective bargaining with their representatives and by adopting this the workmen are loyal to the company.</li></ul>
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