ALL INDIA ASSOCIATION OF COAL PENSIONERS (AICPA)
ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

Dated 8.10.2025

विषय: एक ऐतिहासिक कदम — कोयला क्षेत्र के कर्मचारियों के भविष्य निधि एवं पेंशन कानून का प्रारूप आम जनता के सुझाव हेतु जारी

प्रिय साथियों,

सभी को सादर नमस्कार।

हमें यह बताते हुए अत्यंत संतोष और गर्व का अनुभव हो रहा है कि **कोयला मंत्रालय (Ministry of Coal)** ने अब **"कोल माइंस एम्प्लॉइज प्रॉविडेंट फंड एंड मिसलेनियस प्रोविज़न बिल, 2025"** का प्रारूप आम जनता के सुझाव हेतु जारी कर दिया है। यह कदम **CMPFO एवं CMPS-1998** के सुधारों की दिशा में एक महत्वपूर्ण मील का पत्थर है।

पिछले कई वर्षों से **AIACE (ऑल इंडिया एसोसिएशन ऑफ कोल एग्जीक्यूटिव्स)** एवं **AICPA (ऑल इंडिया कोल पेंशनर्स एसोसिएशन)** लगातार CMPFO तथा पेंशन सुधारों की मांग को लेकर सरकार, मंत्रालय और संबंधित प्राधिकरणों के समक्ष अपनी आवाज़ उठा रहे थे। हमारी सामूहिक कोशिशें—पत्राचार, ज्ञापन और निरंतर संवाद—अब फलीभूत होती दिखाई दे रही हैं।

यह प्रारूप विधेयक (Draft Bill) इस बात का प्रमाण है कि सरकार ने अंततः हमारे मुद्दों को गंभीरता से लिया है और अब सभी हितधारकों से सुझाव आमंत्रित किए हैं।

इस विधेयक में प्रमुख प्रस्ताव निम्न हैं—

- 1948 के पुराने CMPF अधिनियम को समाप्त कर एक आधुनिक और व्यापक कानून लाना।
- CMPF संगठन को कानूनी रूप से सशक्त बनाना एवं इसके संचालन में पारदर्शिता लाना।
- कर्मचारियों के हित में एक **"Protection of Coal Mines Employees Fund"** का गठन।
- PF और पेंशन भुगतान से संबंधित वसूली, अपील और दंड प्रक्रिया को सरल एवं त्वरित बनाना।

इन सुधारों के लागू होने से कोयला क्षेत्र के लाखों कर्मचारियों और पेंशनभोगियों को **बेहतर वित्तीय सुरक्षा, समय पर पेंशन भुगतान तथा भविष्य निधि की स्थिरता** सुनिश्चित होगी।

हम सभी गर्वपूर्वक कह सकते हैं कि **AIACE और AICPA** के अनवरत प्रयासों के परिणामस्वरूप यह ऐतिहासिक कदम संभव हो पाया है।

अब आवश्यकता है कि हम सभी इस प्रारूप विधेयक को ध्यानपूर्वक पढ़ें और अपने सुझाव मंत्रालय को भेजें ताकि अंतिम कानून वास्तव में कोयला क्षेत्र के कर्मचारियों और पेंशनरों के हितों की रक्षा कर सके।

साथ में **कोयला मंत्रालय द्वारा जारी अधिसूचना एवं प्रारूप विधेयक (F. No. 20011/2/2021-CMPF दिनांक 8 अक्टूबर 2025)** संलग्न है।

सादर,

(पी. के. सिंह राठौर)
प्रधान महासचिव

ALL INDIA ASSOCIATION OF COAL PENSIONERS (AICPA)
ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

Dated 8.10.2025

Subject: A Major Step Forward — Draft CMPF Bill Circulated for Public Comments

Dear Friends and Colleagues,

Warm greetings to all!

It gives us great satisfaction to share that the **Ministry of Coal** has finally circulated the **"Draft Coal Mines Employees' Provident Fund and Miscellaneous Provisions Bill, 2025"** for public comments. This marks a **historic step** toward long-awaited reforms in the CMPFO and the CMPS-1998 pension framework.

For years, both **AIACE (All India Association of Coal Executives)** and **AICPA (All India Coal Pensioners' Association)** have been consistently raising their collective voice before the Ministry, CMPFO, and other authorities — demanding modernization of the outdated 1948 Act, strengthening of pension funding, and better welfare for retired and serving employees of the coal sector.

This public circulation of the Draft Bill is a **direct outcome of those sustained efforts, petitions, and representations**. It shows that our concerns have finally reached the policy stage, and the Government has now invited all stakeholders to offer suggestions and comments before finalizing the law.

The draft Bill proposes to:

- Replace the old 1948 CMPF Act with a modern, comprehensive legislation.
- Legally strengthen the CMPF Organisation and improve governance.
- Introduce a "Protection of Coal Mines Employees Fund."
- Modernize recovery, adjudication, and appeal procedures to ensure faster PF and pension payments.

These reforms, once enacted, will pave the way for **better financial sustainability and timely pension disbursement** for lakhs of coal sector workers and pensioners.

We may rightly take pride that AIACE and AICPA's relentless advocacy — through letters, memoranda, and continuous follow-up — has helped push this long-pending reform to the Government's active agenda.

Let us now study the draft carefully and send our constructive suggestions to the Ministry so that the final law truly safeguards the interests of all coal sector employees and retirees.

Please find enclosed / attached the **official notification and draft bill** issued by the Ministry of Coal (F. No. 20011/2/2021-CMPF dated 8 October 2025).

Thanking You,

(P. K. SINGH RATHOR)
Principal General Secretary

F. No. 20011/2/2021-CMPF
Government of India
Ministry of Coal

Shastri Bhawan, New Delhi 110011
Dated: 08th October, 2025

Subject: Public Consultation on Draft of Coal Mines Employees' Provident Fund and Miscellaneous Provisions Bill, 2025, reg.-

The Coal Mines Provident Fund and Miscellaneous Provisions Act, 1948 was enacted to make provisions for framing of a Provident Fund Scheme, a Family Pension Scheme and a Deposit Linked Insurance Scheme for the workers employed in coal mines. The Act is a pre-constitution Act and has been amended several times. Considering the significant developments in areas such as industrial disputes resolution, working conditions, social security, wage regulation and digitalization, it is proposed to undertake a comprehensive review and strengthen the provisions of the Act. This will ensure its effectiveness in meeting the present and future needs of the coal sector.

2. In view of the above, Ministry of Coal proposes to repeal the Coal Mines Provident Fund and Miscellaneous Provisions Act, 1948 and re-enact a new law with necessary modifications including legally institutionalizing CMPFO, to bring parity with Employees Provident Fund and Miscellaneous Provisions Act, 1952 and other social security laws and decriminalization of the existing penal provisions, to bring it in conformity with the current scenario and circumstances. Based on stakeholder consultations, draft Coal Mines Employees' Provident Fund and Miscellaneous Provisions Bill, 2025 has been prepared.

3 To facilitate further consultations, an explanatory note to provide a brief overview of the Bill has also been prepared. The draft Bill and Explanatory note are attached.

4. All the stakeholders are requested to send their comments / suggestions through email in MS-Office Word Format by 07th November 2025 at the email id- **"so-cmpf@gov.in"**. The subject of the email should clearly mention "Comments/ suggestions on the proposed CMPF&MP Bill, 2025".

5. Alternatively, comments / suggestions may be addressed to the

Under Secretary, CMPF Section, Ministry of Coal, Government of India, Shastri Bhawan, New Delhi – 110001. The envelope may be superscribed with "Comments/suggestions on the proposed CMPF&MP Bill, 2025".

Encl: As above

08/10/25

(Kunal Prasad)
Under Secretary to the Government of India

Explanatory Note for consultation on Draft Coal Mines Employee's Provident Fund and Miscellaneous Provisions Bill, 2025

BACKGROUND

1.1 The Coal Mines Provident Fund and Miscellaneous Provisions Act, 1948 was enacted to make provisions for framing of a Provident Fund Scheme, a Family Pension Scheme and a Deposit Linked Insurance Scheme for the workers employed in coal mines.

1.2 The Coal Mines Provident Fund and Miscellaneous Provisions Act, 1948 is administered by the Ministry of Coal through Coal Mines Provident Fund Organization. As the Government of India is reviewing the pre-constitutional Acts to assess their continued relevance in the present context, it has been considered necessary to take remedial actions, including repeal, re-enactment or consolidation of multiple central acts governing similar subject matter into single, streamlined enactment, as the case may be.

1.3 The Coal Mines Provident Fund and Miscellaneous Provisions Act, 1948 has been amended 7 times, in the years 1950,1951, 1965, 1970, 1971, 1976 and 1996. Considering the significant developments in areas such as industrial disputes resolution, working conditions, social security, wage regulation and digitalization, particularly the enactment of four labour codes in the recent past, it has been observed that in order to address the existing shortcomings in the Coal Mines Provident Fund and Miscellaneous Provisions Act, 1948 and to obviate the difficulties experienced by the Coal industry, it is essential to undertake a comprehensive review and strengthen the provision of the Act. This will ensure its effectiveness in meeting the present and future needs of the coal sector.

1.4 It is, therefore, proposed to repeal the Coal Mines Provident

Fund and Miscellaneous Provisions Act, 1948 and re-enact a new law with necessary modifications including legally institutionalizing the organization, to bring parity with Employees Provident Fund and Miscellaneous Provisions Act, 1952 and other social security laws and decriminalization of the existing penal provisions, to bring it in conformity with the current scenario and circumstances.

Salient features of the Coal Mines Employee's Provident Fund and Miscellaneous Provisions Bill, 2025

2.1 That the structure of the Act has been comprehensively modified.

2.2 That the existing Board of Trustees (BoT) is proposed to be replaced with the Coal Mines Employee's Provident Fund Board, thereby ensuring more robust and accountable regulatory framework. The constitution of the Board has also been modified to ensure efficient governance, adequate representation and effective oversight of the administration of the Provident Fund.

2.3 To promote gender inclusivity and representation, it is proposed that out of six persons representing employees, at least one representative shall mandatorily be a woman.

2.4 That various detailed modes of recovery of dues have been incorporated in the proposed Bill, thereby strengthening the enforcement mechanism and ensuring timely realization of provident fund dues.

2.5 That provisions have been made for the transfer of provident fund amounts to other establishments, thereby facilitating the mobility of employees and ensuring continuity of benefits.

2.6 That the penal provisions of the Act have been proposed to be partially decriminalized, with the substitution of imprisonment by monetary penalties and additional penalties, thereby ensuring a more pragmatic and reformative approach.

2.7 That the appointment of Adjudicating Officers for the determination and imposition of penalties has been proposed, ensuring a fair and expeditious informal adjudication process.

2.8 That a new fund, namely the "Protection of Coal Mines Employees Fund," is proposed to be established, providing mechanism to safeguard the welfare and interests of coal mines employees.

2.9 That an opportunity to prefer an appeal before the Central Industrial Tribunal, constituted by the Central Government under Section 7A of the Industrial Disputes Act, 1947, has been proposed, thereby providing an effective appellate remedy.

2.10 That the proposed Act contains provisions for repeal and savings, thereby ensuring a smooth transition from the existing legal regime to the new framework without prejudice to rights and liabilities accrued under the repealed enactment.

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