



ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

(Regd. Under the Trade Union Act, 1926; Regd. No. 546 / 2016)

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संदर्भ सं. AIACE/CENTRAL/2023/001_Hn

दिनांक 18.1.2023

सेवा में,
कोयला सचिव,
भारत सरकार,
शास्त्री भवन,
नई दिल्ली

विषय - महंगाई राहत (डीआर) देकर सेवानिवृत्त कोयला कर्मचारियों की पेंशन में वृद्धि

मान्यवर,

ज्ञात हुआ है कि सीएमपीएफओ बीओटी की बैठक दि. 25/1/2023 को होने वाली है। इस बीओटी की बैठक के पूर्व हम आपके विचारार्थ निम्नलिखित तथ्य रखना चाहते हैं।

अंशदायी पेंशन योजना सीएमपीएस-1998 के अंतर्गत कोयला खदानों के कर्मचारियों को शामिल किया गया है और अनुमानतः 31 मार्च, 1994 के बाद सेवानिवृत्त हुए 5.66 लाख कोयला कर्मचारियों को आज की तारीख में योजना के अनुसार पेंशन मिल रही है। जैसा कि कोयला मंत्रालय से जुड़ी लोक लेखा समिति (पीएसी) की रिपोर्ट में बताया गया है, यह योजना कुप्रबंधन और पेंशन फंड के क्षरण से त्रस्त है, जिसके परिणामस्वरूप 1998 में कार्यान्वयन के बाद से पेंशन राशि में कोई वृद्धि नहीं हुई है, इस तथ्य के बावजूद कि इस योजना में प्रत्येक तीन वर्ष के बाद देय पेंशन की समीक्षा और संशोधन का प्रावधान है।

पीएसी संख्या 2193 की 12वीं रिपोर्ट के खंड 1.6 में, कोयला खान पेंशन योजना के पुनर्गठन की सलाह कोयला मंत्रालय को दी गई है जिसे मंत्रालय ने अपनी कार्रवाई रिपोर्ट (एटीआर) में स्वीकार किया था। इसके बाद, कोयला मंत्रालय की सलाह पर, सीएमपीएफओ ने कोयला कंपनियों से प्रति टन कोयला उत्पादन पर स्वैच्छिक रूप से 10 रुपये उपकर लगाने का अनुरोध किया, जिससे घटते पेंशन फंड को मजबूती मिली। इस प्रस्ताव को कोल इंडिया लिमिटेड (CIL) ने वर्ष 2020 के मध्य में स्वीकार कर लिया था।

16-8-2022 को सीएमपीएफओ की 176 वीं बोर्ड ऑफ ट्रस्टी (BoT) की बैठक में, रुपये से योगदान को 10 रु. प्रति टन से 20 रु. प्रति टन बढ़ाने और इसे अनिवार्य बनाना का प्रस्ताव पारित किया गया था। इस तरह के अतिरिक्त योगदान के लिए, BoT अनुमोदन और अन्य अनुवर्ती कार्रवाई के लिए कोयला मंत्रालय को सिफारिशें भेजने पर सहमत हुआ।

यह मामला अभी भी विचाराधीन है, अतः पेंशन योजना की कमियों का विश्लेषण कर उन्हें दूर करते हुए 20 रुपये प्रति टन के प्रस्तावित कल्याण उपकर का सर्वश्रेष्ठ उपयोग पेंशनभोगी के पक्ष में करने के लिए, एआईएसीई रिसर्च टीम द्वारा यह अध्ययन किया गया है।

अध्ययन का प्रारंभ 1000 रुपये के मूल वेतन व इस पर 4% की अनुमानित वार्षिक वृद्धि के साथ एक काल्पनिक उदाहरण से शुरू होता है। यह पाया गया है कि इस वेतन के पेंशन योगदान पर, कर्मचारी 30 वर्षों की पूर्ण अवधि में 8% ब्याज की वापसी के साथ 148936 रुपये जमा करता है। यह जमा रकम आसानी से प्रति माह 993 रुपये की पेंशन/वापसी अर्जित कर सकता है, लेकिन वर्तमान योजना 780 रुपये की पेंशन की अनुमति देती है और साथ ही पूरे कोष/अंशदान से वंचित रखती है। यह उदाहरण एक पेंशनभोगी के प्रति न्याय करने के लिए महंगाई राहत (डीआर) घटक के रूप में देने की आवश्यकता के साथ-साथ पेंशन योजना के पुनर्गठन के औचित्य को स्पष्ट रूप से बताती है।

यह डीआर सभी पेंशनभोगियों के लिए एक समान हो सकता है या प्राप्त होने वाली पेंशन की राशि के अनुरूप भिन्न हो सकता है। हमारे विश्लेषण की सरलता के लिए, हमने प्राप्त होने वाली पेंशन के आधार पर सभी पेंशनरों को 10 अलग-अलग पेंशन-स्लैब में विभाजित किया है। अध्ययन में 10 अलग-अलग पेंशन स्लैब बनाया गया है, जिसमें सबसे निचले पहले स्लैब में 1000 रुपये की न्यूनतम पेंशन और सबसे ऊपर के 10वें स्लैब में अधिकतम 70000 रुपये माना गया है।

इसके अलावा, डीआर दर को पेंशनभोगियों के निम्नस्तरीय पेंशन स्लैब में 6% प्रति वर्ष से शुरू कर, घटते क्रम में पेंशनभोगियों के उच्च स्लैब में 0.5% (काल्पनिक) की कम दर पर तय किया गया है। जाहिर है, इस दृष्टिकोण से बचत होगी और कम स्लैब में पेंशनभोगियों को उच्च डीआर देना संभव हो सकेगा।

गणना में आसानी के लिए सभी मौजूदा 5.66 लाख पेंशनभोगियों को इन दस स्लैब में समान रूप से बांट दिया गया है। ये मौजूदा पेंशनभोगी 1994-1995 के बाद के वर्षों में जीवित पेंशनरों (या तो स्वयं या पति या पत्नी) की संख्या का गठन करते हैं। भारत में बुजुर्गों के बीच मृत्यु दर को ध्यान में रखते हुए, 1994-1995 से 2020-2021 तक जीवित पेंशनभोगियों का अनुमान लगाया गया है। वर्ष 1994-1995 से इन सभी जीवित पेंशनरों को डीआर की अनुमति देने के प्रभाव की गणना, सभी पेंशनरों के लिए प्रत्येक स्लैब में की गई है। यह देखा गया है कि वर्ष 2020-21 के लिए, इन 566000 पेंशनरों में सभी पेंशनरों को डीआर की अनुमति देने के लिए 589 करोड़ रुपये (लगभग) की निधि आवश्यकता होगी।

डीआर घटक को शुरू करने की व्यवहार्यता को समझने के लिए, वर्ष 2020-21 के लिए धन की आवश्यकता का अध्ययन करने के साथ-साथ आने वाले अन्य वर्षों के लिए भविष्यवाणी की गई है। वर्ष 2020-21 के लिए कोष में कुल वार्षिक कमी 1158.88 करोड़ रुपये रहने का अनुमान है। कोष की इस कमी को 75.4 करोड़ टन के कुल नियोजित कोयला उत्पादन पर केवल 15.37 रुपये का उपकर लगाकर आसानी से पूरा किया जा सकता है। अध्ययन में आगे अनुमान लगाया गया है कि, 2020-21 के 3 साल बाद यानी 2023-24 के बाद से, पेंशन फंड हर साल कम होना शुरू हो जाएगा, जिसे संशोधित उपकर के उचित मिश्रण और भविष्य के वेतन संशोधन के लिए आवश्यक कोयले की कीमतों में होनेवाली बढ़ोतरी द्वारा आसानी से इस कमी को रोका जा सकता है।

एआईएसीई शोध दल की अध्ययन रिपोर्ट इसके साथ संलग्न है। हम अनुरोध करते हैं कि इस रिपोर्ट पर विचार किया जाए और महंगाई राहत (डीआर) की अनुमति देकर पेंशन में वृद्धि के लिए आवश्यक कार्रवाई की जाए।

हम सीएमपीएफओ की आने वाली बीओटी बैठक में विशेष आमंत्रित के रूप में हमें आमंत्रित करने का भी अनुरोध करते हैं, जिसमें हम न्यासियों के समक्ष पूरी रिपोर्ट पेश कर सकते हैं और उन्हें बता सकते हैं कि 20 रुपये प्रति टन लगाने के बाद पेंशन में वृद्धि कैसे संभव है।

आशा है, हमारे अनुरोध और सुझावों पर उचित विचार किया जाएगा।



(पी. के. सिंह राठौर)

प्रधान महासचिव

अनुलग्नक: उपरोक्त के अनुसार

NEED FOR IMMEDIATE RESTRUCTURING AND REVISION OF COAL MINERS' PENSION

By Dr B K Shrivastav, Vice President, AIACE

PREAMBLE

Coal mines employees are covered under Contributory Pension Scheme CMPS-1998. This scheme was launched by NDA govt as a revolutionary measure to ensure robust social security of coal employees who toil hard to produce coal to light the country. This Scheme is administered by the Coal Mines Provident Fund Organization (CMPFO) working under the Ministry of Coal and covers roughly 5.66 lakhs coal employees retired after 31st March, 1994.

As pointed out by reports of Public Accounts Committee (PAC) attached to coal ministry, the scheme is plagued by Mismanagement and erosion of Pension Fund, resulting in no enhancements since inception in 1998, in spite of the fact that there is a provision in the scheme to review and revise the payable pension after every three years.

(Ref. [http://164.100.47.193/lsscommittee/Public%20Accounts/17 Public Accounts 36.pdf](http://164.100.47.193/lsscommittee/Public%20Accounts/17%20Public%20Accounts%2036.pdf))

As per Action Taken Report prepared by PAC, the only visible act so far is that on the instructions of the Ministry of Coal, the CMPFO had requested the coal companies to voluntary levy Rs.10/- per tonne of coal production which has strengthened the depleting pension fund. The next phase of amendment in CMPS act to ensure compulsory cess of Rs 20 per ton of coal production is yet to see the day of light. This study has been undertaken to prove that that this proposed welfare cess of Rs 20 per tonne is capable enough to ensure restructuring of the pension scheme and provide much needed relief to pensioners.

NEED FOR RESTRUCTURING PENSION SCHEME

In section 1.6 of the 12th report of PAC No. 2193 mentions that, "There is no actual deficit in Coal Mines Provident Fund Organization at the end of 2018-19. The Pension Scheme which was formulated by Shri Bhudev Chatarjee and came into existence in 1998 appears to be faulty since the defined benefit was not in commensurate with defined contribution which led to actuarial deficit just after 5 years of its implementation." (Part-I of report).
[https://164.100.47.193/lsscommittee/Public%20Accounts/17 Public Accounts 12.pdf](https://164.100.47.193/lsscommittee/Public%20Accounts/17%20Public%20Accounts%2012.pdf)

In Part II of the same report, under **Restructuring of Coal Mines Pension Scheme**, it is mentioned that, "The Committee strongly express the need for undertaking a review exercise of the existing Pension scheme. It is imperative to revamp the scheme so as to enable in payments being commensurate with the contributions received. The Ministry in this regard is needed to guide CMPFO in strengthening the fund through appropriate measures/amendments."
[https://164.100.47.193/lsscommittee/Public%20Accounts/17 Public Accounts 12.pdf](https://164.100.47.193/lsscommittee/Public%20Accounts/17%20Public%20Accounts%2012.pdf)

In this regard, Action Taken by the Government on the Observations/Recommendations of the Committee contained in their 12th Report (17th Lok Sabha), it is stated that, "For the sustainability of fund, Ministry is working on multipronged strategy viz. capping of maximum pension, extension of period for arriving average salary for fixation of pension and appointment of actuary to suggest further measure for sustainability of fund."
[http://164.100.47.193/lsscommittee/Public%20Accounts/17 Public Accounts 36.pdf](http://164.100.47.193/lsscommittee/Public%20Accounts/17%20Public%20Accounts%2036.pdf)

Further, in section 1.9 of the same The 12th report of PAC No. 2193 mentions that,
“The Board of Trustees (BoT) decided to request the Coal companies to contribute this amount as a welfare measure, and neither has it been mandatorily imposed least of it being a cess. For welfare of ex-employees of coal companies (pensioner) the Sub Committee of BoT comprising of representatives from Management as well as Union in its report recommended for raising of pension contribution @Rs.10 per tonne of coal production. The matter was discussed in 172nd Meeting of BoT and BoT accepted the recommendation to request coal companies for deposition of enhanced contribution. is not at the behest of CMPFO or Ministry of Coal but as per the discussion of management as well union representatives that the recommendation of sub-committee was accepted by the BoT.”

<https://164.100.47.193/lssccommittee/Public%20Accounts/17 Public Accounts 12.pdf>

The proposal for voluntary contribution @Rs. 10 per tonne was agreed by Coal India Ltd (CIL) in the middle of the year 2020. Subsequently, in 175th BoT Meeting deliberations on 20-1-2022, the Chairman of BoT observed that private coal companies are not depositing voluntary contribution @Rs. 10 Per ton, they should be encouraged as it is a welfare compulsory measure. He suggested that amount of contribution may be enhanced depending upon the requirement in the light of Actuary's report. He further instructed to examine if the contribution could be made compulsory through amendment in CMPS' 1998.

Taking the next step, in 176th BoT Meeting deliberations on 16-8-2022, the Chairman instructed to examine the issue to make the contribution @Rs. 10 per ton compulsory through amendment in CMPS, 1998. In consultation with MoC, it has been decided to place a proposal in the matter before next Board Meeting. Finally, the Board agreed to the proposal for enhancement of contribution from Rs. 10 per ton to Rs. 20 per ton. For additional contribution, a recommendation may be sent accordingly to the Ministry of Coal for approval.

Now let us analyze the shortcomings of pension scheme and how to overcome them and do a favour to the pensioner by best utilization of the proposed welfare cess of Rs 20 per ton.

Let, with reference to Table-1,

Notional Monthly salary in first year	1000 ₹
Annual increase rate of salary and pension contribution	4%
Expected return rate on contribution (p.a)	8.0%
Yearly Rate of Intt which can be earned on accumulated corpus	8.5%
Time period for Full pension	30 years

CALCULATIONS:-

Monthly contribution for pension from 1.4.1998	4.91%
Monthly contribution for pension from 1.10.2017	14%
Total Contributed amount in 30 years	54280 ₹
Estimated returns in 30 years ₹	94656 ₹
Total value of Pension Corpus fund (Contribution + Return)	148936 ₹
Yearly Interest @8% to be earned on accumulated corpus	11915 ₹
Monthly Interest likely to be earned on accumulated corpus ``	993 ₹
Notional Monthly salary in last 30-th year	3119 ₹
Pension fixed @25%	780 ₹
Monthly pension denied and retained in corpus fund	213 ₹

Table-1 Ideal Pension for a Contributory Pension Scheme

Year	FY	Notional salary per month with p.a. increase @4%	Rate of Pension contribution per month	Pension contribution per month	Pension contribution per year	Interest on Corpus for the year @8%	Total Corpus Fund at year end
1	1994-1995	1000.00	4.91	49.10	589.2	0	589.2
2	1995-1996	1040.00	4.91	51.06	612.77	98.04	1300.01
3	1996-1997	1081.60	4.91	53.11	637.28	152.95	2090.24
4	1997-1998	1124.86	4.91	55.23	662.77	212.09	2965.09
5	1998-1999	1169.86	4.91	57.44	689.28	275.71	3930.09
6	1999-2000	1216.65	4.91	59.74	716.85	344.09	4991.03
7	2001-2002	1265.32	4.91	62.13	745.53	417.49	6154.05
8	2002-2003	1315.93	4.91	64.61	775.35	496.22	7425.62
9	2003-2004	1368.57	4.91	67.20	806.36	580.58	8812.56
10	2004-2005	1423.31	4.91	69.88	838.62	670.89	10322.06
11	2005-2006	1480.24	4.91	72.68	872.16	767.50	11961.73
12	2006-2007	1539.45	4.91	75.59	907.05	870.76	13739.54
13	2007-2008	1601.03	4.91	78.61	943.33	981.06	15663.93
14	2008-2009	1665.07	4.91	81.76	981.06	1098.79	17743.78
15	2009-2010	1731.68	4.91	85.03	1020.30	1224.36	19988.44
16	2010-2011	1800.94	4.91	88.43	1061.12	1358.23	22407.79
17	2011-2012	1872.98	4.91	91.96	1103.56	1500.84	25012.19
18	2012-2013	1947.90	4.91	95.64	1147.70	1652.69	27812.59
19	2013-2014	2025.82	4.91	99.47	1193.61	1814.29	30820.49
20	2014-2015	2106.85	4.91	103.45	1241.36	1986.17	34048.01
21	2015-2016	2191.12	4.91	107.58	1291.01	2168.90	37507.92
22	2016-2017	2278.77	4.91	111.89	1342.65	2363.06	41213.63
23	2017-2018	2369.92	4.91	116.36	1396.36	2569.30	45179.28
24	2018-2019	2464.72	14	345.06	4140.72	7950.19	57270.19
25	2019-2020	2563.30	14	358.86	4306.35	8612.70	70189.24
26	2020-2021	2665.84	14	373.22	4478.61	9315.50	83983.35
27	2021-2022	2772.47	14	388.15	4657.75	10060.74	98701.84
28	2022-2023	2883.37	14	403.67	4844.06	10850.69	114396.59
29	2023-2024	2998.70	14	419.82	5037.82	11687.75	131122.15
30	2024-2025	3118.65	14	436.61	5239.33	12574.40	148935.89
Sum Total	-	-	-	-	54279.90	94655.99	148935.89

It is seen that a pensioner is being denied almost 27% of the pension being received along with denial of accrued pension corpus.

DEARNESS RELIEF (DR) FOR PENSIONERS

This anomaly of lesser pension justifies the demand for introduction of a Dearness Relief (DR) component for all pensioners. This DR may be uniform for all pensioners or vary with the amount of pension being received. For simplicity of our analysis, we have distributed all pensioners in 10 different Pension-slabs based on the pension being received as shown below:

1-1000, 1001-2000, 2001-4000, 4001-10000, 10001-20000,
20001-30000, 30001-40000, 40001-50000, 50001-60000, 60001-70000.

Types of Dearness Relief

Now this DR component may be at uniform rate of 6% or at a differentially decreasing starting at 6% to a lower rate of 0.5% (say) for pensioners in higher pension slab. Obviously, the later approach will yield a saving and has potential to afford higher DR to pensioners at lower slabs.

DR at fixed rate

In this case, DR is allowed to a pensioner at a fixed rate irrespective of amount of pension being received as shown below:

Pension Slabs and Envisaged DR Rate										
Pension Slab, Rs	1-1000	1001-2000	2001-4000	4001-10000	10001-20000	20001-30000	30001-40000	40001-50000	50001-60000	60001-70000
DR Rate, %	6	6	6	6	6	6	6	6	6	6

Assuming DR rate of 6% of pension, the DR at the maximum of slab, for the next year after retirement, will be calculated as follows:

First slab up to Rs 1000 (@6%) = Rs 60
next slab up to Rs 2000 (@6%) = Rs 60 + 6% of slab difference = Rs 60 + Rs 60 = Rs 120
next slab up to Rs 4000 (@6%) = Rs 120 + 6% of slab difference = Rs 60 + Rs 120 = Rs 240
next slab up to Rs 10000 (@6%) = Rs 240 + 6% of slab difference = Rs 240 + Rs 360 = Rs 600
next slab up to Rs 20000 (@6%) = Rs 600 + 6% of slab difference = Rs 600 + Rs 600 = Rs 1200
next slab up to Rs 30000 (@6%) = Rs 1200 + 6% of slab difference = Rs 1200 + Rs 600 = Rs 1800
next slab up to Rs 40000 (@6%) = Rs 1800 + 6% of slab difference = Rs 1800 + Rs 600 = Rs 2400
next slab up to Rs 50000 (@6%) = Rs 2400 + 6% of slab difference = Rs 2400 + Rs 600 = Rs 3000
next slab up to Rs 60000 (@6%) = Rs 3000 + 6% of slab difference = Rs 3000 + Rs 600 = Rs 3600
last slab up to Rs 70000 (@6%) = Rs 3600 + 6% of slab difference = Rs 3600 + Rs 600 = Rs 4200

.DR at differentially decreasing rate

In this case, DR is allowed to a pensioner at a differentially decreasing rate depending up on amount of pension being received.

Pension Slabs and Envisaged DR Rate										
Pension Slab, Rs	1-1000	1001-2000	2001-4000	4001-10000	10001-20000	20001-30000	30001-40000	40001-50000	50001-60000	60001-70000
DR Rate, %	6	5.5	5	4.5	4	3.5	3	2.5	2	0.5

Assuming at a differentially decreasing rate starting with 6% of pension, the DR at the highest of slab, for the next year after retirement, will be calculated as follows:

First slab up to Rs 1000 (@6%) = Rs 60
next slab up to Rs 2000 (@5.5%) = Rs 60 + 5.5% of slab difference = Rs 60 + Rs 55 = Rs 115
next slab up to Rs 4000 (@5%) = Rs 115 + 5% of slab difference = Rs 115 + Rs 100 = Rs 215
next slab up to Rs 10000 (@4.5%) = Rs 215 + 4.5% of slab difference = Rs 165 + Rs 270 = Rs 435
next slab up to Rs 20000 (@4%) = Rs 435 + 4% of slab difference = Rs 210 + Rs 400 = Rs 610
next slab up to Rs 30000 (@3.5%) = Rs 610 + 3.5% of slab difference = Rs 610 + Rs 350 = Rs 960
next slab up to Rs 40000 (@3%) = Rs 960 + 3% of slab difference = Rs 960 + Rs 300 = Rs 1260
next slab up to Rs 50000 (@2.5%) = Rs 1260 + 2.5% of slab difference = Rs 315 + Rs 250 = Rs 1510
next slab up to Rs 60000 (@2%) = Rs 340 + 2% of slab difference = Rs 1510 + Rs 200 = Rs 1710
last slab up to Rs 70000 (@0.5%) = Rs 360 + 0.5% of slab difference = Rs 1710 + Rs 50 = Rs 1760

ESTIMATION OF PENSIONERS IN DIFFERENT SLABS OVER THE YEARS

The present lot of 5.66 lakhs (approx.) pensioners constitute of surviving pensioners over the years since 1994-1995. Considering the mortality rate among elders in India, the following Table-2 is obtained. (vide <https://www.statista.com/statistics/1302846/india-mortality-rate-among-elderly-by-age-group/>)

Table-2 Estimated Number of surviving Pensioners from 1994-1995 till the year 2020-2021

Pensioner joining in Year	No. of years of receiving pension	Total Pensioners (Actual/Estimated) with 3% rise every year from 1999-2000	Age as in 2020-2021	Mortality rate	Estimated Number of surviving Pensioners from 1999-2000 in the year 2020-2021	Total Additional Surviving Pensioners added during the year for DR estimation	Estimated surviving pensioners in every slab (Keeping slabs same as envisaged earlier)
1994-1995	26	264308	85	98%	5286	5286	529
1995-1996	25	272482	84	97%	8174	2888	289
1996-1997	24	280909	83	97%	8427	253	25
1997-1998	23	289597	82	96%	11584	3157	316
1998-1999	22	298554	81	95%	14928	3344	334
2000-2001	21	307788	80	90%	30779	15851	1585
2001-2002	20	317307	79	87%	41250	10471	1047
2002-2003	19	327120	78	86%	45797	4547	455
2003-2004	18	337238	77	85%	50586	4789	479
2004-2005	17	347668	76	80%	69534	18948	1895
2005-2006	16	358420	75	70%	107526	37993	3799
2006-2007	15	369505	74	60%	147802	40276	4028
2007-2008	14	380933	73	50%	190467	42665	4266
2008-2009	13	392715	72	40%	235629	45162	4516
2009-2010	12	404861	71	35%	263159	27531	2753
2010-2011	11	417382	70	30%	292167	29008	2901
2011-2012	10	430291	69	25%	322718	30551	3055
2012-2013	9	443599	68	20%	354879	32161	3216
2013-2014	8	457318	67	17%	379574	24695	2470
2014-2015	7	471462	66	13%	410172	30598	3060
2015-2016	6	486043	65	10%	437439	27267	2727
2016-2017	5	501076	64	8%	460990	23551	2355
2017-2018	4	516573	63	6%	485579	24589	2459
2018-2019	3	532549	62	4%	511247	25669	2567
2019-2020	2	549020	61	2%	538040	26792	2679
2020-2021	1	566000	60	----	566000	27960	2796

Thus, in the year 1994-1995, there were estimated 264308 out of which 5286 pensioners are estimated to be still surviving and forming a part of present 5.66 lakhs pensioners. For simplicity of our analysis, we distribute all these 5286 pensioners in 10 different Pension-slabs envisaged as before. Thus, in the year 1994-1995, there are 529 pensioners estimated to be in every slab who are still alive 26 years after 1994-95 and eligible for DR relief.

Over successive years, number of pensioners in totality, and also in every slab, will vary. Whereas, the pensioners joining as pensioners will be receiving pension for 26 years, it will gradually decrease by 1 year in every following year.

Based on the above considerations, impact of allowing DR to all these surviving pensioners from the year 1994-1995, has been calculated and shown in Table-3 below:

Fund requirement, for introducing DR, from this Table-3 is found to be,

- (i) For all pensioners, in all grades, surviving in 1994-1995 = Rs 1420.44 lakhs
- (ii) For all pensioners, in any slab surviving since 1994-1995 = Rs 342.08 lakhs (for lowest slab)

The above methodology is applied further to estimate DR for all surviving pensioners from 1994-1995 up to 2020-21 totaling to a number of 566000 pensioners causing a fund requirement of Rs 590 crores (approx.) for allowing DR to all pensioners.

Table - 3 Estimated Fund required for DR to all surviving pensioners (Rs in Lakhs)

Maximum of the slab (Rupees)	1000	2000	4000	10000	20000	30000	40000	50000	60000	70000	Year-wise Impact on Fund requirement for introducing DR	
	Differential DR Rate 6.0%	5.5%	5.0%	4.5%	4.0%	3.5%	3.0%	2.5%	2.0%	0.5%	Sum total of Estimated Fund required for DR (Rs in Lakhs)	Year-wise Cumulative Sum total of Estimated Fund required for DR (Rs in Lakhs)
Year of joining as Pensioner												
1994-1995	8.25	15.81	29.55	66.66	121.63	169.74	210.97	245.33	272.82	279.69	1420.44	1420.44
1995-1996	4.33	8.30	15.52	35.02	63.90	89.18	110.84	128.89	143.33	146.94	746.27	746.27
1996-1997	0.36	0.70	1.30	2.94	5.37	7.49	9.31	10.83	12.04	12.35	62.71	62.71
1997-1998	4.36	8.35	15.61	35.21	64.25	89.66	111.44	129.59	144.12	147.75	750.34	750.34
1999-2000	4.41	8.46	15.82	35.68	65.10	90.85	112.92	131.31	146.02	149.70	760.28	760.28
2000-2001	19.97	38.28	71.57	161.44	294.59	411.10	510.96	594.18	660.75	677.40	3440.24	4200.52
2001-2002	12.57	24.08	45.03	101.57	185.34	258.64	321.46	373.82	415.70	426.17	2164.38	6364.90
2002-2003	5.18	9.94	18.57	41.90	76.46	106.69	132.61	154.21	171.49	175.81	892.87	7257.76
2003-2004	5.17	9.91	18.53	41.81	76.29	106.45	132.31	153.86	171.10	175.41	890.86	8148.62
2004-2005	19.33	37.04	69.25	156.23	285.07	397.81	494.44	574.97	639.40	655.50	3329.05	11477.67
2005-2006	36.47	69.91	130.69	294.82	537.97	750.73	933.10	1085.07	1206.64	1237.04	6282.45	17760.11
2006-2007	36.25	69.48	129.89	293.01	534.66	746.11	927.36	1078.39	1199.22	1229.43	6243.80	24003.91
2007-2008	35.84	68.69	128.42	289.69	528.61	737.67	916.86	1066.19	1185.65	1215.51	6173.13	30177.04
2008-2009	35.23	67.52	126.23	284.75	519.59	725.08	901.21	1047.99	1165.41	1194.77	6067.77	36244.81
2009-2010	19.82	37.99	71.03	160.23	292.37	408.00	507.11	589.70	655.78	672.30	3414.34	39659.15
2010-2011	19.15	36.70	68.60	154.76	282.39	394.07	489.80	569.57	633.39	649.35	3297.78	42956.93
2011-2012	18.33	35.13	65.68	148.17	270.37	377.30	468.95	545.33	606.43	621.71	3157.41	46114.34
2012-2013	17.37	33.29	62.23	140.38	256.16	357.47	444.30	516.66	574.55	589.03	2991.45	49105.78
2013-2014	11.85	22.72	42.48	95.82	174.84	243.99	303.26	352.65	392.16	402.04	2041.80	51147.58
2014-2015	12.85	24.63	46.05	103.88	189.55	264.52	328.77	382.32	425.16	435.87	2213.60	53361.19
2015-2016	9.82	18.81	35.17	79.35	144.79	202.05	251.13	292.03	324.75	332.93	1690.83	55052.02
2016-2017	7.07	13.54	25.32	57.11	104.21	145.42	180.75	210.19	233.74	239.63	1216.98	56268.99
2017-2018	5.90	11.31	21.15	47.70	87.04	121.47	150.98	175.56	195.24	200.15	1016.50	57285.49
2018-2019	4.62	8.86	16.56	37.35	68.15	95.10	118.21	137.46	152.86	156.71	795.86	58081.36
2019-2020	3.22	6.16	11.52	25.99	47.42	66.18	82.25	95.65	106.36	109.04	553.79	58635.15
2020-2021	1.68	3.22	6.01	13.56	24.74	34.53	42.92	49.91	55.50	56.90	288.97	58924.12
Slab-wise Impact on Fund requirement for introducing DR (Rs, Lakhs)	342.08	655.66	1225.80	2765.19	5045.75	7041.25	8751.67	10177.03	11317.31	11602.38	58924.12	

ADMISSIBILITY OF INTRODUCING DR COMPONENT

To understand the feasibility of introducing DR component, we proceed to study its impact on fund requirement for the year 2020-21.

We have,

- 1) CMPS-1998 Pensioners 5.66 lakhs
- 2) Pension fund inflow $280.54 \times 12 = 3366.48$ Rs Crore
- 3) Pension fund outflow $328.01 \times 12 = 3936.12$ Rs Crore
- 4) Yearly shortfall in fund $3936.12 - 3366.48 = 569.64$ Rs Crore
- 5) Additional Pension fund required for DR Rs 589.24 Crore
- 6) Total yearly shortfall in fund Rs $569.64 + Rs 589.24 = Rs 1158.88$ Crore
- 7) Coal Production 754 Million tonne
- 8) Required cess per tonne of coal Rs 15.37
- 9) Surplus fund by cess of Rs 20/tonne Rs 326.02 crore

The above findings can be extended to create Table-4 which infers that, 3 years after 2020-21 ie 2023-24 onwards, the pension fund will start decreasing every year. This declining tendency can be easily arrested by,

- a) Yearly increase of levy to a level as suggested in column-(10) of Table-4
- b) increase in average selling price of coal which presently hovers around Rs 1800 per tonne.
- c) High breed approach of linking the cess with price rise of coal which step will automatically take into consideration wage/pension revision impact over the years. The present cess is about 1% of average selling price of coal and this cess is sufficient for next 3 years. Hence, fixing an all time cess @1% of coal price will eradicate the problem of seeking raising the cess per tonne of coal production will be eliminated.

Table-4 Impact of Welfare Cess in Adding Pension Corpus for Introducing DR Component

Year	CMPF Subscribers in lakhs (Decrease rate 5% of manpower)	Number of Pensioners (Increase rate 6.6% of subscribers)	Pensioners added during the year	Pension fund inflow Increase at 5.23% of previous year (Rs Crore)	Pension fund outflow at 8.8% of previous year (Rs Crore)	Additional fund required for introducing DR with rise proportional to fund outflow (Rs Crore)	Yearly shortfall in fund (Rs Crore) (7+6)-(5)	Coal Production envisaged at 7% annual growth (Million tonne)	Required levy of cess per tonne of coal production (Rs/tonne)	Proposed Levy (Rs/tonne)	Additional Fund accumulated (Rs Crore)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
2020-21	3.72	5.66	16000	3366.48	3936.12	589.24	1158.88	753.91	15.37	20	348.94
2021-22	3.53	6.03	37356	3542.52	4283.64	641.27	1382.39	806.68	17.14	20	230.98
2022-23	3.36	6.43	39821	3730.27	4660.60	697.70	1628.02	863.15	18.86	20	98.28
2023-24	3.19	6.86	42450	3927.98	5070.73	759.09	1901.85	923.57	20.59	20	-54.70
2024-25	3.03	7.31	45251	4136.16	5516.96	825.89	2206.69	988.22	22.33	20	-230.25
2025-26	2.88	7.79	48238	4355.38	6002.45	898.57	2545.65	1057.40	24.07	20	-430.85
2026-27	2.73	8.31	51422	4586.21	6530.67	977.65	2922.10	1131.42	25.83	20	-659.27
2027-28	2.60	8.85	54816	4829.28	7105.36	1063.68	3339.76	1210.61	27.59	20	-918.53
2028-29	2.47	9.44	58433	5085.23	7730.64	1157.28	3802.69	1295.36	29.36	20	-1211.97
2029-30	2.34	10.06	62290	5354.75	8410.93	1259.13	4315.31	1386.03	31.13	20	-1543.24
2030-31	2.23	10.72	66401	5638.55	9151.09	1369.93	4882.47	1483.06	32.92	20	-1916.36
2031-32	2.12	11.43	70784	5937.40	9956.39	1490.48	5509.48	1586.87	34.72	20	-2335.74
										TOTAL	-8622.71

CONCLUSION AND RECOMMENDATIONS

This study has made several assumptions on higher side for finding feasibility of restructuring revised pension with DR. The need of the day is to push forward for these reforms vigorously.