

# **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.

11.2 It has been the constant endeavour of CIL and SCCL to develop an efficient team and to improve quality of life of its employees. In order to create a sense of belonging and involvement at work , top priority is given by the Management to provide Housing, Medical and Educational facilities.

11.3 SCCL provides several facilities in the workers colonies like Water supply, Power, Roads, Sanitation , Drainage and 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. During 2000-01 (SWAP-III) an amount of Rs 1,011.26 Lakhs was spent against the sanctioned amount of Rs 1155 lakhs (upto November,2001). An amount of Rs 1,776.50 Lakhs has been sanctioned under SWAP-IV for the year 2001-02.

The results of the welfare measures taken in different areas are as under :

### **HOUSING**

11.4 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 have increased to 4,07,430 (up to 01.12.2001). The percentage of housing satisfaction has now reached to 77.20%. The details of houses constructed during 2001-2002 (Up to 1.12.2001) are given in **Annexure- XIV**.

11.5 In SCCL as on 31.12.2001 there are 46,103Nos. ( Including CISF Quarters) existing in all the areas of the Company. 1468 Quarters are at various stages of construction. In addition , SCCL has provided house plots under “ Own Your House Scheme”.

### **WATER SUPPLY**

11.6 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 a population of 23.14 lakhs ( upto 01.12.2001) has been covered under water supply scheme. Details of population covered by Water Supply Scheme ( Upto 01.12.2001) are given in **Annexure- XV**.

11.7 In SCCL all Company Quarters are provided with treated drinking water supply facilities. As on 31.12.2001 , 54719 have been covered under water supply scheme.

### **MEDICAL FACILITIES**

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

11.9 There are 1,778 Doctors including Specialists, 87 Hospitals with 5,979 Beds, 436 Dispensaries, 679 Ambulance in CIL and its subsidiaries to provide medical services to the employees. Besides, 25 Ayurvedic Dispensaries are also being run in the Subsidiaries of Coal India Limited to provide indigenous system of treatment to workers.

11.10 Every worker seeking employment in the Company is subjected to thorough medical examination at the time of initial employment. Thereafter, he undergoes periodical medical examination once in a block of every 5 years . The Company is extending medical facilities to the employees and their families.

11.11 SCCL is having 6 Area Hospitals, 1 Main Hospital at Kothgudem and 43 Dispensaries having 1070 beds. The ratio between employees and beds is 100 :1. The amount spent during this financial year i.e. 2001-02 towards medical aid to employees and their dependants is 2,408 lakhs (upto Octr.2001) , including the expenditure for specialized treatment at Super Speciality Hospitals outside the Colliery areas.

11.12 In the year 2001-02 (upto 30.11.2001) 1,397 family planning operations (Vasectomy and Tubectomy) were conducted in the Company Hospital. In view of the need to encourage Vasectomy, it is decided to increase the Cash incentive of Rs. 1000/- for Vasectomy while retaining the cash incentive for Tubectomy at Rs 800/- . This is in addition to the incentive amount given by Andhra Pradesh State Government.

11.13 The Company has a department in each area to look after the maintenance of Sanitation.

### **EDUCATIONAL FACILITIES**

11.14 The primary responsibility of providing educational facilities lies with the State Governments. However, CIL on its part has been providing financial assistance to certain schools like DAV Public Schools, Kendriya Vidyalaya, Delhi Public School and other educational institutions run by the State Government to provide quality education to the employees children. 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. In order to provide relief to cyclone affected in Orissa, MCL had been given responsibility of construction of 120 schools. So far

MCL has constructed 80 school buildings and the rest are under construction with assistance from the Prime Minister's Relief Fund.

11.15 SCCL has provided educational facilities to the children of employees by establishing PG / Degree and Jr. College for Women at Kothagudem and High Schools (16) / Upper Primary Schools (01) at the Colliery areas, where about 19,000 children are studying. On an average Rs.8.00 Crore per annum is being spent for running educational institutions. Hostel facility is also provided for the students studying at Women's College, Kothagudem.

11.16 In addition to the above, Special classes for "Mentally Retarded Children" are being run in S.C.High School , Godavarikhani Sector-I.

11.17 To encourage the Sons / Daughters of the NCWA employees for higher studies in Engineering and Medicine, an amount of Rs 6,000/- per candidate per year has been sanctioned by SCCL as scholarship to the children of the employees securing admission into Engineering / Medical Institutions, basing on the ranks secured in EAMCET. The scholarship will be renewed every year till completion of the course for 4 to 5 years as the case may be subject to the condition of passing the examination and continuing the course. The Scholarship will be awarded to two candidates in each area getting better ranks IN EAMCET ENTRANCE TEST (One for Engineering and One for Medical Course). The above facility is also extended to those who secured admission into IIT for Engineering Course and All India Institute of Medical Sciences (AIIMS) scholarship ( 2 for NCWA employees children and 2 for executives children) in each course.

11.18 In SCCL at Bellampalli and Ramagundam regions, the literacy programmes are being conducted regularly, to enable illiterate workmen to learn how to read and write in Telugu.

11.19 To help educated and unemployed children of SCCL employees and to acquire certificate in some vocational trade for self employment, **Vocational training programmes** such as Photo Lamination, Screen Printing, Dress making, Electrician Courses etc. are being conducted at Ramagundam and Bellampalli Regions and continuing its activities.

## **STATUTORY/NON-STATUTORY WELFARE ACTIVITIES**

### **a) Statutory Welfare Measures**

11.20 In accordance with the provision of the Mines Act 1952 and Rules and Regulations framed there-under, subsidiaries of Coal India Ltd. maintain various statutory welfare facilities for the employees such as Canteens, Rest Shelters, Pit Head Baths etc.

11.21 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.**

11.22 In order to supply essential commodities and Consumer goods at a cheaper rate in the collieries, 11 number of Central Co-Operatives and 152 Number of Primary Co-operative Stores are functioning in the Coalfield areas of CIL. There are 156 Co-operative Credit Societies functioning in the Coal Companies.

11.23 In SCCL through Co-Operative Central Stores, all Coalfield areas have Super Bazar facilities. There are 26 Sales depots functioning under the control of Singareni Super Bazar in the Collieries.

11.24 In SCCL there are 62 Credit Societies functioning all over the Collieries to avoid money lenders.

ii) **Banking Facilities**

11.25 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 254 Banks/Extension Counters and they are also encouraged to practice thrift for the benefit of their families.

11.26 In SCCL following other welfare measures are undertaken:

(i) **FREE SUPPLY OF LPG:** All the Executives and NCWA EMPLOYEES WHO ARE OWNING LP gas connections are being reimbursed the cost of 12 LP Gas Cylinders in a financial year in lieu of free supply of Coal.

At present, 57,736 employees have Gas connections in Singareni Super Bazar out of 1,04,472 employees.

(ii) **HOLIDAY HOME:** Holiday Home at Kinnerasani situated in Khammam district is being enjoyed by Singareni employees.

(iii) **LEPROSORIUM :** Financial and medical assistance is being continued for the patients of Leprosy at Kothagudem (Hemachandrapuram).

(iv) **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 Compensation Act.

(v) **MATCHING GRANT:** Management is giving matching grant subject to a maximum of Rs 5,000/- 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.

(vi) **CANTEEN:** 65 Canteens are being maintained by management at the Mines and Departments of the Coal Company.

(vii) **SPORTS & RECREATIONAL FACILITIES:** The SCCL has a long history in encouraging its employees in the field of Sports and Games. Work People Sports & Games Associations (WPS&GA) are formed in all the areas. Even though, SCCL is not a subsidiary of CIL, it is one of the participants in the Sports & Games being conducted on all India basis under the banner of “CIL Inter Company Tournaments”.

The Company has also been encouraging the employees to participate in the Inter District , State Level tournaments conducted by Sports Authority of AP (SAAP). The players from the Company have also participated in the National / International level Meets and won the Medals.

There are 32 Recreation clubs, 22 Play Grounds and 06 Stadiums provided for the benefit of employees. 7 Swimming Pools are also provided in various areas.

### **ECOLOGY AND TREE PLANTATION**

11.27 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 the year 2001-2002, the Coal Companies have planted 23.43 lakhs trees up to November, 2001.

11.28 To provide a better environment to workers and the local inhabitants in the mining areas of SCCL , the Company has raised about 1,43,100 Lakh plants with a total cost of Rs 10.76 Lakhs during the year 2001 at Kothagudem , Manuguru, Godavarikhani and Bellampalli.areas.

11.29 During the year 2001-02 (April-December,2001) the company has planted 3,10,731 seedlings in 213.77 Ha.in all vacant areas of SCCL. 12 Parks have been provided.