CHAPTER-4

COMPANY PROFILE

Since 1889, a spark of enterprise has evolved into a force in modern mining .... Fuelling growth over a century

The Singareni Collieries Company Limited (SCCL) is a Government coal mining company jointly owned by the Government of Andhra Pradesh and Government of India on a 51:49 equity basis.

The Singareni coal reserves stretch across 350 Km of the Pranahita – Godavari Valley of Andhra Pradesh with a proven geological reserves aggregating to whopping 8791 million tones. SCCL is currently operating 13 opencast and 42 underground mines in 4 districts of Andhra Pradesh with manpower around 69,043.

The Spirit of Singareni...

One Family    One Vision    One Mission

While historically technology has been a critical factor in SCCL’s ability to reduce environmental impacts and occupational hazards, the need to constantly increase productivity and cut costs has demanded that the company goes in for phased mechanization and adapts state-of-the-art technologies.
SCCL pioneered mechanization of coal mines in India by adopting coal drilling machines as far back as in 1937. In 1950 Shuttle Cars, Gathering Arm Loaders, Conveyors and Coal Plough Equipment were introduced. Later in a path breaking move to replace arduous manual labour, Road Headers, Load Haul Dumpers and Side Dump Loaders were gradually brought in.

**Pioneer in technology up gradation**

A combination of modern machines in Open Cast Mining like Walking Draglines, Shovels and High Capacity Dumpers were introduced in 1975. In-pit Crushing and Conveyor technology for Over Burden removal and coal extraction was commissioned for the first time in Ramagundam Open Cast Mine with German assistance in 1994.

In 2002, Surface Miner Technology which not only facilitates cost reduction but also contributes to eco friendly mining was introduced for the first time. Long wall technology in Under Ground Mining in 1983 and also Blasting Gallery (BG) Technology in 1989 were other notable introductions. In 2010, with 4 Long wall Panels and 5 BG Panels working in the company, mechanization of Under Ground Mines is being planned with state-of-the-art technologies like Continuous Miner and Punch Long wall. Already the mechanization of Under Ground Mining has seen the commissioning of 104 Side Discharge Loaders and 37 Load Haul Dumpers that have enhanced safety and productivity during the last four years. Other innovations in Under Ground Mines are 35 man-riding systems (chairlift and railcar) that have improved transportation inside the mines.
From Heritage to Hi-tech:

In a state that is fast emerging as the IT hub of the country and hosts one of the Asia's largest Technology Parks, it was but natural that IT entered the realm of mining as well. And SCCL made a head start in harnessing the benefits of IT by developing proprietary software for integrated Open Cast and Under Ground Mine Management Systems.

From automating the Personnel Records to Material Management Systems, many new measures were initiated in the IT sphere to improve productivity. To stay in tune with the online world, and keep customers and other stakeholders informed about the developments in SCCL, the company launched its website www.scclmines.com.

Initiatives that have cemented SCCL's strength in IT are Video Conferencing, Integrated Mine Management Applications and e-procurement. Digitization of mine plans by Minex Software was yet another major initiative. This software supports core areas of geological data management; opencast and underground mine design and scheduling.

Other IT initiatives that are on the anvil or are being implemented on an experimental basis include the use of Satellite based communication systems for monitoring Heavy Earth Moving Machinery using Global Positioning Systems and Biometric based Attendance Monitoring Systems. A dedicated cross-functional team forms the core of the Software Development Group to provide in-house software solutions and the company is all set to become an ERP based company in the coming years.

Responsible Mining. Planned Restoration:

We care

While the benefits of coal are countless, Coal Mining is an inherently environment damaging and degrading activity. Realizing this, SCCL has launched a number of 'eco-friendly practices’ to mitigate the damage to environment and improve the quality of life.
In all mining areas extensive green belts have been developed, and monitoring of air and water quality is done on a regular basis to assess the impact of mining on the environment and corrective steps are being implemented immediately. Opencast Mines are being restored to pre-mining conditions.

To encourage plantation and social forestry, free saplings are supplied to all the employees before the onset of monsoon. To reduce air pollution and also meet the social obligations of SCCL, the company supplies free LPG to its employees.

SCCL is perhaps the only PSU to have introduced 'environment' as part of the curriculum in all its schools. In another innovative move, company has also introduced Eco Samman Awards to motivate employees who contribute to all round improvement of the environment.

A number of other key initiatives taken in the last four years include setting up of Sewage Treatment Plants, Effluent Treatment Plants, Bio-engineering of Over Burdens, Clonal Plantations, Medicinal Plantations and development of Eco-parks for which the company was conferred the Golden Peacock Award from the Institute of Directors in 2005 and became the first Coal Company in the country to bag this prestigious honour. The company also bagged the "National Fly Ash Utilization Award" in 2005 for its unique contributions towards Fly Ash Utilization. SCCL has for the first time also brought out a book titled "Eco-friendly Coal Mining - The Singareni Approach" highlighting the various innovative practices initiated at SCCL for environmentally sustainable coal mining.

**SCCL’s HR Planning initiatives:**

The Company's HR Planning Initiative, with an annual spends of over Rs. 14 Crores, aims at Training and Development of all its human assets. With a well established HR Department and 10 Vocational Training Centers and the Nargundkar Institute of Management at Ramagundam (a full fledged training institute), imparting of in-house training and skill upgradation is a constant activity at SCCL.
Role of SCCL in Corporate Social Responsibility:

Community Development activities got an impetus when a social service organization - Singareni Seva Samithi (SSS) has been registered as a society in the year 2000.

Training of unemployed youth and educating the families of workmen on the need to channelize their energies towards constructive activities is the basic purpose and philosophy of the Samithi. Towards this noble goal the SSS provides training in skill development to youth for recruitment in the Army, the Police and the Railways. The samithi also works innovatively on spreading awareness of AIDS, alcoholism and the benefits of thrift and small savings.

In collaboration with the workmen and the Trade Unions, SSS has started extending its activities to the surrounding villages of the Coal Mining areas, and has been contributing to the development of these villages. Realizing what self employment does to empower dependent women, SCCL has not only been helping them acquire skills in applied crafts but also in facilitating them to set up their own enterprises. SSS has also been working towards making every worker’s spouse literate.

The Samithi’s singular and dedicated efforts have yielded exemplary results

- 442 Singareni Employees' children being recruited for the Army, Police and Para Military Forces
- Around 34,000 illiterate workmen have been made literate.
- More than 4,400 youth have been imparted Vocational Training.
- Over 45,000 people living in surrounding villages have benefited from the social service activities.
Around 1,043 beneficiaries have become entrepreneurs and have started earning on their own.

The research data collected by me by using convenience sampling method from the various wings of SCCL are-

1. Educational Institutions
2. Hospitals
3. Opencast
4. Undermines
5. Personnel Department

The data related to them are mentioned below---

**SINGARENI COLLIERIES EDUCATIONAL SOCIETY**

The establishment of educational institutions in the Coal Belt area has taken the roots in the year 1975 under the stewardship of Sri B N Raman, I.A.S, the then Chairman & M.D of SCCL. At the time, when there are dearth of educational institutions in coal belt area and the children of work force are constrained to travel to far off places to pursue studies had been addressed with the starting of S C Women's College to cater the needs of imparting quality education for both Intermediate and Degree students in a common premises.

The S.C Women's College has been started in the year 1975 at Kothagudem commemoration of the International Women’s Year. Along with S C Women's College, the S. C High School, Subsequently, S. C Girls' High School at Kothagudem was started in the very next year 1976 on being transferred the ownership of ZPGHS from the Government to the SCCL. With the growth of demand and persistent request from the work force/Trade Union Leaders, the educational institutions were established in the coal belt area spread over in 4 districts in the subsequent years over a period of time.
Of late, during the year 2008-09, S C Polytechnic College was established at CCC, Nagpur near Mancherial town of Adilabad district to offer technical education to the children of SCCL serving employees’ and ex-employees.

Hither to, the educational institutions were run by T&E of SCCL. With the formation of Singareni Collieries Educational Society having a separate entity funded by SCCL, the education wing was separated from T&E and all the Singareni educational institutions were brought under its administrative control w.e.f 01.06.2001.

The SCES is governed by its General Body, Governing Body and Executive Body which was headed by Director (PA&W) as President and represented by other Directors as Vice-Presidents. H.O.D of S.C.E.S as Secretary CGM (F&A) as Treasurer and HODs of other disciplines of Corp. as well as Principals of Colleges and Senior most HM of S C High Schools as Members.

As of now, the following educational institutions are serving the educational needs of children/grand children of employees/Ex-employees of SCCL, local and surrounding habitants as a CSR (Corporate Social Responsibility).

- Singareni Collieries High School, Kothagudem - Partly Aided
- Singareni Collieries High School, Yellandu - Partly Aided
- Singareni Collieries Primary School, Yellandu - Un-Aided
- Singareni Collieries High School, Manuguru - Un-Aided
- Singareni Collieries High School, Goleti - Un-Aided
- Singareni Collieries High School, Kalyankhani - Partly Aided
- Singareni Collieries High School, Ramakrishnapur - Partly Aided
- Singareni Collieries High School, Coal Chemical Complex - Partly Aided
- Singareni Collieries High School, SEC-II, Godavarikhani - partly Aided
- Singareni Collieries High School, SEC-III, Godavarikhani - Un-Aided
- Singareni Collieries High School, Bhupalapally - Un-Aided
- Singareni Collieries Women’s Degree College, Kothagudem - Partly-Aided
- Singareni Collieries Women’s Junior College, Kothagudem - Un-Aided
- Singareni Collieries Polytechnic College, Naspur - Un-Aided
The educational institutions under SCES are equipped with qualified teaching staff numbering 418 having sound infrastructural facilities like permanent structured buildings, hostel, library, laboratory, play ground for sports and games, transportation and security in order to meet the requirements of students strength numbering 10,571.

The following courses offered which are tailored in such a way to have a cutting edge over the competitive education environment with an affordable economical fee structure followed by fee concession totally or partially depending upon the performance of students in the academic sphere.

(I) **Singareni Collieries Women's Degree College**: The College is affiliated to Kakatiya University and admission process to the courses is in accordance with the guidelines of UGC following ROR.

- **B Sc (Maths Group) EM**
  - MPC
  - MECS
  - MSCA
  - MPCS

- **B Sc (Biology Group) EM**
  - Biotech
  - Micro Biology
  - BZC

- **B Sc (Biology Group) TM**
  - BZC

- **B Com (EM)**
  - B Com (General)
  - B Com (CA)

- **B A (TM)**
(II) **Singareni Collieries Women’s Junior College:** The admission accounts to 85% of seats are reserved for SCCL employee’s girl students and the balance to civilians.

- MPC (EM)
- MPC (TM)
- BiPC (EM)
- BiPC (TM)
- MEC (EM)
- MEC (TM)
- CEC (EM)
- HEC (TM)

(III) **Singareni Collieries Polytechnic:** It was affiliated to SBTET and the admission process is in accordance with the guidelines following ROR.

<table>
<thead>
<tr>
<th>Branch</th>
<th>Seats</th>
</tr>
</thead>
<tbody>
<tr>
<td>DCE</td>
<td>60</td>
</tr>
<tr>
<td>DCME</td>
<td>60</td>
</tr>
<tr>
<td>DEEE</td>
<td>40</td>
</tr>
<tr>
<td>DME</td>
<td>40</td>
</tr>
</tbody>
</table>

---------

200

Of the 200 seats, 50 % of the seats in each branch accounting to 100 are earmarked to the children/grand children of SCCL serving employees/ex-employees for those who qualified in CEEP exam. The balance 100 seats are filled under convener quota.

The S C High Schools are provided with free education to the students in Telugu Medium right from 1st class to 10th class. English Medium students are covered under the low fee structure when compared to corporate schools and colleges.
**FEE STRUCTURE**

**SINGARENI COLLIERIES HIGH SCHOOLS:**

<table>
<thead>
<tr>
<th>Details</th>
<th>Class</th>
<th>Company Employees’ Children</th>
<th>Other than Company Employees’ Children</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>English Medium</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tuition Fee (p.a.)</td>
<td>UKG to V</td>
<td>960/-</td>
<td>1200/-</td>
</tr>
<tr>
<td></td>
<td>VI and VII</td>
<td>960/-</td>
<td>1440/-</td>
</tr>
<tr>
<td></td>
<td>VIII to X</td>
<td>1080/-</td>
<td>1440/-</td>
</tr>
<tr>
<td>Special Fee (p.a.)</td>
<td>VI and VII</td>
<td>9/-</td>
<td>9/-</td>
</tr>
<tr>
<td></td>
<td>VIII to X</td>
<td>20/-</td>
<td>20/-</td>
</tr>
<tr>
<td>Admission Fee (p.a.)</td>
<td>UKG to X</td>
<td>100/-</td>
<td>100/-</td>
</tr>
<tr>
<td>Games Fee (p.a.)</td>
<td>UKG to X</td>
<td>18/-</td>
<td>18/-</td>
</tr>
<tr>
<td><strong>Telugu Medium</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tuition Fee</td>
<td>No Tuition fee for telugu medium students</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Special Fee (p.a.)</td>
<td>VI and VII</td>
<td>9/-</td>
<td>9/-</td>
</tr>
<tr>
<td></td>
<td>VIII to X</td>
<td>20/-</td>
<td>20/-</td>
</tr>
<tr>
<td>Admission Fee (p.a.)</td>
<td>UKG to X</td>
<td>100/-</td>
<td>100/-</td>
</tr>
<tr>
<td>Games Fee (p.a.)</td>
<td>UKG to X</td>
<td>18/-</td>
<td>18/-</td>
</tr>
</tbody>
</table>

**S C WOMEN’S JUNIOR COLLEGE:**

| Junior Inter         | 1146/-     | 1692/-                     |
| Senior Inter         | 1115/-     | 1716/-                     |

**S C WOMEN’S DEGREE COLLEGE:** For all Company Employees’ daughters and others no deviation in fees

<table>
<thead>
<tr>
<th>Aided Sections</th>
<th>Tuition Fee and other fee p.a.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Science (MPC, BZC) I, II &amp; III year students</td>
<td>1710/-</td>
</tr>
<tr>
<td>Arts (BA, B.Com General) I, II &amp; III years</td>
<td>1525/-</td>
</tr>
<tr>
<td>Course</td>
<td>Fee</td>
</tr>
<tr>
<td>--------------------------------------------</td>
<td>------</td>
</tr>
<tr>
<td>Arts (B Com. CA) I, II &amp; III years</td>
<td>5525/-</td>
</tr>
<tr>
<td>Arts (BA. CA) I, II &amp; III years</td>
<td>4025/-</td>
</tr>
<tr>
<td><strong>Un-aided Sections (Self Financed)</strong></td>
<td></td>
</tr>
<tr>
<td>MPCS/MSCA/MBC/Bio-tech. I, II &amp; III years</td>
<td>6710/-</td>
</tr>
<tr>
<td>MPE, I, II &amp; III years</td>
<td>5710/-</td>
</tr>
</tbody>
</table>

**FEE CONCESSION:**

**Singareni Collieries Women’s Junior College:**

Those who secured 83% and above in SSC are exempted from tuition fee in total while being admitted in SCWJC. Those who secured 75% - 83% in SSC are exempted from tuition fee to an extent of 50% while being admitted into SCWJC.

**Singareni Collieries Women’s Degree College:**

Those who secured

(i) More than 60% in Inter were extended a concession of Rs.2000/- who opted to join MPCS, MSCS, and MECS groups.

(ii) More than 60% in Inter and opted to join B.Com (Comp.) were extended concession of Rs. 1,000/-

(iii) The students of 1st year and 2nd year Degree in all streams/groups who secured I, II, and III ranks in the College of University exam were exempted fee of 60%, 40% and 20% respectively.

(iv) Similarly, students of I and II year Degree in the stream/group of MPCS, MSCS, MECS who secured 60% marks in aggregate in one attempt in University exam are extended fee concession of Rs. 2,000/-.
(v) On the other hand, students of I and II year Degree in the stream/group of B.Com (CA) who secured 60% marks in aggregate in one attempt in University exam are extended a fee concession of Rs. 1,000/-. The fee concession extended under Sl. No. (iv) & (v) is to encourage self-financing groups/un-aided groups.

There is a consistent stride of the standards of education for the past 5 years and there is a remarkable achievement for the academic year 2009-10 in SSC as detailed below with the concerted effort and commitment of teaching staff.

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>No of students appeared</td>
<td>887</td>
</tr>
<tr>
<td>No of students passed</td>
<td>828</td>
</tr>
<tr>
<td>% of pass</td>
<td>93%</td>
</tr>
<tr>
<td>State Average</td>
<td>81%</td>
</tr>
<tr>
<td>SCES Average</td>
<td>93%</td>
</tr>
</tbody>
</table>

After instant examination the pass percentage has been increased to 97% and the candidates who secured above 500 marks are 113.

Like so the colleges are achieving the competitive result for the past few years in the back drop of 2009-10 academic year as detailed below:

**Singareni Collieries Women's Degree College:**
- Kakatiya University average: 42.16%
- Khammam Dist average: 33.63%
- SCWDC average: 74.16%

Of the 271 appeared for the final year courses 63 secured first divisions with distinction. After instant examination the pass percentage has been increased to 88%.

**Singareni Collieries Women's Junior College:**
- State Average: 65%
- District Average: 54%
- SCWJC average: 74%
Of the 253 appeared for the Sr. Inter exam, 31 secured ‘A’ Grade (above 75%). After instant examination the pass percentage has been increased to 82%

Singareni Collieries Polytechnic College:

The first batch of S C Polytechnic will roll out from the portals of the institution in the academic year 2010-11 which is in the transition stage. The college has ranked as under:

<table>
<thead>
<tr>
<th>Branch</th>
<th>State wide rank/No of Polytechnics</th>
</tr>
</thead>
<tbody>
<tr>
<td>D.C.E</td>
<td>44/78</td>
</tr>
<tr>
<td>D.CM.E</td>
<td>21/62</td>
</tr>
<tr>
<td>D.E.E</td>
<td>35/78</td>
</tr>
<tr>
<td>D.M.E</td>
<td>18/81</td>
</tr>
</tbody>
</table>

Apart from the academic curricular, co-curricular and extra curricular activities are also given due importance for overall personality development of the students in the following fields:

- Science Fair
- National Children Science Congress
- Nature Clubs
- Seminars
- Workshops
- Scouts and guides
- NCC & NSS
- Sports and Games

- In Science Fair our schools have represented at State level and national levels and secured awards.
- In National Children Science Congress, our children secured national awards for their presentation of project works in an excelling manner.
- The Nature Clubs have been formed in all schools with an enrolment of a minimum of 100 students per school with teacher’s participation to bring-in
the concept of nature protection and environmental awareness among the students in association with WWF.

- The National Seminars were conducted at SCWDC during the years 2009 & 2010 on the topics of Women Entrepreneurship, and Environment Management - Present and future scenario respectively.

- The work shop on environment protection has been conducted by the WWF in the year 2009 for the teachers of S C High Schools in order to enrich them on the subject in terms of experience and interaction with stakeholders with an avowed motto to pass on the legacy to the student community.

- The Scouts and Guides with an object of social consciousness towards society have been introduced in the schools to encourage active student participation.

- The students representing for NSS and NCC participated in Republic Day march past.

- In the sports event, the students of SCWDC represented at State level and National level in general and in particular Ms. Shabana secured 9 gold medals for individual sports championship as well as in over all championship.

- As part of sports and games learning the practices of Yoga in daily life to the students for physical and mental fitness by way of balancing and harmonizing the body, mind and emotions.

Provision of avenues for academic growth and career betterment:

The Kothagudem School Minning is accommodating 2 supernumerary seats in mining to the SCCL employees' children every year in admission based on merit in EAMCET.

The constituent college of engineering affiliated to JNTUH was established in the academic year 2010-11 at Manthani with the financial support of SCCL towards infrastructure and as part of MoU. The children of SCCL employees are accommodated in the admission by way of supernumerary seats in the following branches based on merit in EAMCET.
The JKC centre is imparting communication skills and analytical abilities to the students of SCWDC to enable them to get selected in campus selections successfully with a lead.

IGNOU certificate courses such as
- Functional English
- Laboratory Techniques
- Food & Nutrition
- Computing
- Business Skills

IGNOU PG Courses such as:
- MCA
- MBA

Career Oriented Courses introduced from the academic year 2010-11 such as
- Child Psychology
- Entrepreneurship

The study hours to the day scholars and hostel inmates has been arranged under the supervision of lecturers concerned which is an added impetus to the students to clear doubts and update their knowledge on day-to-day basis.

Learning of technical development takes place in various countries through e-learning.

Introduction of EAMCET coaching at SCWJC to with-stand the competition of higher studies has been initiated from the academic year 2010-11.
The refresher training program has been arranged to the teachers of S C High Schools on need based education, to enrich their skills so as to impart higher standards of education to the student community to cope up with the present competitive environment.

The Junior College is being provided with a separate lab facility from the present academic year to cope up with their requirement in accordance with the directions of BIE by disassociating from SCWDC.

The lectures on different topics by eminent persons have been provided to the students of college for acquiring proficiency in communication skills, career growth opportunities and above all molding their personality for development.

The children of schools right from 2\textsuperscript{nd} class to 9\textsuperscript{th} class were provided with English Grammar Series at free of cost for imparting communication skills and speak in English without any hesitation.

The Ramavaram hostel meant for Intermediate students is being added with additional rooms for the purpose of study and accommodation in an academic ambience conducive for learning to the optimum levels.

### UNDERMINES

**STATUS OF MINING PLANS: (up to 15-11-2010)**

1. Approval of Revised mining plan for part of Yellandu Additional Mining lease (JK-5 Opencast Project) vide Lr. No. 13016/20/2007-CA-II dt.23.07.2009

2. Revised Mining plan for part of Deep Mining area Ramagundam (RG OC-II Extension Project) vide Lr. No. 13016/20/2007-CA-II dt.23.07.2009

3. Approval of Renamed mining plan of Kondapuram mine Vide Lr. No.13016/2/2009-CA-II dt.29.07.2009

4. Revised mining plan for MK-4 Incline(RKP OC phase-I project) Vide Lr. No.13016/13/2009-CA-II dt.03.03.2010
5. Revised mining plan for part of North Godavari mining lease-Revision 5 (Kalyani Khani Opencast Project) Vide Lr. No. 13016/13/2009-CA-II dt. 03.03.2010


Mining plans under draft stage:

1. Revised mining plan of RG OC-III Extension (Annexing part of the property of GDK-8&8A inclines i.e., RG OCP-III Extension phase-II)

2. Mining plan for grant of mining lease for sand to an extent of 116.25 Ha in Godavari river near Gumpenapalli and Ganapavaram villages in Burgampahad Mandal of Khammam district (mining plan will be submitted after receiving of Memo from state government).

3. Addendum-2 to revised mining plan of Manuguru Mining leases (Manuguru OCP) to enhance mining lease area from 37.79 Ha to 373.90 Ha.

<table>
<thead>
<tr>
<th>Sl. No</th>
<th>PROJECT</th>
<th>Schedule of Preparation</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>KK-7(MM Shaft Block (sector-B,C, and D))</td>
<td>Preparation of FR under process</td>
</tr>
<tr>
<td>2</td>
<td>KTK-1&amp;1A Extension (Jangedu )</td>
<td>Preparation of FR under process</td>
</tr>
<tr>
<td>3</td>
<td>Khairagura UG</td>
<td>FR kept on hold</td>
</tr>
</tbody>
</table>
➤ **Opencast projects**

<table>
<thead>
<tr>
<th>Sl. No</th>
<th>PROJECT</th>
<th>Schedule of Preparation</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Mining plan of <strong>Kistaram Opencast project</strong> (modifications to revised land requirements) (New mining plan guidelines are issued by MoC vide Lr No. 34011/(48)/2009 on 9th Feb, 2010)</td>
<td>Nov, 2010</td>
</tr>
<tr>
<td>2</td>
<td><strong>MNG OCP-I Extension (Phase-II)</strong></td>
<td>Dec, 2010</td>
</tr>
<tr>
<td>3</td>
<td>Mahadevpur OCP</td>
<td>FR Kept on hold</td>
</tr>
<tr>
<td>4</td>
<td>Jangedu OCP</td>
<td>FR Kept on hold</td>
</tr>
<tr>
<td>5</td>
<td>KTK-6 Phase II OC</td>
<td>FR Kept on hold</td>
</tr>
<tr>
<td>6</td>
<td>GDK-2 to 5 OCP</td>
<td>Kept on hold</td>
</tr>
<tr>
<td>7</td>
<td>MNG OC Extension*</td>
<td>GR to be received</td>
</tr>
<tr>
<td>8</td>
<td>Goleti 1&amp;1A OC*</td>
<td>GR to be received</td>
</tr>
<tr>
<td>9</td>
<td>Peddapur OCP Phase-I</td>
<td>Kept on hold</td>
</tr>
</tbody>
</table>

* Subject to receipt of Geological reports

➤ **PERSONNEL DEPARTMENT**

01. **Housing**: - As on **28-02-2010** there are **50,600** quarters existing in all the areas of the Company. The Housing satisfaction is **74.52%**.

02. **Medical & Health**: - 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 every 5 years.

SCCL is having 7 Area Hospitals, 1 Main Hospital at KGM and 36 Dispensaries having 843 beds and 36 Company and 6 Private ambulances are provided.
Wherever specialized treatment is required either for the employees or their dependants, they are referred to Super Specialty Hospitals (16 Nos.) outside the Colliery areas as per the Medical Attendance Rules.

As Family members/attendants of employee are finding it difficult to have accommodation at Hyderabad, while getting treatment at Super Specialties Hospitals we have provided accommodation for them as under:

- 10 Rooms in Ramnath Ashram near Osmania General Hospital, Hyderabad.
- One in II Floor at Siva Ganesh Chowltry situated near NIMS, Hyderabad. Which can accommodate 25 persons?
- An amount of (Rs. 5,368 Lakhs) was spent for Medical & Health for the year 2008-09.

The details of Family Planning Operations (Vasectomy and Tubectomy) conducted in SCCL Company hospitals are furnished hereunder:

<table>
<thead>
<tr>
<th>Sl.No</th>
<th>Period</th>
<th>No. of Family Planning Operations</th>
</tr>
</thead>
<tbody>
<tr>
<td>01</td>
<td>April, 2001 to March, 2002</td>
<td>2,046</td>
</tr>
<tr>
<td>02</td>
<td>April, 2002 to March, 2003</td>
<td>1,474</td>
</tr>
<tr>
<td>03</td>
<td>April, 2003 to March, 2004</td>
<td>1,551</td>
</tr>
<tr>
<td>04</td>
<td>April, 2004 to March, 2005</td>
<td>1,543</td>
</tr>
<tr>
<td>05</td>
<td>April, 2005 to March, 2006</td>
<td>1,468</td>
</tr>
<tr>
<td>06</td>
<td>April, 2006 to March, 2007</td>
<td>1,332</td>
</tr>
<tr>
<td>07</td>
<td>April, 2007 to March, 2008</td>
<td>1,137</td>
</tr>
<tr>
<td>08</td>
<td>April, 2008 to March, 2009</td>
<td>971</td>
</tr>
<tr>
<td>09</td>
<td>April, 2009 to March, 2010</td>
<td>852</td>
</tr>
</tbody>
</table>
Cash Incentive of Rs.1,000/- for Vasectomy and Rs.800/- Tubectomy is under review. This is in addition to the incentive amount given by Andhra Pradesh State Government.

The Company is having Health Department in each area to look after the maintenance of sanitation.

03. Social Security Schemes:-

(a) Insurance Schemes

<table>
<thead>
<tr>
<th>Name of the schemes</th>
<th>Premium payable</th>
<th>Amount payable</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. JPAIS</td>
<td>@ Rs.264/- for 2 years</td>
<td>Rs.1,00,000/-</td>
</tr>
<tr>
<td>2. FBIS</td>
<td>@ Rs.10/-p.m. per employee</td>
<td>Rs. 10,000/-</td>
</tr>
<tr>
<td>3. Group Insurance(1.1.2009)</td>
<td>@ Rs.200/- per month</td>
<td>Rs.2,00,000/-</td>
</tr>
<tr>
<td>4. Group Service Linked Insurance Scheme</td>
<td>@ Rs.100/- per month</td>
<td>Rs.1,00,000/-</td>
</tr>
<tr>
<td>(GSLIS)</td>
<td>@ Rs.65/- per month</td>
<td>Rs. 65,000/-</td>
</tr>
<tr>
<td></td>
<td>@ Rs.60/- per month</td>
<td>Rs. 60,000/-</td>
</tr>
</tbody>
</table>

(b) Coal mines provident fund scheme:

Employees’ contribution : 12% of wages
Employer’s contribution : 12% (equal contribution)

(c) Coal mines pension scheme – 1998:

Employees contribution: 2% of the salary from 01-04-1989 to 31.03.1996 and 2% of the notional salary from 01-04-1996 + an amount equivalent to one increment calculated on the basis of salary as on 1st day of July, 1995 of employees appointed after 01.07.1995 or the date of joining whichever is later.
Employee and Employer: An amount equivalent to two and one third contribution percent of salary of the employee.

04. **Constitution of area terminal benefits cells**: The management of SCCL has constituted Area Terminal Benefits (ATB) Cell in each Area to process all types of terminal benefits in the form of a single window for speedy settlement of Claims on receiving intimation about superannuation / leaving company’s service or due to various other reasons in respect of an employee.

05. **Settlement of terminal benefits in respect of Mine Accident Cases**: Dependant Employment is being provided to the eligible dependants of ex-employees died in Fatal Mine Accident cases at Area level immediately on receiving the claim for the same complying with the dependant employment guidelines. If the claimant opts for lumpsum amount of Rs.3 lakhs or payment of Monthly Monetary Compensation @ Rs.6000/- per month the same is being considered and settled on priority in lieu of Dependant Employment.

06. **Group Gratuity Scheme with Life Insurance Corporation of India**: -
   a) This Scheme is effective from 11.12.2003 and covers both Executives and non-executives and covers trainees in regular grade and other employees who are covered under the Gratuity rules of the company.

   b) Gratuity will be paid by LIC of India to employee / nominee for the period of service rendered by the employee as per the existing rules and limits.

   c) In addition, in case of unfortunate death of the employee, LIC would also pay gratuity for the service the employee would have rendered until retirement had he been alive.
d) In accordance with the NCWA-VIII the maximum amount of Gratuity payable to an employee has been enhanced to Rs. 10,00,000/- with effect from 01-01-2007. The modalities for payment of the same are being worked out.

07. **Ex-gratia:** In amount of Rs.45,000/- as ex-gratia w.e.f. 01.01.2009 is being paid to the bereaved family of the workmen died in mine accidents in accordance with the provisions of National Coal Wage Agreement.

08. **Matching grant:** Management is giving matching grant subject to a maximum of Rs.1,00,000/- (w.e.f. 01.07.2004) in case of death of a workman due to Mine Accident while in service, Rs. 75,000/- in case of death due to natural cause while on duty subject to various conditions and Rs. 5,000/- in case of death due to other than above two causes provided his co-workers do not resort to sympathetic strike and contribute their donation for the welfare of the bereaved family.

09. **Dependant 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. The details of dependant employment provided are furnished hereunder:

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Year</th>
<th>No. of Dependants</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>April, 2004 to March, 2005</td>
<td>225</td>
</tr>
<tr>
<td>2.</td>
<td>April, 2005 to March, 2006</td>
<td>344</td>
</tr>
<tr>
<td>3.</td>
<td>April, 2006 to March, 2007</td>
<td>274</td>
</tr>
<tr>
<td>4.</td>
<td>April, 2007 to March, 2008</td>
<td>368</td>
</tr>
<tr>
<td>5.</td>
<td>April, 2008 to March, 2009</td>
<td>310</td>
</tr>
<tr>
<td>6.</td>
<td>April 2009 up to March, 2010</td>
<td><strong>213</strong></td>
</tr>
</tbody>
</table>

In the financial year 2002-03, 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). There are about 3075 dependants waiting for employment under Company VRS. Out of which,
2,955 cases have been settled as on 31-03-2010 for payment of monetary compensation / lump sum payment of 24 months’ wages last drawn in lieu of dependant employment.

10. 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 Memorandum of Settlement dated 31-07-1997. As per the guidelines of JBCCI implementation, the claims are being received from areas for settlement of MMC and as on 31-03-2010, 2095 claims have been settled and sanction of Payment Orders released to pay the beneficiaries @ Rs.6,000/- per month in case of Death due to Mine accident or natural death or Medical Unfit cases.

The details of MMC cases settled are as follows:

<table>
<thead>
<tr>
<th>Year</th>
<th>No. of cases settled</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prior to 1999</td>
<td>297</td>
</tr>
<tr>
<td>2000-01</td>
<td>495</td>
</tr>
<tr>
<td>2001-02</td>
<td>438</td>
</tr>
<tr>
<td>2002-03</td>
<td>260</td>
</tr>
<tr>
<td>2003-04</td>
<td>98</td>
</tr>
<tr>
<td>2004-05</td>
<td>86</td>
</tr>
<tr>
<td>2005-06</td>
<td>89</td>
</tr>
<tr>
<td>2006-07</td>
<td>85</td>
</tr>
<tr>
<td>2007-08</td>
<td>74</td>
</tr>
<tr>
<td>2008-09</td>
<td>68</td>
</tr>
<tr>
<td>2009-10 (Up to March, 2010 )</td>
<td>105</td>
</tr>
</tbody>
</table>
The details of Lumpsum cases settled are as follows:

<table>
<thead>
<tr>
<th>Year</th>
<th>No. of cases settled</th>
</tr>
</thead>
<tbody>
<tr>
<td>2001-02</td>
<td>160</td>
</tr>
<tr>
<td>2002-03</td>
<td>964</td>
</tr>
<tr>
<td>2003-04</td>
<td>1019</td>
</tr>
<tr>
<td>2004-05</td>
<td>723</td>
</tr>
<tr>
<td>2005-06</td>
<td>391</td>
</tr>
<tr>
<td>2006-07</td>
<td>216</td>
</tr>
<tr>
<td>2007-08</td>
<td>200</td>
</tr>
<tr>
<td>2008-09</td>
<td>280</td>
</tr>
<tr>
<td>2009-10 (Up to March, 2010)</td>
<td>109</td>
</tr>
</tbody>
</table>

11. Educational facilities:

a) No. of High schools and Upper Primary Schools : 13
   Run by S.C. Educational Society

b) No. of Degree Colleges (Women) : 1

c) No. of Junior Colleges (Women) : 1

d) No. of Polytechnic College : 1

The above educational institutions are being run by S.C. Educational Society.

12. Grant of Scholarships to merit students, who are children of employees:- In order to encourage the sons and daughters of employees (NCWA / Executives) to excel in their studies and to seek admission in Engineering and Medical courses, a Scholarship of Rs.6000/- every year for the son / daughter of SCCL employees (NCWA employee / Executive cadre) is being sanctioned from the year 1998 in the event of he or she securing admission in the engineering and medical courses by getting a rank below 2000 in the EAMCET / IIT for a period of 4 / 5 years.
Financial assistance to the children of SCCL employees who qualify for UPSC Main Exams:

In order to encourage the employee’s children for excelling in Civil Services Examination, a scheme was formulated for extending the financial assistance as a welfare measure from the year 2004. The candidate who qualifies in main examination will be considered for awarding financial assistance @ Rs.12,000/-, Rs.8,000/- and Rs.4,000/-, as the case may be, for the children of workmen (06 nos.) / Supervisory staff (03 nos.) / Executives (01 no.) respectively as per order of merit. Further the said scheme is effective from 2005 onwards on the same guidelines.

13. Various scholarships to the employee’s children / others:-

1. The employees children (employees of certain categories viz. coal loaders, Mazdoors etc other than clerical, technicians, supervisory staff) who have passed SSC (10th class) in the year 2008 and secured 500 or more marks, who studied in SCCL Schools are extended 100% fee/hostel reimbursement in the Intermediate (+2 course) for the year 2008-09. This scholarship is extended to 22 students who are employee children.

2. Project affected Persons and Local area persons who are below poverty line, who have passed SSC (10th class) in the year 2008 and secured 500 or more marks, who studied in SCCL Schools/Govt. schools/ZP/Municipal schools, are extended Rs.10,000/- Merit scholarship to pursue intermediate course for the year 2008-09. This scholarship is extended for 50 students.

3. Project affected Persons and local area persons below poverty line (white card holders) (up to 10 KMs from mines) who secured meritorious marks in SSC but could not get the scholarship of Rs.10000/- are given assistance of Rs.2000/- for purchase of text books & note books. The is facility extended to 10 students in each Ares.
4. **Free VTC Training to Project Affected Persons** :- The Management of SCCL extended the following concessions / facilities to Project Affected Persons over and above R & R packages for their employment under various Contractors.

   1. To extend VTC Coaching free of cost.
   2. Rs. 100/- only to be collected for Initial Medical Examination instead of Rs. 500/- to the Projected Affected Persons.

5. The SCCL has extended clinical assistance from Ramakrishnapur area hospital to the SRKM College of Nursing, Mancherial.

14. **OTHER WELFARE SCHEMES** :- As instructed by the Director (PA&W), other Welfare schemes like (1) Tricycle scheme (2) Voluntary Sweeping (3) Development of Parks and maintenance of parks and playgrounds etc., have been monitored.

15. **Leprosarium** :- Medicines and provisions (Rice, Dal, and Oil etc.) are being supplied for patients of Leprosy at Kothagudem Leprosarium (Hemachandrapuram) by the Main Hospital authorities once in a week.

16. **Singareni Collieries Cooperative Central Stores Limited** :-

   The Singareni Collieries Company Limited has established S.C.Cooperative Central Stores Limited (popularly known as Singareni Super Bazaar) in which, the workmen of SCCL are members. The infrastructure facilities like buildings and furniture are being provided by SCCL to the Super Bazar. A total 42 Sales Departments of Super bazar (including Gas Go downs and Distribution Points) are functioning in the coal field areas. At Kothagudem One Super Bazar stall is opened on 14-09-2007 by the Director which sale all essential commodities, Cosmetics etc., on par with Big Bazar at Kothagudem.
17. **Free supply of LPG to the employees:** It has been made mandatory that all employees of SCCL including workers should go for LPG connection for their domestic use for which SCCL will reimburse the cost of 12 L.P.G cylinders in a year. Thus, the use of coal for cooking purposes in households is banned by not supplying coal to the SCCL employees. The SCCL arranged 18 L.P.G Distribution Points in all over the Collieries Area for the benefit of the employees through Singareni Super Bazaar. An amount of Rs. 2,495 Lakhs was spent for LPG for the year 2007-08.

18. **Employees Co-operative Credit Societies:** The workmen of SCCL working in the mines and departments are encouraged to become members of "Employees Cooperative Credit Society" with a view to inculcate the culture of thrift and avoid our employees going to money lenders for obtaining loans.

    There are 42 Cooperative Credit societies functioning in the mines and departments of SCCL which grant loans to the member employees for the purpose of meeting expenditure on the education of their children, purchase of two wheelers etc... Depending upon the financial status of each Coop. Credit society, personal loan to a maximum of Rs.1, 00,000/- is being granted by the society to the member employee. The Cooperative Credit Societies would also accept the deposits from the member employees. Further, the maximum amount of loan may varies from one Cooperative Society to another Cooperative Society as per their discretion.

19. **Canteen:** Canteens are maintained by the management at the mines and depts.
20. **Community Development Programmes:**

   a) **Community Buildings / Centers:** - In order to provide recreation facilities, the company has constructed recreation clubs and community halls in the coal field areas.

   | No. of Community halls | 10 |
   | No. of Recreation Clubs | 33 |

   b) **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 A.P. (SAAP). The players from the Company have also participated in the National / International level Meets and won the medals.

   SCCL is encouraging the workmen and their children to participate in the sports and games events to keep up better health, leading to personality development. SCCL teams are being sent to participate in All India Coal Fields Tournaments. The Play grounds available are as below:

   | No.of play grounds | 9 |
   | No.of stadia | 8 |
   | No.of Swimming pools | 17 |

   An amount of Rs. 52 Lakhs was allocated for Sports and Games for the year 2009-10.

21. **SCOUTS & GUIDES:** - The SCCL has started Bharath Scouts & Guides movement in SCCL as Singareni District Association in the year 1977. SCCL is giving financial assistance to the Singareni District Association (SDA) for
enrolling the Scouts, Guides, Rovers and Rangers from among the employees and the school children in the coal field areas.

The Bharath Scouts & Guides Singareni District Association (SDA) is undertaking voluntary services to provide assistance at the time of Eye Camp, Health Camp, Pulse Polio programme etc., besides rendering service to control the Pilgrims at the time of Brahmothsavams at Tirumala Tirupathi Devasthanams, Srirama Navami and Mukkoti Ekadasi at Bhadrachalam.

22. Vocational Training for employees’ children: - Singareni Seva Samithi (SSS) has been registered as a Society in the year 2000. Shall take up all Educational Training Programmes, Self-employment Schemes help for Army Recruitment etc. and other Educational Training programmes for the children of employees who died in harness and unemployed youth which includes daughters and sons of employees & Ex-employees and also to spouses of Ex-employees.

An amount of Rs.95 Lakhs was allocated to Singareni Seva Samithi for the various programmes for the year 2009-10.

In order to make the educated unemployed children of our employees as self employed, SCCL is organizing training programmes free of cost to the eligible unemployed children in photo lamination, screen printing, dress making and electrical courses etc., in the coal field areas. SCCL imparting training in 13 categories through Khadi Gramodyog Maha Vidyalaya, Rajendra Nagar, Hyderabad under the aegis of Singareni Seva Samithi.

Family Day programmes were also organized in all the Areas for NCWA Employees with a view to promote “One Family, One Vision & One Mission” the SCCL Slogan. Various cultural programmes display and Mementos were presented to participants.

A Free Yoga Camp was organized in all the Areas for the benefit of “Singarenians”.
23. Coaching Camps for children of employees / ex-employees for police / army recruitments:-

In order to help the unemployed children of our employees / ex-employees and also the unemployed youth in the vicinity of coal field area, the SCCL is organizing free coaching camps to the willing persons to enable them to participate in the Army & Police recruitments. The unemployed children who are given training in the coaching camps are being paid to & fro train fares from coal field area to the place of selection and other miscellaneous expenditure incurred for their stay at the place of selection.

4611 Candidates trained in Singareni Seva Samithi for selection of Army, Para Military forces up to 31st December, 2008 No. of Candidates selected so far (31st December, 2008) gone unto 686.

24. Women’s welfare: -

a) The provisions of Maternity Benefit Act are being implemented benefiting the Women employees of the Company. Under this Act Women employees are sanctioned Maternity Benefit Leave.

b) In all the Areas, Women’s Cells has been constituted with the women employees for effective function and to redress problems of women employees relating to their employment in writing to the Convener of Women’s Cell concerned. The Convener of the Women’s Cell of the Area concerned was advised to conduct regular meetings with the Committee members for redressed of the grievances of the women employees. Corporate Women’s Cell involving all the women employees of Corporate have been celebrating the International Day for Women on 8th March every year by conducting quiz cultural programmes etc.

c) In order to create awareness of the company as well as of the outside the world among workmen and their families about savings habit, health and hygiene, literacy, children’s education, safety, post retirement planning etc, an association called “Singareni Employees Wives Association”
(SEWA) has been constituted in all the Areas with the active participation of Wives of employees.

d) Quiz programme and elocution competitions were conducted for women employees, spouses of employees and children of employees in each Area and mementos were presented on the occasion of International Day for Women.

25. LITERACY PROGRAMME IN SCCL: - In SCCL there are thousands of unskilled workers, working in underground mines. In the survey conducted in the year 2001, it was found that about 33,860 workmen were illiterate who cannot read or write Telugu. All of them were made literate and thus 100% literacy among workmen was achieved. 41,310 spouses of workmen were also identified as illiterate, who cannot read or write Telugu. So far 22,667 Spouses of workmen were made literate up to date.

26. Using TV media for Safety Publicity: -

Communication Cell: - Communication Cells have also been established to bring about awareness among the workmen and their families about various welfare amenities provided to enhance their living conditions including Safety Awareness in the Mines and Departments. Communication through letters, pamphlets, posters and through electronic media i.e., Telecasting through SITI cable, programme on various subjects including Safety awareness, dispelling doubts and darkness from the minds of the workmen are telecast every week through “Singareni Tarangalu” in local Cable T.V.

An amount of Rs.60 Lakhs was allocated for the year 2008-09 for various communication activities / programmes.

27. New communication policy in sccl: - With a view to bring more awareness in the workmen and their family members and to inculcate the culture of “SINGARENISM” and to feel a “SINGARENEAN” the new
communication policy is designed vide circular No.CRP/PER/IR/G/234/1025, dated 13.5.2003. As such, the following works are implementing –

1) **Padayatras:** A team of about 30 members consisting of executives, best workmen, member of SSS & SEWA etc., on 1\(^{st}\) of every month from 9.00 AM to 12.00 Noon in different colonies by rotation with appropriate banners/play cards etc.

2) **Mine Sadassu:** On 15\(^{th}\) and last day of the month from 4.00 PM to 5.30 P.M to be conducted by the Manager and all the executives with workmen and family members.

3) **Sadassu in Departments:** On 15\(^{th}\) and last day of the month from 4.00 PM to 5.30 PM to be conducted by the HODs and the executives as in the case of Mines.

4) **Cultural Programmes:** The Area Communication Cell to organize cultural programme in the colonies on 20\(^{th}\) of every month for about 1 to 1 ½ hour starting from 6.30 PM.


6) Singareni Tarangalu through SITI Channel (quality programmes to be produced).

7) Singareni House Magazine (Singareni Varthalu)

8) Monthly News letter type poster (Singareni Samachara Prabha)

9) “Singareni Sravanthi” through AIR (FM) Kothagudem.

28. **Singareni Karmika Mitra (a Mobile Audio-Visual Van):**

Under New Communication Policy to bring more awareness in the workmen and their families and to go still nearer to nearer to the workmen a mobile Audio-Visual Van “Singareni Karmika Mitra” was introduced.

The van was inaugurated by Director (PA&W) on 20\(^{th}\) June, 2004 at Srirampur and moving around Singareni at 2 days in each Area.

During its stay for the days in each Area various Audio-Visual Programmes like safety songs, songs on Paryavaranam, teleplays, tele film tele skits and Burrakattas, Oggukattas etc. are being displayed in the colonies.
There is very good response for the Karmika Mitra from all walks of people.

29. **Mana TV**: - To further have effective communication among the Singarenians Mana Singareni programmes in **Mana TV** Channel was launched to telecast the Programmes all over the Collieries in Live from 01-05-2006 by our C & MD.

In this programme Safety, Welfare, Industrial Relations, Singareni Seva Samithi (SSS) and Singareni Employees Wife’s Association (SEWA) etc. are telecasted in **Live** and Officials talk to the Singarenians callers and clarify the doubts.

This programme is telecasted from 11.00 am to 12.00 Noon every Sunday.

30. **Accommodation at Tirumala**: -

As part of welfare measures, 7 non A/C Rooms on regular basis have been arranged for the benefit of employees and their family members who are under pilgrimage at Pushpagiri Trust Choultry at Tirumala. This Accommodation will be available throughout the year except during the period of Brahmotsvam and vaikunta ekadasi days and English New Year day.

**Conclusion**: -

Thus, with the help of above information I can say that SCCL is taking up all possible measures to provide welfare amenities to its employees, particularly in the fields of health, sanitation, residential accommodation, education to workers’ children, supply of Drinking water, lying 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.