

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
'COAL BHAWAN'  
NEW TOWN, RAJARHAT,  
KOLKATA-700163

No. CIL/C-5B/JBCCI-XI/I. I. No. 16/218

Dated: 11.06.2024

**NATIONAL COAL WAGE AGREEMENT (NCWA)-XI  
IMPLEMENTATION INSTRUCTION NO. 16**

Chairman-Cum-Managing Director	ECL	Sanctoria
Chairman-Cum-Managing Director	BCCL	Dhanbad
Chairman-Cum-Managing Director	CCL	Ranchi
Chairman-Cum-Managing Director	WCL	Nagpur
Chairman-Cum-Managing Director	SECL	Bilaspur
Chairman-Cum-Managing Director	NCL	Singrauli
Chairman-Cum-Managing Director	MCL	Sambalpur
Chairman-Cum-Managing Director	CMPDIL	Ranchi

**Sub: Employment to dependent under Clause 9.3.0 & Monthly Monetary Compensation under NCWA-XI**

The above-mentioned subject was discussed in detail in the second meeting of Standardization Committee of JBCCI-XI held at Jaisalmer.

After detailed deliberations, it was agreed to modify provisions of wage agreement as per below mentioned details: -

**A) Definition of dependent for the purpose of grant of employment as per Clause 9.3.0 of NCWA: -**

Spouse or son or daughter or transgender child or legally adopted son/ daughter/ transgender child, irrespective of marital status.

If no such direct dependent is available for employment, indirect dependent i.e. brother or sister or widowed daughter in law or son in law residing with the deceased and almost wholly dependent on the earnings of the deceased may be considered to be the dependent of the deceased.

**B) Age limit for employment as per Clause 9.3.0 of NCWA: -**

The dependent should not be less than 18 years and not more than 35 years of age\*. However, the upper age limit in case of employment of spouse would be 45 years.

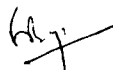
\*Age of the dependent shall be reckoned on date of death of the employee. In case age of dependent/child is less than 18 years but 12 years or above, the name shall be kept in live roster as per the extant provisions.

**C) Clauses 9.5.0 and 9.5.1 of NCWA-XI are modified as under: -**

**9.5.0 (i):** Provisions of monthly monetary compensation to eligible dependent in lieu of employment shall continue on minimum basic of Cat. I as per the extant rule.

**(ii):** Eligible dependent will have the option either to opt for employment or for monthly monetary compensation in lieu of employment provided the dependent is otherwise eligible for employment.


**(iii):** However, "spouse" who is more than 45 years of age as on date of death of the ex-employee, shall be entitled only for monetary compensation and not for employment other than death due to mine accidents.



**9.5.1:** If the spouse is predeceased, as per records of the deceased employee, the eldest child of 12 years and above in age shall be entitled for payment of 50% of the admissible monthly monetary compensation upto the age of 18 years.

This is being issued with approval of Director (P & IR), CIL/Member Secretary, JBCCI-XI.

You are requested to take necessary action to implement the above provisions.

  
(Goutam Banerjee)  
General Manager (MP&IR) &  
Coordinator, JBCCI - XI

**Distribution: -**

1. All Members & Alternate Members of JBCCI-XI
2. Chairman, CIL, Kolkata
3. Chairman-MD, SCCL, P.O.-Kothagudem Collieries, Distt. Khammam, Telangana
4. Director (P & IR)/Director (Tech.)/ Director (BD)/ Director (Mktg)/Director (Fin.), CIL
5. Director (Personnel) - ECL/BCCL/CCL/WCL/SECL/NCL/MCL
6. Director (Finance) - ECL/BCCL/CCL/WCL/SECL/NCL/MCL
7. Director (T/CRD) - CMPDIL
8. Director (P/A&W) - SCCL
9. Director (Finance) - SCCL
10. Chief Vigilance Officer - CIL
11. Executive Director (Coordination)/TS to Chairman- CIL, Kolkata
12. Executive Director/HOD - IICM
13. Executive Director (Finance) - CIL
14. General Manager (System) - CIL
15. General Manager - NEC
16. HOD/Chief Manager (P/EE) - CIL
17. HOD, PRB Cell - CIL
18. Head of Department - CIL, New Delhi.
19. Regional Sales Manager - Mumbai