

**Minutes of the Review Meeting held by the National Commission for Scheduled Castes with CIL SC/ST Employees Welfare Association followed by Coal India Ltd. and Eastern Coalfields Ltd. on 04.11.2015 at Kolkata**

Dr. P.L. Punia, Hon'ble Chairman, National Commission for Scheduled Castes (NCSC), Govt. of India, New Delhi along with Dr. Raj Kumar Verka, Hon'ble Vice Chairman, Shri Raju Parmar, Hon'ble Member, Shri Iswar Singh, Hon'ble Member, Smt. P. Kamalamma, Hon'ble Member and Dr. Vinod Agarwal, Secretary held review meeting with the Coal India & ECL SC/ST Employees Association followed by the management of CIL and ECL to see the implementation of reservation policy by the management of CIL and ECL and other allied issues concerning the welfare of SC employees.

**Meeting with Coal India SC/ST Employees Association (CISTEA) and All India SC/ST/OBC Employees Coordination Council**

There are two SC/ST Employees Associations in Coal India Ltd. and its subsidiaries. Meeting held with both the SC/ST Associations separately. The General Secretary of both the Associations submitted Memorandum before the Commission. The following important points raised by them for further discussion and for necessary action:

- a. Complaint Registers are not been maintained by the CIL and ECL authorities.
- b. Demanded for inclusion of a member from SC/ST Associations in the Management Committee for implementation of CSR schemes.
- c. Demanded for inclusion of member from SC community in the DPC constituted for promotion to the post above Scale VI grade.
- d. Special care may be taken to select SC officers for Specialized training abroad.
- e. Inclusion of one member from SC community in various implementation committees.
- f. Office accommodation may be provided to the Associations in ECL as well as CIL headquarters for smooth functioning of the Association activities.
- g. Check-off facilities may be provided on the basis of the authority letter of the members of the reserved community.
- h. No periodical meetings are being held with the SC/ST Associations by the ECL authority that may be initiated immediately.
- i. Long pending demand for inclusion of SC/ST member in all the decision making Committees constituted for the welfare of officers and employees of CIL and ECL have not been fulfilled by the management.
- j. SC/OBC employees are being harassed by the management on transfer them in difficult areas.

