
“A Study of Welfare work and Social Security of Coal Mine Labours at Kamptee-Kanhan and Saoner in Nagpur District”

Prof. Sujata Randhir
MKM College,
Chitnavispura Mahal, Nagpur
Email: sujatarandhir@gmail.com

ABSTRACT

Labour is an important factor in the process of production. It is necessary that labour should be satisfied. It is also necessary to provide facilities to them other than remuneration. Labours working in coal mine are always under high risk. Even after taking precautions there are chances of accident in coal mines. Which measures do manager take to prevent accidents? As well as which measures are taken to provide medical facilities to labours working in and outside the coal mines? Which type of social security's provided to family of labours which are partly injured or completely disabled or died in the mine while working? Whether labours or their family members get benefit of different welfare program?

Key words:- Welfare of Workers, Nature of Labour Welfare, Social Security

Introduction

Today world is in its developing phase. Hence there must be improvement in the facilities provided to labours. There are various problems of labours and they faced different obstacles in the process of development. If employer provides proper cooperation to labours then they will give their best to employer also. Today we observe that employer denied providing proper facility and remuneration to labours and this affect the production. This not beneficial for the people who demands the product. Hence it is necessary to provide proper facilities to labours other than their remuneration.

The working status of worker is average before independence. Their demands were ignored. Industrialists were apathetic towards condition in which workers worked. It was their policy to take more work from workers to achieve more profit. This leads to worsen condition of workers as well as condition of nation to due to captivity. The revolution in England showed its impact in India also which lead to industrial revolution in India. Large industries taking production on the basis of machinery power were established in India. Over the time period rich industrialists and poor workers were evolved and struggle begins between them. The exploitation of workers began under British rule. Industrialists used the work force for their own interest; hence worker's association was created through this. Worker's association considered problems of workers. Many laws and regulation regarding workers were prepared. Many provisions were made for their welfare. Worker is an important live factor in process of production. The credit of increased production goes to workers. Workers secure important position in today's world of industrialization.

The development of economy depends upon working potential of workers. And working potential of workers depends upon facilities provided to them. When worker contributed his work then it is necessary to provide some physical and psychological facilities to them. This increases working potential which increased the rate of production. Industrial revolution relied on satisfaction of work force. If industrialists have to increase his production then he must have to make proper use of work force and for this it is very much necessary to make workers satisfactory. Workers are satisfied due to facilities provided to them and performed his work with 100% efficiency. To improve the quality of life of workers many welfare schemes are implemented. Other facilities are also important with the income in form of money. All these included in worker's welfare. Worker welfare is a comprehensive concept. The objective of this concept is to improve socioeconomic status of workers and help them to achieve good health and happy life. It is possible only when industrialists increased their production and the profit gained through this will be distributed properly between them and workers. Workers faced many problems while working. They get fewer wages as compare to their work. They are exploited through their employers. Employers gained profit only due to the important factor, worker. On the basis of workers efficiency they lived luxurious lives but these workers have to work hard to gain negligible remuneration. Hence now a day's employers become aware regarding upliftment and necessary facilities of workers. Many programs are implemented for their welfare. If there are certain defects then it should be brought before employers and some improvements should be made in the policy which should be beneficial for coal mine workers, is the objective behind this study.

Research Methodology

The researcher has adopted analytical, descriptive and comparative methodology for this report; reliance has been placed on books, journals, newspapers and online databases and on the views of writers in the discipline of Competition law.

Aims and Objectives

- 1) To study the measures for social security of labours while working in coal mines
- 2) To study of the welfare of workers of coal mines.

Human is a social animal. He wants to live in society. He can't live alone. Every human feels that society should notice him, cooperate him, respect him and honour him. This leads to co-operation, friendship, love and non-cooperation etc. Even though human is a social animal still the pride and ego in his nature and act take him away from others. Hence even if he is social but he can't be cooperative. He wants to rule on others. He expects from others, But can't consider the rights and expectations of others. Hence even though there is social integrity the social studies revealed the extent of non-cooperation and distances in human cultures.

Industrial businesses were developed after industrial revolution. The no. of industries, mills and mines were increased. The labour class was evolved from this process. Why these people live poor life? Whether economic condition is the only reason behind this? Or their unfazedness and illiteracy is also responsible for this? This is but obvious to know about these facts while studying.

Welfare of Workers

At present the meaning of any concept is changed with respect to person, organization, place, time, situation and event, i.e. their meaning is taken relatively. Hence apparently the meaning of word welfare is simple and easy but it is hard to be understood properly. Thus in this situation in modern professional atmosphere the meaning of word welfare with reference to industrial worker seem to be complicated. In the report of national labour commission, meaning of word welfare is taken as a dynamic. According to Rege Committee the problem of labour welfare is of personal nature (*We feel that this question is somewhat subjective and that the definition largely depends upon the circumstances of each case.*) Hence, various measures of labour welfare are taken to increase special facilities for labours. Because labour welfare includes condition, accommodation facility, health, facility of rest, increase in working potential, socioeconomic protection, etc. Thus with reference to Indian conditions it is not appropriate to keep the effort of labour welfare unidirectional only. Generally, the words labour welfare and social welfare are not synonyms. To achieve labour welfare is the main objective of social welfare. In such situation the relation between employer and labours are not taken in to consideration with respect to social welfare. On the other side the labour welfare work is related to facilities, health, working potential and development of industrial labours. Thus all the efforts made for better living quality of labours are known as labour welfare. During the beginning of industrialization employers were performed industrial practices thriftily to achieve more profit. But this thriftiness was limited only up to labours and different facilities of labours. The personal living standard of labours decreased due to this. This resulted in inverse impact on industrial production. Employers and government understood this phenomenon very late. After this, modern management considered labour welfare as an effective measure to improve working potential and lifestyle of labours. Hence the concept of labour welfare includes all efforts made for happy, prosperous and cultured life of labours.

Nature of Labour Welfare

Labour welfare is the voluntary object in the view of employers. The concept of labour welfare includes facilities available in profession as well as out of profession for fulfilling the objective of welfare of labours. Still in modern professional environment the meaning of labour welfare is taken as attitude of mind. Hence without disputing on nature and type of medium, this concept considers efforts made by employers, labour union and social institution for welfare of labours. Labour welfare facilities includes health, social security, working condition, accommodation, education, recreation, canteen, cooperative institutions, crèche, paid leaves, social insurance etc for labours. The International Labour organization has taken decision in 1953 to improve the scope of labour welfare. Various implementations were made in their report under provision no. 102 such as- lunch facility for labours at working place, facility for rest, facility for travelling etc. According to this Indian Government too formed Labour Enquiry Board in 1959 for enquiring the facilities provided to labours under labour welfare scheme. The report of this commission put forward following recommendation for labour welfare-

- 1) Various facilities for labours working in industrial sector such as medical facility, crèche, drinking water facility, lavatory facility, canteen etc.
- 2) Outside sector facilities included recreation facility, accommodation, adult education etc.
- 3) Different facilities under social welfare such as illness, accident, pregnancy, disabilities, medical help etc.

Social Security

The social development of country depends mainly on formation of its communities. Because people in society belong to different religions, clans and castes, furthermore they live their lives in different conditions. Hence there is a big difference in the society as a rich and a poor and this difference goes on expanding with the time. Rich people can solve their problems with the power of money they have, but it is not possible for poor people. Because after doing whole day work he cannot able to fulfill his daily livelihood needs. If an unexpected situation arise in this condition, then it is hard for them to manage this condition. Thus to face such problems economically backward classes have no way but the help of government. Hence it is the duty of state government to provide such welfare help to the poor people in state. Economically rich people get richer and poor people get poorer over the time period. They become more in debt and it is impossible for them to rescue from this debt. As other countries India also have capitalist economy. This provides encouragement to industrialization in India. Due to this Indian society is divided in to two classes which represent employer who have control over different resources and worker who works at actual working site. Generally people from poor community are working as a worker. They get their livelihood from daily wages, remuneration and allowances. Hence if they don't get proper remuneration then it is difficult for them to fulfill their requirements. In addition to this old age, illness, household problems, accidents etc also increased their problems in their life as they get less remuneration. Hence it is necessary for them to get help from different individuals; organizations and government to overcome the problems arise from different conditions. Thus the help provided to workers from society, various policies and government during different calamities is known as social security. Thus social security is provided to workers with respect to their condition, development, lifestyle, tradition etc. In developed countries the social security was provided to every individual in society. For this different labour laws are implemented. This condition is not available in the developing nation like India. Today also majority of people all over India cannot fulfill their daily needs after performing a day long work. Thus government should made special efforts to protect the interest of poor people. Social security is the important characteristic of today's industrial society.

Conclusion

Following conclusions were drawn on the basis of results obtained from the statistical analysis of data collected from coal mine labours in Kamptee-Kanhan and Saoner coal mines. The study of Employees welfare schemes and its impact on employee's efficiency at coal mines is satisfactory. As per the study it is observed that the mines units are providing various facilities to the employees as per the rules and regulation of state and Indian Government. The management required to provide good facilities for both permanent and temporary employees in such way that employees become satisfied about employee welfare facilities. It increases productivity as well as quality and quantity. Therefore there is necessity of making some provision for improving the welfare facility through that employees will become happy, employees performance level become increase. It leads to improve favourable effects of profitability and products of the organization. At last it can be conclude that the employee welfare facilities provided by the company to employees are satisfied and it is commendable, but still of scope is there for further improvement. So that efficiency, effectiveness and productivity can be enhanced to accomplish the organizational goals.

References: -

1. Joseph B.; Joseph I. and Varghese R. (2009): Labour Welfare in India, Journal of Workplace Behavioural Health, Vol. 24 (1&2) pp: 221-242.
2. Logasakthi K. and Rajagopal K. (2013): A study on employee health, safety and welfare measures of chemical industry in the view of Sleam region, TamilNadu (India). International Jour. of Research in Business Management, Vol. 1 (1) pp 1 - 10.
3. Mohan Reenu and Panwar J.S. (2013) : Current trends in employee welfare schemes in Udaipur Retial Sector. International Jour. of Scientific Research Review (IJSRR) 2 (2) PP. 45-54.
4. Babu K.V.S.N Jawahar, Valli S. KaleshaMasthan and Bhupathi C. (2012): Recent trends in factories welfare measures, Academisia: An International Multidisciplinary Research Journal, 2(12), 252-26.

5. Sabarirajan A., Meharajan T., Arun B. (2010): A study on the various welfare measures and their impact on QWL provided by the Textile Mills with reference to Salem District, Tamil Nadu, India. *Asian Jour. of Management Research*. Pp. 15-24.
6. Satyanarayan M.R. and Redhi R.J. (2012): Labour welfare measure in cement industries in India. *IJPSS Jour. Vol. 2 (7) PP. 257-254.*
7. Shrinivas K.T. (2013): A study on employee's welfare facilities adopted at Bosch Limited, Bangalore. *Res. Jour. of Management Sciences Vol. 2 (12) pp. 7-11.*
8. Nanda N. and Panda J.K.: (2013): Challenges and effectiveness of industrial relation environment in Indian Industries study on Rourkela Steel Plant. Raurkela Odisha. India. *International Jour. of Financial Services and management Research Vol. 2 (6) 2013 pp. 163-174.*
9. Sindhu Sailesh (2012): Role of Organization in welfare measures for employees. *International Jour. of Research in IT and Management (IJRIM) Vol. 2 (9) pp. 36-40.*
10. Tiwari Pankaj (2011): Impact of selected HRM practices on perceived employee performance. *Global Management Journal, 2 /2011; 3(1).*
11. Resma S. and Basavraj M.J. (2013) : Employee welfare measure in mining Industry - A study with reference to statutory welfare measures. in NMDC, Donimalai Iron ore, Mine Bellari district Karnatanka. *Excel International Jour. of Multidisciplinary Management Studies (EIJMMS) Vol. 3 (7) PP. 157-164.*
12. Tiwari Usha and Tiwari Rasmi (2013): Impact of organisation culture on employee retention at Jaypee Cement Plant Rewa (M.P.). *Indian Jour. of Management and Indian Business Studies. Vol. 1 (1) Jan-March PP. 1-12.*
13. Upadhyay Devina and Anu Gupta (2012): Morale, welfare measure, job satisfaction: The key mantras for gaining competitive edge. *International Jour. of Physical and Social Sciences. Vol. 2 (7) PP. 80-94.*
14. Venugopal P., Bhaskar T. and Usha P., (2011): Employee welfare activities with respective measures in industrial sector-A study on industrial cluster at Chittor district. *International Journal of Research in Commerce, It and Management, 1(6), 78-84.*
15. Tripathi, P.C. "Labour Welfare and Social Security", *Personnel Management and Industrial Relations*", Sultan Chand & Sons, New Delhi, 1998 pp 325-363.
16. Aquinas P.G, "Human Resource Management", *Vikas Publishing House Pvt.Ltd, New Delhi, 2007, pp. 184-191.*
17. Scott Snell and George Bohlander, "Human Resource Management " *Cengage India Private Ltd, New Delhi, 2007, pp. 447-482*
18. Garry Dessler and Biju Varkkey, "Human Resource Management," *Dorling Kindersley (India) Pvt Ltd., New Delhi, 2009, pp.513-546.*
19. John M Ivancevich, "Human Resource Management", *Tata McGraw Hill Education Private Limited, New Delhi, 2010, pp. 255-383.*
20. Aswathappa, K. "Human Resource Management", *Tata McGraw Hill Education Private Limited, New Delhi, 2010, pp. 378-392.*