

CHAPTER XI

EMPLOYEES WELFARE AND SOCIAL SECURITY SCHEMES

WELFARE

11.1 The focus of our Welfare Activities is the welfare of our employees and their families. The coal companies are paying greater attention to the welfare of their workers. Every effort is being made to improve the living conditions of the coal miners. In order to create a sense of belonging and involvement in work, priority attention is given by the management to provide housing, medical and educational facilities etc.

11.2 CIL and SCCL are taking measures to provide welfare amenities to its employees, particularly in the fields of health, sanitation, residential accommodation, education to workers' children, supply of water, laying of roads, improving health awareness among employees and their families through communication cell, sports and games to provide recreation in addition to various Social Security Schemes.

The result of the welfare measures taken in CIL and SCCL in different areas are as under:-

HOUSING

11.3 At the time of Nationalisation, in Coal India Ltd. and its subsidiaries there were only 1,18,366 houses including sub-standard houses. The availability of these houses has increased to 4,07,682 (up to 01.12.2002). The percentage of housing satisfaction has now reached to 80.17%. The details of houses constructed during 2002-2003 (Up to 1.12.2002) are given in **Annexure - XIII**.

11.4 As on 31-12-2002 there are 46663 quarters existing in all the areas of the SCCL and 796 quarters are under construction. The housing satisfaction is 49.23%.

WATER SUPPLY

11.5 In Coal India Ltd. & its subsidiaries as against 2.27 lakhs population having access to potable water at the time of Nationalisation in 1973, presently 23.20lakhs (up to 01.12.2002) population have been covered under water supply scheme. Details of population covered by Water Supply Scheme (Up to 01.12.2002) are given in **Annexure - XIV**.

11.6 SCCL has provided the following drinking water facilities to its employees and community:-

Individual taps	-	46174 nos.
Taps to private huts	-	5346 nos.
Community taps	-	4188 nos.
Bore wells	-	639 nos.
Community tanks	-	125 nos.

MEDICAL FACILITIES

11.7 Coal India Ltd. and its subsidiaries are extending medical facilities to its employees and their families through various medical establishments starting from the Dispensary level to the Central and Apex Hospitals in different parts of the coalfields.

11.8 There are 87 hospitals with 5,979 Beds, 436 Dispensaries, 665 Ambulance, 1,761 Doctors including Specialists in CIL and its subsidiaries to provide medical services to the employees. Besides, 24 Ayurvedic Dispensaries are also being run in the subsidiaries of Coal India Limited to provide indigenous system of treatment to workers.

11.9 There are 7 hospitals with 956 beds, 43 dispensaries and 43 ambulances in SCCL. In addition 15 ambulances are engaged on contract basis.

EDUCATIONAL FACILITIES

11.10 The primary responsibility of providing educational facilities lies with the State Governments. However, CIL on its part has been providing financial assistance and infrastructure facilities to certain schools like DAV Public Schools, Kendriya Vidyalaya, Delhi Public School and other educational institutions run by the State Government. In addition, financial assistance by way of grant-in-aid is also provided to certain privately managed schools by the subsidiary coal companies functioning in and around coalfield areas.

11.11 SCCL has provided educational facilities to the children of employees by establishing two colleges and 17 schools at the colliery areas, wherein about 19,000 children are studying. In addition to this, special classes for “Mentally Retarded Children” are being run at Singareni High School, Godavarikhani, Karimnagar District, Andhra Pradesh.

In SCCL literacy programmes are being conducted regularly to enable the illiterate workmen to learn how to read and write keeping in view the benefits of a) employees can read and understand themselves the notices, circulars displayed on notice board and b) to have knowledge of pay particulars like payments & recoveries under different heads etc.,

STATUTORY/NON - STATUTORY WELFARE ACTIVITIES

a) STATUTORY WELFARE MEASURES

11.12 In accordance with the provision of the Mines Act 1952 and Rules and Regulations framed there-under, subsidiaries of Coal India Limited, are maintaining various statutory welfare facilities for the coal miners such as Canteen, Rest Shelters, Pit Head Baths etc.

11.13 The following Statutory Schemes are also in operation in the Coal India Limited:-

- (i) Coal Mines Provident Fund, Scheme, 1948.
- (ii) Coal Mines Pension Scheme, 1998
- (iii) Gratuity.
- (iv) Coal Mines family pension scheme

b) **NON – STATUTORY WELFARE MEASURES:**

i) **Co-operative Stores and Credit Societies.**

11.14 In order to supply essential commodities and consumer goods at a cheaper rate in the collieries, Central co-operatives and Primary Co-operative Stores are functioning in the Coalfield areas of CIL. In addition, Co-operative Credit Societies are also functioning in the Coal Companies.

In SCCL, through Co-operative Central Stores, all Coalfield areas are covered with Super Bazar facilities. There are 44 Sales Depots functioning under the control of Singareni Super Bazar in all over the Collieries.

In addition, SCCL has 62 credit societies functioning in all over the collieries to avoid moneylenders from outside on higher rate of interest and to develop the culture of saving attitude.

ii) **Banking Facilities**

11.15 The Management of Coal Companies are providing infrastructural facilities to the various Nationalized Banks for opening their Branches and Extension Counters in the Coalfields for the benefit of their workers. Workers are educated to draw their salaries through 265 Numbers of Banks/Extension Counters and they are also encouraged to practice thrift for the benefit of their families.

11.16 SCCL has taken up many other welfare activities. Brief on each of such welfare activities are given below:-

- i) **Ex-gratia**:- Payment of Rs.25,000/- as Ex-gratia in case of death or permanent / total disablement resulting on account of Mine Accident arising out of and in the course of employment in addition to the admissible compensation payable under Workmen's Compensation Act.
- ii) **Matching grant**:- Management is giving matching grant subject to a maximum of Rs.15,000/- (w.e.f. 01-04-2002) in case of death of a workman while in service provided his co-workers do not resort to sympathetic strike and contribute their donation for the welfare of the bereaved family.
- iii) **Dependent Employment**:- Dependant employment is being provided to the dependants of ex-employees died in harness / declared medical unfit as per NCWA provisions subject to availability of vacancies. As per Memorandum of Settlement dated 21.06.2001, reached with the Singareni Collieries Workers' Union (Recognized Trade Union), it was agreed to provide employment to the dependants of the Ex-employees of above category @ 25 per month for the period from 01-01-1998 to 31-12-2000. 400 dependants have been provided employment as per the above settlement so far. In addition to this, 41 dependants of ex-employees died / declared Medical Unfit prior to 31-12-1997 and 22 dependants of ex-employees who retired under VRS (on health grounds) were also provided employment as per MOS dated 06.06.1998.

Recently, a settlement was arrived at on 08-03-2002 with the Recognized Union on payment of Monetary Compensation in lieu of dependant employment under Company Voluntary Retirement Scheme (VRS on health grounds) .

As per the Scheme, all the dependants waiting for employment under Company VRS have been offered Monetary Compensation of Rs.2 lakhs or 24 months wages last drawn (Basic + All DAs) by the Ex-employees immediately preceding to the date of cessation of employment as mentioned in MOS dated 06-06-1998, whichever is more, in lieu of Dependant Employment. There are about 2,915 dependants waiting for employment under Company VRS.

iv) **Monthly Monetary Compensation (MMC) / Lumpsum Payment:** The Scheme of MMC has been implemented in lieu of Female Dependant Employment in respect of the cases of Death / Board Medical Unfit arose from 02-10-1991, in accordance with the Memo. of Settlement dated 31-07-1997. As per the guidelines of JBCCI implementation, the claims are being received from areas for settlement of MMC, so far 1,333 No. of claims have been settled and sanction of Payment Orders released to pay the beneficiaries @ Rs.3,000/- per month in case of Death in harness and Rs.4,000/- per month in case of Fatal / Mine Accident.

As per the Memorandum of Settlement dated 21-06-2001, SCCL has been receiving the claims for payment of lumpsum amount of Rs.3 Lakhs in lieu of Dependant Employment / MMC, in respect of the cases of Death / Board Medical Unfit pertaining to the period 01-01-1998 to 31.12.2000. As per the guidelines stipulated therein, so far 938 No. of lumpsum claims have been settled.

v) **Special Welfare Amenities Programme(SWAP):-** The company is providing several facilities in the workers colonies like water supply, power, roads, sanitation, drainage, street lighting etc. The special welfare amenities include drains, sanitary lines, removal of garbage, replacement of doors and windows, roads, sulabh toilets, buildings repairs etc

vi) Community Development Programme in SCCL

- SCCL has established 42 Nos. Community buildings / centres for the use of its employees.
- To encourage employees in the field of Sports & Recreational facilities, Work People Sports & Games Associations (WPS&GA) are formed.
- SCCL has provided 37 Recreation Clubs, 9 Play grounds and 5 stadia for the benefit of the employees and 7 Swimming pools are also provided in various areas.
- For the enjoyment of SCCL employees , a Holiday home is arranged at Kinnerasani, Khammam district, AP.

11.17 In SCCL, the following Social Security Schemes are existing for the welfare of its employees:

Insurance Schemes:

Name of the schemes	Premium payable	Amount payable
1. JPAIS	@ Rs.79.50 for 2 years	Rs.1,00,000/-
2. FBIS	@ Rs.10/-p.m.per employee	Rs. 10,000/-
3. Group Insurance		Rs. 37,000/-
4. GSLIS	@ Rs.200/- per month	Rs. 2,00,000/-

ECOLOGY AND TREE PLANTATION

11.18 Coal India Limited has been making continuous efforts to keep environment free from pollution. The subsidiaries of CIL have been undertaking development of green belts. The plantation is done on waste and reclaimed land. During 2002-2003, the Coal Companies have planted 25.50 lakhs (Prov.) trees.

Tree Plantation & Afforestation in SCCL:

- During the year 2001-02, about 1,35,000 Eucalyptus Clonal seedlings were planted with a cost of Rs 8,34,385.
- To provide better environment to employees and the local inhabitants in the mining areas of SCCL, the company has raised about 5,99,809 seedlings in 402.20 Ha. during the year 2002-03 at Kothagudem, Manuguru, Godavarikhani and Bellampalli area.

WOMEN'S WELFARE:

11.19 The total strength of women employees in CIL and its subsidiaries as on 1.12.2002 is 31,145, which constitute about 6% of total manpower. These women workers have been employed on the surface in coalfields. Efforts have been made in the subsidiaries for gainful deployment of women not only in the conventional activities such as in the medical, welfare, security, secretarial but also in non-conventional activities like HEMM operator, Pump operator, Fan operator, in the workshops, Motor winding, Cap lamp fitter helpers etc. In spite of this, large number of women workforce is under utilized and surplus in the unskilled categories. Efforts are made to rationalize such women workforce.

11.20 The strength of female employees in CIL and subsidiaries as on 1.12.2002 is given below:

Company	Strength of Female Employees
ECL	8776
BCCL	7691
CCL	5801
WCL	3528
SECL	3324
MCL	958
NCL	441
NEC	279
CMPDI	148
DCC	23
CIL (HQ)	176
TOTAL:	31145

The provisions of Maternity Benefit Act are being implemented benefiting the Women employees of the Company. Under the above Act, women employees are sanctioned maternity benefit leave.

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