



एक कदम स्वच्छता की ओर



सीसीएल

एक मिनीरल कम्पनी

सेन्ट्रल कोलफील्ड्स लिमिटेड

(भारत सरकार का एक उपक्रम)

दरभंगा हाउस, कचहरी रोड, राँची 834 029, झारखण्ड

CENTRAL COALFIELDS LIMITED

(Govt. of India Undertaking)

Darbhanga House, Kutchery Road, Ranchi 834 029, Jharkhand

कारपोरेट आईडेंटिटी नं./ : U10200JH1956GOI000581

Corporate Identity Number

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## REHABILITATION AND RESETTLEMENT PLAN

OF

KOTRE BASANTPUR PACHMO OCP

CENTRAL COALFIELDS LIMITED

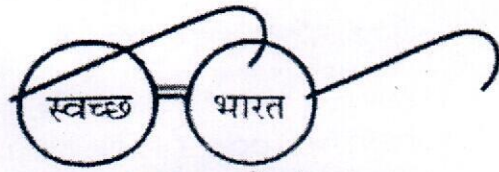
ए० एन० राय / A.N. RAY

परियोजना अधिकारी  
PROJECT OFFICER  
कोतरे बसंतपुर पंचमो कोल माइन  
Kotre Basantpur Pachmo Coal Mine  
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C.C.L., Ranchi

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Ref No. GM(CPSP)/KBP/2019/93

Dated: 08/01/2019

## R&R Plan for Kotre Basantpur Pachmo OCP for FC application

### Introduction:

Kotre Basantpur and Pachmo coal mine has been allotted to Central Coalfields Limited (CCL) on 19<sup>th</sup> April 2018 by the office of the Nominated Authority, Ministry of Coal vide order no. F. No. NA-103/1/2017-NA.

The Kotre-Basantpur Pachmo coal mine comprises two geological blocks of the West Bokaro Coalfield (WBCF) namely Kotre-Basantpur block and Pachmo block. The findings of the exploration in Kotre-Basantpur and Pachmo blocks indicated existence of coking coal.

The Kotre-Basantpur geological block, having an area of 3.75 sq.km, is located in the northern part of the WBCF and is a part of the Hazaribagh area of CCL falling in Ramgarh district of Jharkhand. The Kotre-Basantpur block, named after the local villages is a potential property lying immediately north of the present Kedla Project of CCL.

The Pachmo geological block, having an area of 2.70 sq.km, is located in the northern part of WBCF and falls in Bokaro district of Jharkhand. The Pachmo block, named after the local village is a potential property lying immediately north of the present Loiyo & Jharkhand Projects of CCL.

### Purpose of R&R Plan:

It is mandatory document as per section (F), in Form A of FC application.

*[Signature]*  
20/1/19  
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*[Signature]*  
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*[Signature]*  
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## Impact on local population and R&R Action Plan.

### 1. Details of Household shifting- If any (no. Of PAF to be displaced from different villages including timeline)

Project involves R&R of 8 villages from two districts of about 1000 PAF's , R&R of Phase -I covering 10 years of life of the Project involve 36 PAFs who are land oustees (no losers of homesteads) from village of Basantpur (05), Kotre(15) and Pachanda (16) falling in Ramgarh Districts.

Phase-II of the R&R of the balance life (11-34 yrs) involving Hurdag, Pachmo, Rahwan and Baghraiya would be taken up subsequently.

### 2. Details of Employment to Landlosers: If any (no. Of landlosers to be employed)

184 no. of employment to be provided against every 2 acres of land acquired under the provision of existing R&R policy of Coal India Limited.

### 3. Land area required for proposed rehabilitation site.

Plot= 10 Ha

Infrastructure= 10 Ha

### 4. Estimated Capital for R&R Plan (As per Approved Project report)

Sl. No.	Particulars	Total Provision (Lakhs)	Year wise phasing of Capital (Lakhs)								
			Up to Target Year							Beyond Target Year	
			Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9
1.	Village rehabilitation for 1000 families including cost of house	10954.00				1200	1200	1200	1200	2000	2000
										2154	

### 5. Salient features of Rehabilitation Action plan of the concerned proposal: R&R plan of Kotre Basantpur Pachmo coal mine (Data as per Approved Project report).

Approximate number of households to be shifted	1000
Number of villages affected by rehabilitation	8

### 6. R&R Package for Land and Homestead losers for villages (Data as per Approved Project report)

Name Of Village	Number of Households to be shifted	Population to be shifted	Average household size
Kotre	15	60	5 Decimal/ PAF
Basantpur	05	20	5 Decimal/ PAF
Pachanda	16	64	5 Decimal/ PAF
Hurdag	nil	nil	nil
Rahwan	nil	nil	nil
Baghraiya	nil	nil	nil
Pachmo	122	848	5 Decimal/ PAF
Purnapani	nil	nil	nil

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- 43
7. Compensation in lieu of alternative house site, assistance in designing, shifting allowance, compensation for construction of cattle shed & work shed etc. (Data as per Approved Project report).

Sl. No.	Name of the Village	No. of families	Minimum Homestead compensation @ Rs 3.0 Lakh/ House (Amount in Rs Lakh)
1	Kotre	60	90
2	Basantpur	20	30
3	Pachanda	64	120
4	Hurdag	nil	nil
5	Rahwan	nil	nil
6	Baghraiya	nil	nil
7	Pachmo	848	763
8	Purnapani	nil	nil

8. Subsistence allowance @ 25 days minimum agricultural wage per month (@ Rs 300 per day wef 01.04.2017) for one year. (Data as per Approved Project report).

Sl. No.	Name of the Village	No. of families	Compensation @ 25 days MAWs/ Household (Amount in Rs Lakh)
1	Kotre	0	0
2	Basantpur	168	151.2
3	Pachanda	56	50.4
4	Hurdag	85	76.5
5	Rahwan	103	92.7
6	Baghraiya	6	5.4
7	Pachmo	145	130.5
8	Purnapani	0	0

9. Compensation to landless tribal families @ one time financial assistance equivalent to 500 days MAWs (@ Rs 300 per day wef 01.04.2017) for loss of customary rights

Sl. No.	Name of the Village	No. of families	No of tribal families	500 MAWs compensation (Amount in Rs Lakh)
1	Kotre	0	0	

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44

2	Basantpur	560	112	168
3	Pachanda	186	38	57
4	Hurdag	281	57	85.5
5	Rahwan	341	68	102
6	Baghraya	18	4	6
7	Pachmo	482	97	145.5
8	Purnapani	0	0	0

**ST,POPULATION: 376**

**10. Time Schedule for Rehabilitation (Data as per Approved Project report).**

SN	Name of the Village	No. of PAFs	Yearwise phasing of PAFs shifting				
			Upto 3rd year	Upto 6th year	Upto 9th year	Upto 12th year	Upto 15th year
1	Village rehabilitation for 1000 families including cost of houses	1000	0	15	21	848	64

**11. If any Provision of township for PAFs –**

As per existing R&R policy of Coal India Limited (2012) all community development like infrastructure/ sanitation, Education & skill development, Drinking water, Health, sanitation, Environment, Sports in 20 Ha of land for proposed rehabilitation.

**12. Community Development: Job yet to Start**

**13. Brief on Indirect Employment Opportunities :**

Indirect employment like off-site contractors, suppliers and their workers, jobs that arise in relation to social investment activities like infrastructure investment, opening of schools, hotels, shop, etc .

**14. Brief on Direct Employment Opportunities for Land Losers:**

Direct employment generally counts the investor's employees and on-site contractors, workers.

As per Existing R&R policy of CIL , employment to be provided to land looser at the rate 2:1 i.e. one employment against 2 acres of land and some PAF is employed directly under the construction job.

**Annexure: Existing R&R policy of Coal India Limited (2012).**

Project officer

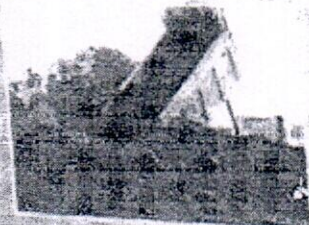
Kotre Basantpur Pachmo coal mine

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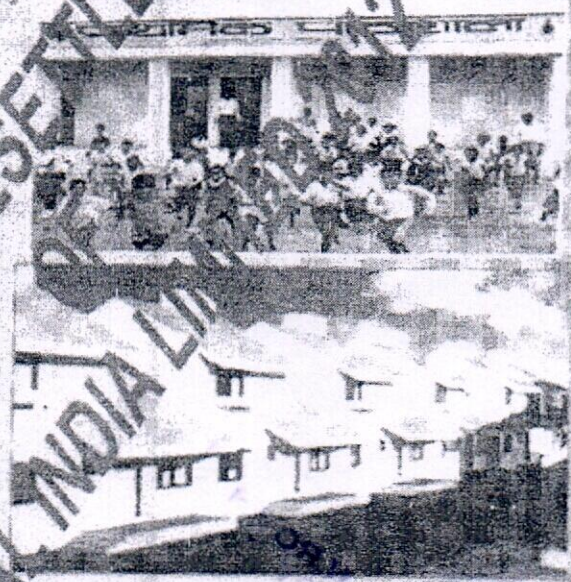
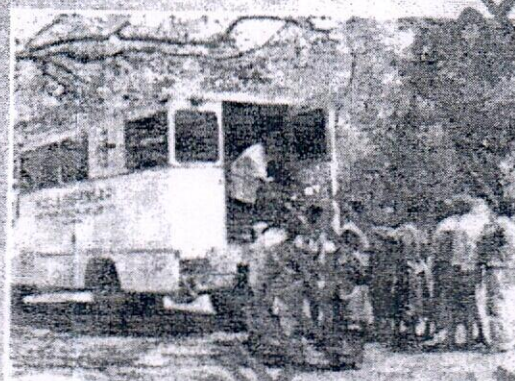
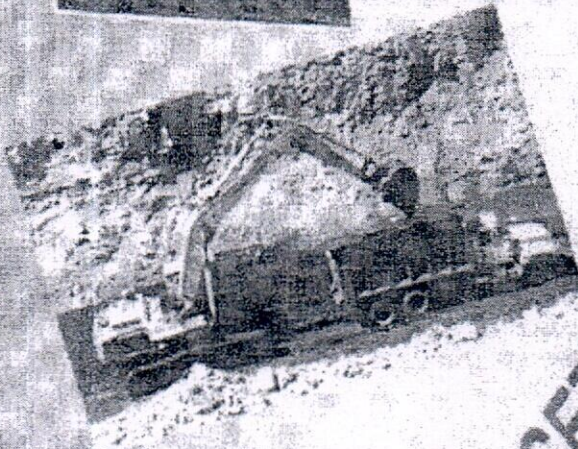
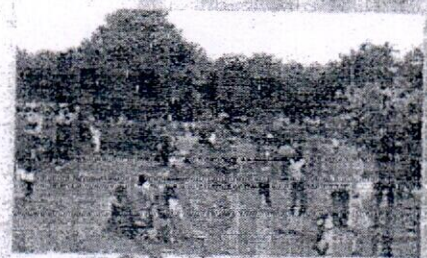
ए० एन० रॉय / A.N.ROY  
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Maharatna Company



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श्रीप्रकाश जायसवाल  
SRIPRAKASH JAISWAL



श्रीप्रकाश जायसवाल  
एम. एन. ए.  
श्रीप्रकाश जायसवाल  
MINISTER OF COAL  
GOVERNMENT OF INDIA  
SHASTRI BHAVAN, NEW DELHI-110001

26<sup>th</sup> March, 2012

### MESSAGE

Land acquisition has been identified as a major bottleneck coming in the way of Coal India's plans for augmenting coal production. I am of the firm view that Coal India has to have a generous relief and rehabilitation policy which can earn the confidence and goodwill of the project affected people to enable it to meet its ambitious production targets.

I have been deeply concerned about the issue and therefore constituted a Committee at Government level to take the process forward quickly. I am glad that the Committee could meet under the Chairmanship of Shri Alok Puri, Secretary (Coal) and Smt. Zohra Chatterji, Additional Secretary & CMD, Coal India Ltd. and decided the broad principles of the policy.

I congratulate the Board of Coal India for approving a progressive Rehabilitation & Resettlement Policy 2012 and look forward to its successful implementation.

( SRIPRAKASH JAISWAL )

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आलोक परती  
ALOK PERTI  
सचिव  
Secretary

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47 (29)  
भारत सरकार  
कोयला मंत्रालय  
GOVERNMENT OF INDIA  
MINISTRY OF COAL  
शास्त्री भवन/ SHASTRI BHAWAN

MESSAGE

I am very happy to learn that Coal India Ltd. has revised its Rehabilitation & Resettlement Policy and come up with a liberal policy which enables the land loser to choose between various options and adopt the package which best suits his needs. The focus on development of community facilities and skill development is also a positive feature.

The Ministry has held several meetings on the subject in view of the criticality of getting more land quickly for enhancing coal production. I am glad that the Policy has now been finalized and approved by the Coal India Board. I look forward to seeing much better progress in Coal India's efforts to acquire land as a result of this policy and wish them every success.

New Delhi  
26<sup>th</sup> March, 2012

26/3

(Alok Perti)

21/5/12  
ए० एन० रॉय A.N.ROY

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28/2/12  
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21/1/12  
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जोहरा चटर्जी

**Zohra Chatterji, IAS**

Additional Secretary to Govt.  
Ministry of Coal

&  
Chairman-cum-Managing Director



कोल इण्डिया लिमिटेड  
**COAL INDIA LIMITED**

(A Maharatna Company)  
(A Govt. of India Enterprise)  
"COAL BHAWAN"  
10, NETAJI SUBHAS ROAD,  
KOLKATA - 700 001



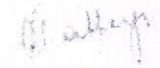
MESSAGE


I feel privileged to present the Rehabilitation and Resettlement Policy 2012 of Coal India Limited which has been approved by the Board of Directors in its 279<sup>th</sup> Meeting held on 12<sup>th</sup> March, 2012.

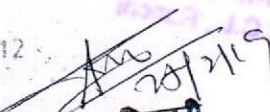
I could well appreciate the urgent need to liberalize the policy and after chairing a meeting of the Committee constituted for the purpose by the Ministry of Coal, I seized upon the opportunity to fast track it when I was given additional charge of CMD, Coal India on 1<sup>st</sup> February, 2012.

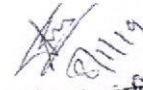
I must appreciate the painstaking efforts of Director (P&IR), Shri R. Mohan Das and his team including Shri Bhagwan Pandey, General Manager (MP&IR) and Shri T.B. Raju, Chief Manager (IR) for drafting and redrafting the policy after extensive deliberations at the level of the Functional Directors and the CMDs of subsidiary companies and the Board of Coal India.

I am hopeful that the R&R Policy 2012 which incorporates the collective wisdom of all levels from the Ministry to the field and provides sufficient flexibility to the subsidiary companies will prove to be a well conceived one which will facilitate land acquisition by Coal India in the years to come.

  
(Zohra Chatterji)

  
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आर मोहन दास

निदेशक (कार्मिक एवं जी.सी.)

R Mohan Das

Director (Personnel & IR)



कोल इण्डिया लिमिटेड

COAL INDIA LIMITED

A MAHARATNA COMPANY

A GOVT. OF INDIA ENTERPRISE

"COAL BE-AWAN"

19, NETAJI SUBHAS ROAD

KOLKATA - 700 001



### MESSAGE

I feel proud to place the liberalized new redrafted 'R&R policy of Coal India-2012' before the 279<sup>th</sup> meeting of the Board of Directors of Coal India Limited held on 12<sup>th</sup> and 13<sup>th</sup> March 2012 at New Delhi and got approval of the Board.

Though there was an existing R&R policy of CIL-2008, but there was an urgent need of redrafting the new policy in view of changing aspirations of the project affected persons in the competitive market and to redress the unique problems of the subsidiary companies of Coal India Limited for fast acquiring of land.

I would like to extend my personal congratulations to the tireless effort of Sri Bhagwan Pandey, General Manager (MP&IR), CIL and Sri T.B.Raju, Chief Manager (MP&IR), CIL and their team for their fast and prompt action in drafting the modification of the existing policy keeping in view the aspirations of the people and the difficulties encountered by the subsidiaries in acquiring land. They are of great value to the company.

I am very much hopeful that after implementation of this new policy of Coal India Limited, the subsidiary companies will feel relaxed with greater flexibility in redressing the R&R issues and this will help in faster acquisition of land at all level.

(R Mohan Das)  
Director (P&IR)

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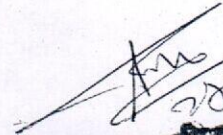
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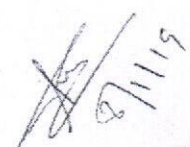


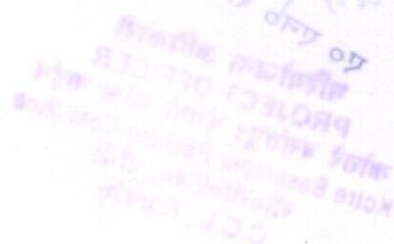
## CONTENTS

SL.NO	DESCRIPTION	PAGE-NO
1	Preamble	1
2	Objectives and general principles of Coal India's Resettlement and Rehabilitation Policy- 2012	2
3	Scope	3
4	Definition	3
5	Socio-economic Survey and preparation of RAP	4
5.A	Implementation, Monitoring and Evaluation, Dispute Mechanism	5
5.B	Environment Impact Assessment (EIA)	5
6	Eligibility Criteria	5
7	Census & Identification of displaced families:	6
8	Types of Compensation and Rehabilitation Entitlement	6
8.1	Eligibility and Compensation	6
8.(i)(A)	Land Compensation	7
8.(i)(B)	Employment provision	7
8.(i)(C)	Lumpsum Monetary Compensation	8
8.(ii)	Compensation to the-Person whose homestead is acquired	8
8.(iii)	Compensation to the- Sharecroppers, land lessees, tenants and day labourers	9
8.1(iv)	Compensation to the- Landless tribals, Tribal dependent on forest produce	9
9	Resettlement & Rehabilitation Committee	10
10	Community facilities	10
11	Corporate Social Responsibilities	10
12	Monitoring and Evaluation	10
13	Flexibility to the Subsidiary Companies	11

  
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## REHABILITATION AND RESETTLEMENT POLICY OF COAL INDIA LTD 2012.

### Preamble

The location and quality of coal reserves, and their distance from major consumers determines to a great extent the selection of mine sites. For reserves that are close to the surface, opencast mining has proven to be the most efficient mining method. Opencast mines require relatively large areas of land. Population growth, particularly in India's eastern region, has made it increasingly difficult for the subsidiary coal companies to acquire the land they need for expanding their operations under the present Resettlement and Rehabilitation policy. 2008 of Coal India.

The resettlement and rehabilitation policies followed by the subsidiary companies have evolved over time and undergone numerous changes in response to changing circumstances. As and when the Central or State Governments enact amendments to the Land Acquisition Act, issue new guidelines for resettlement and rehabilitation, as per its requirement Coal India reviews and modifies its resettlement and rehabilitation policy taking into account the changing conditions in coal producing areas.

In addition to compensation for land coal companies provide Rehabilitation and Resettlement (R&R) package for project affected persons to compensate for loss of livelihood. Apart from compensation for house site, house, trees, cow shed, cost of shifting etc., employment is also provided to land oustees. In addition to this, efforts are made to rehabilitate them by construction of houses, building roads, streets, schools, providing water etc. wherever feasible. However, demand for both more land compensation and better R&R package has been raised by project affected persons and has been highlighted in various Parliamentary Committees. Coal Companies often have to face representations and agitations by these land oustees who obstruct the smooth working of existing mines and come in the way of expansion of new projects.

In the past, subsidiaries found it relatively easy to acquire land, if they were able to offer employment. Partly because of this practice, subsidiaries have built up a largely unskilled labour force beyond their needs. This has contributed to the heavy losses and many mines are incurring and has also affected their efficiency and viability. The subsidiaries may still need to hire people in selected locations and continue to give preference to those whose livelihood will be affected by coal mining operations. However, increasingly subsidiaries will need to develop other ways and means to compensate land owners and others adversely affected by their projects and give them the option to choose which method of compensation best suits their needs. Greater emphasis will also need to be given to community requirements like schools, hospitals etc. Only proper resettlement and rehabilitation will elicit the required cooperation of project affected people, and make it possible for Coal India to acquire the land it needs to fulfill the ever increasing demand of coal for the economic development of the Country.

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The purpose of the Resettlement and Rehabilitation Policy 2012 is to revise and provide greater flexibility to the basic principles for the resettlement and rehabilitation of people affected by coal mining projects i.e. Project Affect People (PAPs). It attempts to consolidate the different resettlement and rehabilitation practices that are being followed by subsidiaries as per the different State land Acquisition Acts and various decisions of the Coal India Board and to modify the Policy of 2008 so as to give the Board of the subsidiary Companies greater flexibility to deal more effectively with resettlement and rehabilitation issues and determine the rehabilitation packages best suited to local needs in line with this policy. The provisions of the National Rehabilitation and Resettlement Policy, 2007 and the Land Acquisition, Rehabilitation & Resettlement Bill, 2011 have also been kept in mind while framing the policy.

While Coal India's basic philosophy for compensating land-losers and other project-affected people remains substantially unchanged, the revised policy emphasizes the need to cultivate and maintain good relationships with the people affected by Coal India's projects starting as early as possible; it also underscores that the subsidiaries have a responsibility towards the land oustees whose livelihood is often taken away. On the other hand, subsidiaries need to protect themselves more effectively against unjustified claims, redundant manpower and swelling Wage Bills. To this end, the statement proposes that subsidiaries prepare detailed resettlement and rehabilitation action plans (RAPs) that clearly identify, at an early stage, the entitlements of the people affected by coal projects and enables them to exercise a choice between various options. The concept of Annuity in lieu of compensation/employment is also being introduced to mitigate, if not eliminate the ever dependence of Project Affected Families (PAFs) on CIL for provision of employment.

(1) The revised Resettlement & Rehabilitation Policy, 2012 is based on the deliberations of the inter Ministerial Committee set up vide O.M. 490191/2011-PRIW-I dated 01-07-2011 of Ministry of Coal, deliberations of the CMDs meet held on 05/03/2012 at New Delhi and has been approved by the CIL Board in its 279<sup>th</sup> meeting held on 12<sup>th</sup> and 13<sup>th</sup> March, 2012.

(2) Objectives and general principles of Coal India's Resettlement and Rehabilitation Policy- 2012

- A. To re-visit CIL's existing R&R policy 2008 and evolve a PAP friendly policy by incorporating such provisions of the National Policy and The Draft Land Acquisition, Rehabilitation and Resettlement Bill-2011 as considered suitable in light of the growing difficulties many subsidiaries face in land acquisition.
- B. To accord the highest priority for avoiding or minimizing disturbance of the local population while taking decisions to open new mines or expand existing ones too (exploring alternative sites and project designs) and to ensure that wherever people are likely to be adversely affected by a project, the subsidiaries will prepare resettlement and rehabilitation action plans for the project.
- C. To ensure a humane, participatory, informed consultative and transparent process for land acquisition for coal mining and allied activities, with the least disturbance to the owners of the land and other affected families.

D. To provide just and fair compensation to the affected families whose land has been acquired or proposed to be acquired or are affected by such acquisition and make

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adequate provisions for loss of livelihood of such affected persons including their rehabilitation and resettlement.

- E. To ensure that the cumulative outcome of compulsory acquisition should be that the affected persons become partners in development leading to an improvement in their post acquisition social and economic status and matters connected therewith or incidental thereto.
- F. Through the preparation of resettlement and rehabilitation action plans, subsidiaries will safeguard that project-affected people improve or at least regain their former standard of living and earning capacity after a reasonable transition period. The transition period is to be kept to a minimum. However, the involvement of subsidiaries in resettlement and rehabilitation activities may continue until all the actions specified in the rehabilitation plan have been completed.
- G. Involuntary resettlement is conceived and executed as a development programme with project-affected people being provided sufficient resources and opportunities to share in a project's benefits. The efforts of subsidiaries are complementary to the Government's schemes in rural development and the concurrence, approvals and support from concerned Government authorities will be sought.
- H. In parallel, subsidiaries will work closely with non-governmental organizations of proven repute which are legally constituted and recognized and also have the confidence of the project-affected people, in the preparation and implementation of rehabilitation plans.
- I. Corporate Social Responsibility (CSR) : Activities shall be intensified in and around the villages where land is being acquired in accordance with the CSR Policy of Coal India.
- J. Actual implementation of R&R package must follow a detailed survey of the project-affected villages to formulate the list of persons/families affected by the project, nature of the affect, the likely loss of income, etc. For this purpose, if necessary, the services of a reputed NGO with an impressive record of integrity and performance may be engaged.

### 3. SCOPE:

This Policy may be called "Rehabilitation and Resettlement Policy of Coal India Limited-2012". It extends to the Coal India Limited and its subsidiary companies in India. It shall come into force from the date of its approval by the CIL Board and is applicable to all cases in which land is taken after the date of approval by the CIL Board. While implementing the policy it is to be ensured that the provisions of the concerned Acts applicable and Rules mentioned there under shall not be violated.

### 4. Definitions

(a) "affected family" means:

- (i) a family whose primary place of residence or other property or source of livelihood is adversely affected by the acquisition of land (including direct negotiation) for a project or involuntary displacement for any other reason; or

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22 54

(ii) any tenure holder, tenant, lessee or owner of other property, who on account of acquisition of land (including plot in the *abadi* or other property) in the affected area or other wise, has been involuntarily displaced from such land or other property; or

(iii) any agricultural or non-agricultural labourer, landless person (not having homestead land, agricultural land, or either homestead or agricultural land), rural artisan, small trader or self-employed person, who has been residing or engaged in any trade, business, occupation or vocation continuously for a period of not less than three years preceding the date of declaration of the affected area, and who has been deprived of earning his livelihood or alienated wholly or substantially from the main source of his trade, business, occupation or vocation because of the acquisition of land in the affected area or being involuntarily displaced for any other reason

(b) "**family**" includes a person, his/her spouse, son including minor sons, dependant daughters, minor brothers, unmarried sisters, father, mother residing with him or her and dependent on him/her for their livelihood; and includes "**nuclear family**" consisting of a person, his/her spouse and minor children. Provided that where there are no male dependants, the benefit due to a land loser may devolve on dependent daughter nominated by the land loser.

(c) "**land owner**" includes any person—

(i) whose name is recorded as the owner of the land or part thereof in the records of the concerned authority; or

(ii) who is entitled to be granted Patta rights on the land under any law of the State including assigned lands; or

(iii) who has been declared as such by an order of the court or District Collector.

(d) **Displaced person** - means and includes any person who is deprived of his homestead on account of acquisition. Provided that the person/family who does not ordinarily reside in the homestead land acquired for the project can be termed "Displaced" but he will be eligible for compensation only for homestead and not for livelihood.

(e) **Ordinarily resides** shall mean residing in the homestead / acquired land for a period more than 6 months every year for at least the preceding 5 years.

#### 5. Socio-economic Survey and preparation of RAP.

A baseline socioeconomic survey will be carried out to identify the PAPs who are enlisted to receive benefits in line with Coal India's Resettlement and Rehabilitation Policy. This survey will be conducted within two months of notification under the relevant land acquisition Acts by the subsidiaries with the help of reputed independent institutional agencies, who are well versed with the social matrix of the area

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55

The basic objective of the socio-economic study will be to generate baseline data on the social and economic status of the population who are likely to lose their means of livelihood or homestead due to the acquisition of the land for the project. The data base will be used to formulate a viable and practical Rehabilitation Action Plan (RAP) for the affected persons in line with their entitlements. Digital Satellite Maps would also be prepared of the project Area freezing the dwelling units and habitations existing at the time of negotiation for Land Acquisition wherever feasible. The RAP will also address the following-

**(A) Implementation, Monitoring and Evaluation, Dispute Mechanism**

The rehabilitation action plan will address the following:

- i) The project design, including an analysis of alternative designs aimed at avoiding or minimizing resettlement;
- ii) Socio-economic survey and activities to ensure restoration of incomes of PAPs in line with Coal India's Resettlement and Rehabilitation Policy;
- iii) Description of the institutional and other mechanisms for provision of entitlements;
- iv) Time table for the acquisition and preparation of the resettlement site(s);
- v) The cost and budgets for the resettlement and rehabilitation of PAFs;
- vi) Project-specific arrangements to deal with grievances of PAFs; and
- vii) Time tables, benchmarks and arrangements for monitoring the resettlement and rehabilitation effort

The RAP will be formulated in consultation with PAPs and State government.

**(B). Environment Impact Assessment (EIA)** will be conducted as per any law, rule and regulation of the locality in which the land has been acquired.

**6. Eligibility Criteria -**

**(A) Eligibility Criteria for Economic Rehabilitation Benefits**

This benefit shall accrue only to Entitled Project Affected Person. Entitled Project Affected Person shall be one from the following categories

- (i) Persons from whom land is acquired including tribals cultivating land under traditional rights.
- (ii) Persons whose homestead is acquired
- (iii) Sharecroppers, land lessees, tenants & day labourers.
- (iv) Tribal dependent on forest produce as certified by the District Forest Officer/Revenue Authorities

**(B) Eligibility Criteria for Resettlement Benefits**

1. Only a 'Displaced' family / person shall be eligible for resettlement benefits.
  2. A family/person shall be termed 'displaced' and hence eligible for resettlement benefits if such family/person has been a permanent resident and ordinarily residing in the project area on the date of publication of notification U/S 9 of CBA(A&D) 1957 / U/S 11 of LA Act, 1894/ Or both/ on the date of the land vested with the State/ Central government as the case may be.
- and
- (a) on account of acquisition of his/her homestead land / structure is displaced from such areas
- or
- (b) He/she is a homesteadless or landless family/person who has been/is required to be displaced

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## 7. Census & Identification of displaced families

1. Within two months of publication of notice U/S 4(1) of the Land Acquisition Act or U/S 7(1) of CBA (A.D) Act 1957 for acquisition of land for the project a census would be undertaken in the manner to be decided by the Collector / project authority for identification of displaced families and for preparing their socio-economic profile and list of eligible persons for the purpose of receiving Rehabilitation & Resettlement Benefits.

2. A photo identity card to each Entitled Project Affected Person shall be issued under the signature of the Collector / project authority concerned indicating the following particulars:

- (a) Name of the village/GP/PS
- (b) Name, Father's name and address of the head of the family
- (c) Category of entitlement
- (d) Whether S.C./S.T./O.B.C./General
- (e) Age, Sex, educational qualification of the members of the family

### 8. Types of Compensation and Rehabilitation Entitlement

**Option to the land losers regarding Rehabilitation & Resettlement Benefit -** The land losers shall have the option for Rehabilitation and Resettlement benefits in accordance with the awards for each affected family in terms of the entitlements passed by the Concerned Collector of the State or as per this Policy with the consent of the concerned Collector.

### 8.1 Eligibility and Compensation

The table below shows the compensation and rehabilitation benefits will be offered by the subsidiaries for each Project Affected Person or family, affected by one of their projects. Evidence to the effect that a person is a legitimate PAP will need to be provided in the form of a written legal document, or reference to a record, such as a revenue officer certificate, electoral roll, ration card or school record.

Category of Persons affected by the Project	Compensation and Rehabilitation entitlement option
	Provisions
(i) Persons (including tribals cultivating land under traditional rights) from whom land is acquired	All land owners with titles will receive monetary compensation for the land acquired from them. The value of the land is determined on the basis of prevailing legal norms. <i>In respect of tribals cultivating land under traditional rights, authentication of land held under traditional rights by state authorities will be necessary.</i> In addition to above the following shall apply.

whom land  
acquired

*[Signature]*  
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Category of Persons affected by the Project	Compensation and Rehabilitation entitlement option
	Provisions
	<p><b>A). Land Compensation</b> - Land compensation shall be paid as per the provisions of the concerned Act or State Govt. notification. Where no notification of the State Govt. is available the concerned subsidiary Board may decide on the rate of compensation keeping in view the compensation provided by the neighboring states. Authentication of land held under traditional rights by state authorities will be necessary.</p> <p>In addition to above Solatium will be paid as per provisions of the concerned Act / as imposed by the Concerned State Govt.</p> <p><b>Escalation of land compensation</b> - Escalation will be paid as per provisions of the concerned Act / as imposed by the Concerned State Govt. or Escalation at the rate of 12% per annum for a maximum period of three years.</p> <p><b>(B): Employment provision:</b> Apart from payment of the land compensation, employment may be given in the following manner -</p> <ol style="list-style-type: none"> <li>1) The maximum total number of employments that may be provided to the land losers would be limited to the total no. of acres of land acquired divided by two. However employments will be released in proportion to the land possessed</li> <li>2) For every two acres of land one employment can be considered;</li> <li>3) Subsidiaries of CIL may give an option to the Land losers having less than two acres of land to club together their land to the extent of two acres and nominate one of the land losers among the groups or their dependent for employment under package deal or employment under Descending order system by preparing the list of eligible land oustees in the descending order of land lost subject to the cut off equivalent to the total number of permissible employments or any other method with the approval of the respective Board of the subsidiary.</li> <li>4) The land loser must be a domiciled resident/Mool Niwasi and the certificate to this effect shall be issued by the concerned State Authority</li> <li>5) The modalities for offering employment shall be such as may be approved by the Board of the Subsidiary companies as per the unique conditions of the subsidiary provided that -             <ol style="list-style-type: none"> <li>a) The initial employment shall be given with pay of Category-I pay scale of NCWA, with training period of 6 months.</li> <li>b) In the seniority list, the seniority of the appointee should be reflected in appropriate manner in order to keep the senior most as senior.</li> <li>c) The land loser trainees shall be posted as per requirement, including underground duties.</li> </ol> </li> </ol>

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Category of Persons affected by the Project	Compensation and Rehabilitation entitlement option
	Provisions
	<p><b>(C): Lumpsum Monetary Compensation –</b></p> <p>1. All the land losers who are not eligible for employment as above shall be entitled to receive monetary compensation in lieu of employment at the rate of Rs.5,00,000/- (Five Lakhs) for each acre of land on pro-rata basis.</p> <p>2. Land losers who are offered employment as per principle specified in point No ( 8.(i)B ) above will have the option either to opt for employment or to forego employment and opt for monetary compensation at the rate of Rs.5,00,000/- (Five lakhs) for each acre of land on pro-rata basis with minimum of Rs. 50,000 ( Fifty thousands) provided that the employment thus surrendered shall not be available for offer to any other person and will stand lapsed from the total sanctioned number of employments as specified in point No.( 8.(i)B1).</p> <p>3. The Land losers who have clubbed their land in Package Deal can claim employment for only one land loser of the clubbed two acres of land and remaining land losers of the package cannot claim either employment or lump sum monetary compensation in lieu of the land contributed by them.</p> <p>4. Annuity – All land losers who are entitled to get lump sum monetary compensation may opt for payment of compensation amount in the form of annuity made payable to the land losers monthly, annually or at such intervals (not less than one year) as may be opted for by him. The annuity be paid for a maximum period extending to 60 years of age or the life of the project for which the land has been acquired, whichever is earlier.</p> <p><b>Note:</b> A person receiving a job forgoes all claims to above compensation and a person receiving above compensation forgoes all claims to employment.</p>
(ii) Person whose homestead is acquired	<p>I. Compensation for homestead shall be paid as per the standard valuation method of the L A Act of the concerned State Govt.</p> <p>II. One time lump sum payment of Rs.3,00,000/- (three lakhs), shall be paid in lieu of alternate House site, Assistance in designing Shifting Allowance, compensation for construction of cattle shed Monetary compensation for construction of work shed etc. The compensation shall be paid to displaced persons only after vacation and demolition of the homestead/ work shed etc.</p> <p>III. Subsistence allowance :Each affected displaced family will get subsistence allowance at the rate of 25 days (Minimum Agricultural Wage) per month for one year.</p>

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PROJECT OFFICER  
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Kotre Basantpur Pachmo Coal Mine  
सी०सी०एल०, राँची  
C.C.L., Ranchi

ए० एन० रॉय / A.N. ROY  
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Category of Persons affected by the Project	Compensation and Rehabilitation entitlement option
	<b>Provisions</b>
(iii) Sharecroppers, land lessees, tenants and day labourers	<p>The subsidiary will assist PAP to take-up non farm self employment through petty contracts or formation of cooperatives. If such co-operatives will not be entitled for awarding work as per Manual for lack of experience, the said co-operative will be facilitated, by awarding small jobs to acquire experience after relaxation of the provisions of the Manual pertaining to experience with approval of the Subsidiary Boards. Subsequent jobs may be awarded after getting report of the timely completion / quality / of the awarded jobs from the concerned Department or contractors.</p> <p>Contractors will also be persuaded to give job to eligible PAPs on a preferential basis, where feasible as per terms of contract.</p>
(iv) Landless tribals, Tribal dependent on forest produce	<p>The subsidiary will assist PAP to establish non farm self employment through the provision of infrastructure, petty contracts or formation of cooperatives and encourage provisions of Jobs with contractors. Contractors will be persuaded to give jobs to eligible PAPs on preferential basis, where feasible.</p> <ul style="list-style-type: none"> <li>- In addition, the subsidiaries will shift the tribal community as a unit and provide facilities to meet the specific needs of the tribal community that will allow them to maintain their unique cultural identity.</li> <li>- Tribal affected family will be given one time financial assistance of 500 days of MAW for loss of customary right or usages of forest produce. Loss of customary rights needs to be authenticated by the district authority.</li> <li>- Tribal affected families resettled out of the district shall be given 25% higher rehabilitation and resettlement benefit.</li> </ul>

*[Signature]*  
28/5/19  
A.N.ROY

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28/5/19

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*[Signature]*  
28/5/19

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**9. Resettlement & Rehabilitation Committee** - A Committee will be constituted at project Level under the chairmanship of the Collector to be called the Rehabilitation and Resettlement Committee with the following objectives to monitor and review the progress of implementation of the Rehabilitation and Resettlement scheme and to carry out post-implementation social audits in consultation with the village panchayat in rural areas and municipality in urban areas in the manner will be decided by the concerned State Govt.

- I. To approve the list of land losers and other PAPs;
- II. To approve the list of persons eligible to be offered employment as per R&R Policy;
- III. To approve the detailed Rehabilitation Plan for the project in consultation with the displaced persons and Gram Sabhas.
- IV. To expedite issue of domicile certificates and other necessary documentation required for State Authorities;
- V. To monitor and review the progress of the Rehabilitation Scheme, grant of benefits and handing over of possession of land in a smooth manner;
- VI. To facilitate the land acquisition process in any other manner as may be required including resolution of disputes;
- VII. To carry out post implementation social audit in consultation with the authorities.

**10. Community facilities** - The subsidiary will provide at the resettlement site a school, road with street light, pucca drain, pond, dugwell and/or tubewell for drinking water supply, community center, place of worship, dispensary, grazing land for cattle and play ground. Similar infrastructural facility, if necessary, will be extended to the host locality. The community facilities and services would be available to all residents of the area, including PAPs and the host population.

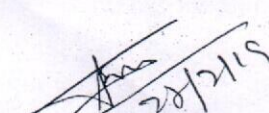
The approach for operation of community facilities would be flexible and all efforts will be made to involve the State and local self Government / Panchayat for operating the facilities. To achieve this, subsidiaries will pursue with these agencies to ensure the same. The planning of the community facilities and their construction should be undertaken in consultation with the affected community.


**11. Corporate Social Responsibilities** - This should be as per Company's Corporate Social Responsibility (CSR) Policy

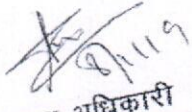
**12. Monitoring and Evaluation Mechanism.**

The RAP will be monitored and evaluated periodically after the completion of the land acquisition process

- I. The resettlement and rehabilitation activities are the responsibility of a separate group, both at the projects and corporate level, which will be constituted for planning, implementation, monitoring and evaluation of the Rehabilitation Action Plan. At the corporate level the group will be headed by a senior manager, whereas at the project, an executive of the rank of manager will head the group. The project group should have at least one member with social science qualification / experience and skills.

  
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- II. The project group will closely interact with the state authorities during the implementation of the RAP. Although the subsidiaries will develop the plots and infrastructural facilities in the resettlement colony and actively implement the RAP, assistance of State authorities will be taken for administrative services such as allotment of land. Implementation will be planned, monitored and corrective measures will be incorporated in the RAP, if needed. In addition to the State Government, the PAPs, the village leaders including the Pradhans and NGOs will be consulted and associated with the implementation of the RAP.
- III. The Resettlement and Rehabilitation Cell at the corporate level will evaluate the implementation of the RAP after its completion.

**13. Flexibility to the Subsidiary Companies** – The Subsidiary Companies Boards have been authorised to approve necessary modifications in the R&R Policy with reference to unique conditions prevailing at the concerned Subsidiaries as the policy is not exhaustive.

(The above list is only indicative and not exhaustive)

- 11 -

*[Signature]*  
21/5/19  
ए० एन० रॉय / A.N.ROY  
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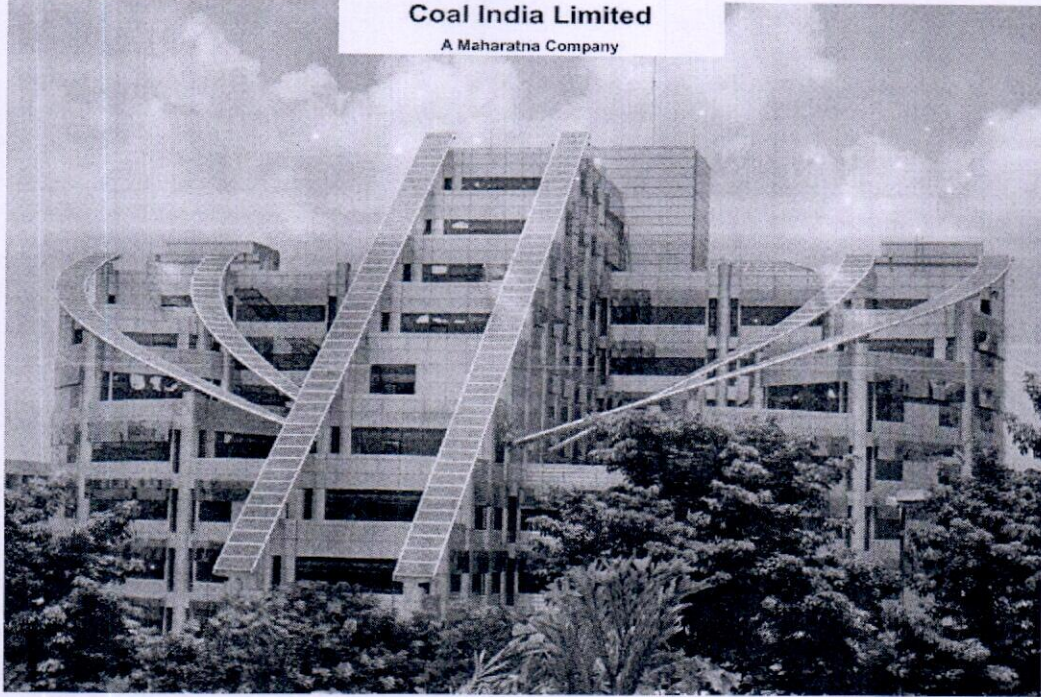
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C.C.L., Ranchi





**Coal India Limited**  
A Maharatna Company



## Annuity Scheme, CIL, 2020

(In Lieu of Direct Employment or One-Time Monetary Compensation Against Land)

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2 September, 2020



### Foreword

Land is a major resource for any mining project. One of the major challenges of the coal industry is land acquisition and its physical possession. As a natural corollary, rehabilitation and resettlement of villages pose its own challenge.

Coal India Limited and its subsidiary companies spread across eight states of the country, amidst the challenges, are meeting the energy requirement of the country with admirable tenacity.

Coal India believes in mining with a human face and over the years has gained and garnered the confidence and goodwill of the project affected persons (PAPs) with its philosophy of inclusive growth and progressive rehabilitation policies.

Coal India is a socially responsible and responsive company. The company is conscious of the need to protect the regular source of income the small landowners earn out of the land they part with for coal mining operations.

'CIL's Annuity Scheme 2020' is an attempt to strike a judicious balance between meeting the organisation's business goals and ensuring a sustainable source of income to PAPs.

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Pramod Agrawal



बिनय दयाल  
निदेशक (तकनीकी)  
Binay Dayal  
Director(Technical)



कोल इंडिया लिमिटेड  
Coal India Limited

(A Government of India Enterprise)  
A Maharatna PSU  
Premises No. 04 MAR, Plot No. AF-III,  
Action Area 1A, New Town,  
Rajarhat, Kolkata-700156  
Phone: 033 23244024, Fax: 033 3244082  
E-mail: [dt.cil@coalindia.in](mailto:dt.cil@coalindia.in)  
Website: [www.coalindia.in](http://www.coalindia.in)

2<sup>nd</sup> September, 2020



### Foreword

With an objective to ensure energy security and curb import bills of the nation, CIL has envisaged to produce 1 Billion Tonne of coal by FY 2024 with participation of all stakeholders.

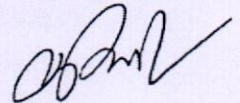
Land being key resource to coal mining, has vital role to play in meeting above objectives. Taking physical possession of tenancy land is one of the most challenging aspect in operationalization of any coal mining project across the subsidiaries of CIL.

Since inception, Coal India is working on basic philosophy of providing fair compensation to the affected families and making adequate provisions for safeguarding their sustainable income. For small landholding affected families, greater emphasis need to be given for their sustainable income.

Considering the paramount importance of these aspects, concept of alternative option like annuity was also emerged during the Chintan Shivir organised by Ministry of Coal on 17<sup>th</sup> & 18<sup>th</sup> February 2020 at Kevadia (Gujarat).

CIL's Annuity Scheme 2020 against land is an endeavor to afford a consistent source of earnings to its PAPs while taking care of organizational priorities at the same time.

I take this opportunity to appreciate the efforts put in by Shri A N Goswami, Chief Manager (Mining), Project Monitoring Division, CIL in framing this Scheme.

  
Binay Dayal

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Coal India Limited  
A MAHARATNA COMPANY  
Coal Bhawan, 3<sup>rd</sup> Floor, Core - 2  
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PHONE: 033-2324-6526, FAX:033-2324-6510  
Email – mviswanathan2.cil@coalindia.in  
WEBSITE:www.coalindia.in  
CIN – L23109WB1973GOI028844

Ref No.CIL:XI(D):04112:2020: 25582

Dated 2<sup>nd</sup> Sept.'2020

To  
GM (PMD),  
Coal India Limited,  
3<sup>rd</sup> Floor, New Town,  
Rajarhat, Kolkata – 700 156.

Sub: Minutes of 409<sup>th</sup> CIL Board Meeting held on 25<sup>th</sup> August'2020.

Dear Sir,

Reproduced below is the relevant extracts from the minutes of 409<sup>th</sup> meeting of Board of Directors of Coal India Limited held on 25<sup>th</sup> Aug.'2020 at Kolkata with regard to the following item:

**"ITEM NO.409.4 (B)**

**Sub: CIL Annuity Scheme, 2020 in lieu of direct employment or one-time monetary compensation against land.**

4.2 Director (Technical) apprised the Board that CIL Subsidiaries were providing employment against land acquired for coal mining projects as per CIL R&R Policy and prevalent State Laws. In order to maintain the profitability of the projects, Subsidiaries are opting for outsourcing of projects which result in reduction in employment opportunity in projects for unskilled workers. Therefore, the scope for providing employment to unskilled project affected persons against land acquired had reduced. To address this issue, it was suggested in a review meeting held on 16<sup>th</sup> March'20 to explore a suitable alternative mode of land acquisition or to formulate an alternative to employment like annuity. Annuity is an alternative method in lieu of providing employment or one-time monetary compensation in lieu of employment as well as maintaining sustainable cash flow to affected families. This also reduces the overall cost to the company by way of reduction in wage cost. He further apprised the salient features of the scheme as under :-

- a) The Annuity Scheme shall be implemented as an option in lieu of employment claim by the eligible affected family against land acquisition and annuity to be provided as per RFCTLARR Act 2013 to all the affected families. All such entitled Affected Family shall opt for annuity and forgo the job benefit or one-time monetary compensation in lieu of employment against acquired land by entering into an agreement with project authority.
- b) For land owner, Annuity will be at the rate of Rs 150/- per decimal of land lost in lieu of employment to a minimum of Rs. 2000/- per month subject to a maximum of Rs

M/K

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30000/- per month for the period of thirty years or life of project whichever is higher with 1 % incremental growth on every year on total annuity or Annual indexation to the Consumer Price Index for Agricultural Labourers over Rs.2000/- whichever is higher.

Or,

An affected family whose land or other immovable property has been acquired & possessed by the company and become eligible for employment as per respective State Policy and opt for annuity in lieu of employment or one-time monetary compensation will get Rs 30000/- per month for the period of Thirty years or life of project whichever is higher with incremental growth as mentioned above.

- c) An affected family may be a non-title holder whose primary source of livelihood was dependant on the land acquired for more than three years prior to the date of acquisition will get Rs 2000/- per month upto life of the project or 20 years whichever is higher with appropriate indexation to the Consumer Price Index for Agricultural Labourers. and
- d) Subsidiary Board may be authorised to modify the increment provision of Annuity in view of financial viability and prevailing unique condition of the project provided such modification is not in conflict with prevailing Central/State Law or rules.

This was discussed in CMDs Meet held on 10<sup>th</sup> July'2020, they had agreed to the scheme and suggested minor modification. After incorporating the modification, the same is placed to the Board for its consideration.

To a another query, D(T) clarified that this is an enabling provision in lieu of providing employment against land acquisition and depending on the observations/suggestion to be received, if required, the scheme would be modified in future.

In view of the above, Board accorded its approval to CIL Annuity Scheme, 2020 in lieu of direct employment or one-time monetary compensation against land as brought out in the agenda note."

This is for your information and to take necessary action please.

Yours faithfully,

*MK*  
2/9/20  
(M.Viswanathan)  
Company Secretary

*Q*  
राजीव हुई / RAJIB HUI  
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## Annuity Scheme of CIL, 2020

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### A. Circumstantial:

Keeping in view the need for more efficient and cost competitive the coal companies are moving towards outsourcing mode instead of departmental mode of operation. This would result in reduction in employment opportunity in the company. Further, in most of the cases of land acquisition, the demand for employment exceeds the employment opportunity available in the mine/ project. As such, the possibilities of providing employment to the land oustees are becoming difficult for the company.

Annuity may be a responsive alternate method in lieu of providing employment as well as maintaining sustainable resource of livelihood to the affected families.

### B. Scope:

This annuity scheme shall be implemented in lieu of employment claim by the eligible affected family against land acquisition. All such entitled Affected Family shall opt for annuity and forgo the job benefit or one time monetary compensation in lieu of employment against acquired land by entering into an agreement with project authority.

### C. Legal obligation about Annuity:

As per Second Schedule {See Sections 31(1), 38(1) & 105(3)} of the Right To Fair Compensation And Transparency In Land Acquisition, Rehabilitation And Resettlement Act, 2013 (RFCTLARR Act 2013);

#### Quote :

“The appropriate Government shall ensure that the affected families are provided with the following options:

(a) where jobs are created through the project, after providing suitable training and skill development in the required field, make provision for employment at a rate not lower than the minimum wages provided for in any other law for the time being in force, to at least one



## Annuity Scheme of CIL, 2020

member per affected family in the project or arrange for a job in such other project as may be required; or

(b) onetime payment of five lakhs rupees per affected family; or

(c) Annuity policies that shall pay not less than two thousand rupees per month per family for twenty years, with appropriate indexation to the CPI for Agricultural Labourers'."

**Unquote**

Therefore, annuity is a legally tenable alternative option in lieu of employment against acquired land.

### **D. Entitlements for Annuity;**

The following category of beneficiaries may opt for Annuity in lieu of Job/ Employment or one time monetary compensation:

- I. All land owner whose land is acquired will be eligible for compensation for land as specified in the First schedule of RFCTLARR Act, 2013 or, determined as per the clarification given by MoC vide letter No. 43020/25/2015-PRIW-I dt.04-08-2017 and Letter No.43020/25/2015-PRIW-I dt. 30-03-2018 respectively or, Negotiated Land Value in case of Direct purchase of land whichever is applicable.
- II. An affected family whose land or other immovable property has been acquired & possessed by the company and eligible for employment as per respective State Policy.
- III. An affected family, may be a non-title holder, whose primary source of livelihood was dependent on the land acquired for more than three years prior to the date of acquisition and stand affected by the acquisition of land, as certified by the State Government authorities.
- IV. The Scheduled Tribes and other traditional forest dwellers who have lost any of their forest rights recognized under the Scheduled Tribes and Other Traditional Forest Dwellers (Recognition of Forest Rights) Act, 2006 due to acquisition of land as authenticated by the District Authority of the concerned State Government.



## Annuity Scheme of CIL, 2020

### E. Benefits to be provided:

Category	Annuity
<p><b>I.</b> All land owner whose land is acquired will be eligible for compensation for land as specified in the First schedule of RFCTLARR Act, 2013 or, determined as per the clarification given by MoC vide letter No. 43020/25/2015-PRIW-I dt.04-08-2017 and Letter No.43020/25/2015-PRIW-I dt. 30-03-2018 respectively or, Negotiated Land Value in case of Direct purchase of land whichever is applicable.</p> <p style="text-align: center;">Or,</p> <p><b>II.</b> An affected family whose land or other immovable property has been acquired &amp; possessed by the company and eligible for employment as per respective State Policy.</p>	<p>Land compensation as per First Schedule of RFCTLARR Act 2013 in case of land acquired under CBA (A&amp;D) Act or, determined as per the clarification given by MoC vide letter No. 43020/25/2015-PRIW-I dt.04-08-2017 and Letter No.43020/25/2015-PRIW-I dt. 30-03-2018 respectively or, Negotiated Land Value in case of Direct purchase of land whichever is applicable.</p> <p style="text-align: center;">Plus (+)</p> <p>Annuity at the rate of Rs 150/- per decimal of land lost in lieu of Employment subject to minimum Rs. 2000/- per month and maximum of Rs 30000/- per month for the period of Thirty years or life of project whichever is higher with 1 % incremental growth on every year on total annuity or Annual indexation to the Consumer Price Index for Agricultural Labourers over Rs.2000.00/- whichever is higher.</p> <p style="text-align: center;">Or,</p> <p>An affected family whose land or other immovable property has been acquired &amp; possessed by the company and become eligible for employment as per respective State Policy and opt for annuity in lieu of employment or one time monetary compensation will get Rs 30000/- per month for the period of Thirty years or life of project whichever is higher with incremental growth as mentioned above.</p> <p>In case of death of land owner the annuity may be paid to his/her successor/ nominee for the rest period or equally distributed amongst all the successors. Modalities of distribution of annuity amount in case of death of land owner may be determined by the respective Subsidiary Board.</p>

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## Annuity Scheme of CIL, 2020

Category	Annuity
<b>III.</b> An affected family may be a non-title holder, whose primary source of livelihood was dependent on the land acquired for more than three years prior to the date of acquisition i.e. date of notification u/s 9 (1) of CBA (A&D) Act 1957 and stand affected by the acquisition of land, as certified by the State Government authorities.	Not less than Rs 2000/- per month upto life of the project or 20 years whichever is higher with appropriate indexation to the Consumer Price Index for Agricultural Labourers.
<b>IV.</b> The Scheduled Tribes and other traditional forest dwellers who have lost any of their forest rights recognized under the Scheduled Tribes and Other Traditional Forest Dwellers (Recognition of Forest Rights) Act, 2006 due to acquisition of land as authenticated by the District Authority of the concerned State Government.	

**Note:**

All above entitled Affected Family shall have to opt for annuity and forgo the benefit of job/ employment by entering into an agreement with project authority.

  
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## Annuity Scheme of CIL, 2020

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### Additional Benefits:

Respective Subsidiary Board may consider the following additional benefits to the Affected Families who opt annuity in lieu of employment keeping in view the financial viability of the project:

- a) Imparting skilled development training or cost of such training.
- b) Group insurance benefits.
- c) Group Mediclaim benefits.
- d) Special additional incentive to those who opt for and give possession of their land (including home stead land) within one month from the announcement of project specific annuity scheme under this Scheme.

### Flexibility:

Subsidiary Board is authorized to modify the increment provision of Annuity in view of financial viability and prevailing unique condition of the project, provided such modification is not in conflict with prevailing Central/State Law or rules.

In case of any circular/guideline issued by Central/State Government regarding annuity in lieu of employment or one time monetary compensation the same would be effective from the date of issue and it will have an overwriting effect on the Annuity Scheme.

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