



Dear Readers,

I am glad to hand over the Year – 7, Volume-III, of AIACE Today in the hand of readers with commitment “AIACE will not compromise on pension justice for coal retirees, pay parity, and dignity of coal executives and employees.”

The Indian coal sector continues to remain a vital pillar of national energy security and industrial growth. The year 2025–26 has been marked by steady coal production, important policy initiatives. India’s domestic coal production has crossed the landmark level of about 1,040 million tonnes, reflecting sustained efforts by Coal India Limited (CIL), Singareni Collieries Company Limited (SCCL), and captive coal producers. Improved mine productivity, strengthened evacuation infrastructure, and focused policy initiatives have ensured adequate coal availability for the power sector and other core industries.

A major policy development in the coal sector is the proposed replacement of the Coal Mines Provident Fund and Miscellaneous Provisions Act, 1948. This long-pending reform aims to modernise provident fund and pension administration, align coal sector welfare laws with contemporary labour legislation, and strengthen governance through digital systems. AIACE welcomes this initiative but remains firm and vigilant to ensure that the interests of coal retirees are fully protected during the transition. Early enhancement of pension benefits remains a core demand. Along with AICPA, AIACE is closely watching the Government’s move to introduce the amendment Bill in the forthcoming Budget Session of Parliament. The association has made it clear that further delay is unacceptable and reserves the right to resume its movement if the Bill is not introduced at the earliest.

The implementation of CPRMS in Coal India and Singareni has shown improvement due to timely intervention by AIACE. Despite this progress, several operational issues continue to affect executives and retirees. AIACE remains engaged in constructive dialogue with management to resolve grievances and ensure smooth, transparent, and employee-friendly functioning of the system across all subsidiaries. The ongoing pay-related dispute of Coal India/SCCL executives has exposed serious anomalies in executive pay structures. AIACE is keeping a close watch on the legal developments while firmly standing by the suggestions already submitted to CIL management. The association has consistently demanded not only resolution of pay disparity with wage-board employees but also correction of anomalies among different executive grades.

There are numerous instances where junior executives are drawing higher pay and benefits than senior executives due to promotions granted in different NCWA periods. Executives promoted from non-executive to executive grades during earlier NCWA periods continue to receive lower pay despite holding higher grades. AIACE remains committed to pursuing this issue until a just, transparent, and equitable resolution is achieved.

The AIACE Central Body election held on 4th January 2026 at Bilaspur, was conducted smoothly and democratically, reflecting unity and active participation of members from across the country. The newly elected leadership has assumed responsibility with a clear roadmap focused on policy advocacy, professional development, legal awareness, member welfare, and strengthening AIACE as a credible trade union and professional platform. As AIACE moves forward, it reaffirms its commitment to integrity, professionalism, and collective progress. The association shall continue to work in the best interests of executives and employees while contributing meaningfully to the sustained growth of the coal sector and the nation’s economic development through its wings AICPA, CIEWA, Coal Clubs operating at branches and different cities. The Coal clubs organized very live programmes at Nagpur, Bilaspur, Delhi and Varanasi. Other branches are also in line to organise functions in days to come.

Happy new year 2026 and best wishes.

Regards,

P. K. Singh Rathor