The concept of Social Security and its agenesis has evolved out of mankind’s quest for protection from the hazards arising out of vagaries of nature and from arising out of life and work in modern communities. Historically speaking people have looked to their families, tribes, communities, religious groups, and authorities to meet their needs for social security. However, the process of industrialization and urbanization that have swept the world over the past 200 years have profoundly affected social security arrangements everywhere.

SCCL is a multi-unit coal mining industry operating 67 mines in four districts of Telangana State. Mining being labour intensive, SCCL has employed nearly 69,500 employees of various categories for mining of the coal and its dispatch to coal consumers not only in Telangana State but also in the entire south India.

Certain characteristics of mining industry in general and coal mining in particular make welfare more significant in this (SCCL) industry. Coal mining in India is a highly labour intensive industry. For the size of the investments and mining operations, the proportion of manpower to be looked after and welfare facilities to be provided is substantial. Coal mining is one of the most arduous and hazardous operations. The researcher has observed that the day-to-day working environment is far from congenital. Below ground the miner is exposed to perpetual darkness, forced ventilation, water logging, humidity and extreme temperatures. Whereas above ground, working condition and other civic amenities are not up to the required level post-accident care victims and rehabilitation of disabled workers and bereaved families assume much significance.
Welfare in SCCL

SCCL recognized workmen as stakeholders in the company’s progress and welfare of workmen continues to be an important corporate philosophy of the company. In pursuance of the objective, the company generously extend social welfare benefits such as subsidized canteens, Medicare, carnation, sports and recreational facilities, housing, consumer corporate states, cooperative credit societies etc., to its employees and their family members.

SCCL is enjoined under mines rules to provide the following welfare amenities as a statutory obligation.

(i) Rest shelters at the mines (as per rule-62), where 72.7% of employees felt that rest shelter facilities are moderately adequate.

(ii) Canteen at each mine where the strength of employees is more than 250 (rule 64 to 72) to run canteens provided the required infrastructural facilities free of cost with high subsidized rates only.

(iii) To construct and provide latrine and urinals (Law of Conservancy) at the mines (rule 33 to 38), where the employees have disclosed that the conservancy facilities are highly adequate (56.7%).

(iv) Sufficient wholesome drinking water (57.3%) and below ground of the mine (rule 30 & 31).

(v) Appointment of Welfare Officers in the mine where the strength of workmen is 500 more (rule – 72).

Canteens

In accordance with the requirements of the mines Act, 1952 and keeping in view of the welfare of its employees provided as many as (47) canteens in all the (11)
mining areas. The company provided the required infrastructural facilities free of cost to run these canteens with highly subsidized rates. Majority of them (74.0%) expressed that quality of food items are moderately adequate and is good and satisfactory.

It may be noted that SCCL, as a model employer is providing more welfare amenities to the workmen not only at the work site but in the workers’ colonies and surrounding areas. The various measures taken by SCCL with the cooperation of workmen of SCCL and their trade unions have resulted not only in industrial peace but also generating profits successfully for the past (6) years. This helped SCCL to start and sustain more number of welfare measures for the benefit of not only the workmen in SCCL but also the areas of surrounding coal mines.

Medicare

It has to be noted that SCCL has a generous Medicare scheme under the provision of non-statutory welfare facilities for its employees, their family members and dependent parents, which can be availed in the company hospitals and at super speciality hospitals in Hyderabad. Medicare is too extended to all its retired staff and their spouses on par with those in service. All those hospitals, have treated patients with utmost care and attention. The employees (54%) revealed that medical facilities provided by the company are highly adequate and satisfactory.

Educational Facilities

The company (SCCL) took keen interest in overall development of the children of its employees. In pursuance of this objective the company has set up as many and (11) schools (upper primary + high) and (2) colleges for women out of
which one is a **Junior College** the other is **Degree College** and one **Polytechnic College** to cater the needs of students to promote higher education. SCCL also granted scholarships to encourage monitoreries the students who tenable admission(s) in engineering and medical courses subject to the complaint that they get ranks below 2000 in the EAMCET/NEET/JEE (Advance/Main) AIMS, BITSAT etc., The company had initiated and pays a scholarship amount of Rs.6,000/- per annum, per student, and the scholarship is continued until the completion of studies SCCL extends financial assistance (**Rs.12,000/- each**) to those who quality in Civil services (Main) examination, subject to a **ceiling of (10)** persons per year. In view of these facilities, employees (**69.4%**) have felt satisfied and sought for continuation of the schemes.

**Literacy Mission**

A decade age, illiteracy was rampant in SCCL. The company in order to achieve total literacy among employees started organizing literacy classes / campaigns in coordination with the concerned ‘**District Literacy Mission**’ to make the illiterate workmen as literate on a time found basis. However, owing to the efforts of the company, all the workmen were made literate by March, 2012.

**Recreation Facilities**

The company with progressive out look has laid emphasis on the promotion of recreational facilities. The company conducts tournaments like Football, Cricket, Kabaddi, Shuttle Badminton, Lawn Tennis, Chess, Caroms etc., every year and to the winners, it presents mementos. SCCL encourages its employees to participate in the inter-district and state level tournaments conducted by the sports authority of Telangana State. But majority of the employees (**51.7%**) have been dissatisfied and
viewed that the facilities provided by the company are very poor. The trade union leaders and workers have expressed that the recreation clubs are mostly utilized by officers and rarely by workmen due to inconvenient shifts (i.e., hours of time).

**Housing**

Housing facilities has been a social problem affected(ing) all sections of population in some way or the other. SCCL accorded top priority for the construction of housing quarters and the company provided as many as **50,427** quarters existing in all the areas of the company. All the housing quarters are well furnished and are provided with individual water taps. All the colonies are well connected by roads. The employees (Executives & Non-executives) of SCCL felt (96.7%) that the housing quarters provided to them are comfortable in terms of convenience and comfortability irrespective of income.

**Consumer Cooperative Stores**

These are of immense help to workers and employees. The access to these stores helps in eliminating intermediaries besides providing the necessary consumable at less market prices. The employees (58.3%) revealed that the household items available in the cooperative stores are rated as good and very good.

**Employees’ Cooperative Credit Societies**

The company laid emphasis on increasing the number of Credit Societies in the coal field areas. These societies grant loans upto Rs.1.50 lakhs to each number employee for meeting the various needs of the latter such as children’s education, purchase of two-wheelers etc., the company charges 12% interest on these loans and the repayment of loan in 24 or 36 equated monthly installments. Majority of employees (63.9%) reveals that the loans lent by the cooperative credit society are
either highly adequate or moderately adequate. It shows that the company has made concerted efforts to extend credit facilities there by freeing the workers from the clutches of moneylenders.

Social Security in SCCL

India neither have a comprehensive and unified social security scheme covering all its citizens nor even a limited comprehensive scheme covering the industrial workers, in respect of various contingencies of life. The company providing its employees under the provision of non-statutory welfare facilities (social security benefits) like provident fund, gratuity, pension, maternity benefit, insurance benefits and accidental benefits. The beneficiaries (employees) (70.7%) felt that the quantum of provident fund benefit is high and moderate in general. Similarly the employees (93.0%) were so happy over the increase of quantum of gratuity from 12-20 lakhs. However, the like in gratuity made the employees extremely happy.

A majority of the employees who accounts for 94.4% expressed that the company settled all the terminal benefits on time. In SCCL, an employment opportunity provided to one dependent employee who permanently gets disabled or declared medically unfit further service or dies while in service. Majority of the employees (86.1%) felt that the provision of wellbeing and social security procedures certainly help in growing the productivity and stabilizes industrial peace.

In India, public sector undertakings are model employers, as they are known for their liberal employee welfare practices. SCCL the giant public sector enterprise as a model employer provides various welfare facilities and social security measure to its employees.
However, the company needs to reinforce the welfare programs continuously as an significant factor of industrial relation, extra dimension, giving satisfaction to the workforce.

**Suggestive Measures**

The concept of social security is fundamentally connected to the high ideals of human self-esteem and communal justice. It has assumed much significance that it has become a measure of the development made by a country towards the purposes of a welfare state.

The subsequent measures be adopted such as

- **Safety first, safety always, safety forever** in the punch line of SCCL, so the SCCL should provide medical facilities like super specialty hospitals in adjacent to the areas of coal mines to rescue of the employee(s) risks being hazardous nature.
- Security facility may be enhanced to overcome any kind of theft problems in the quarters and monitoring power is needed to avoid wastage.
- The company has to maintain safe hygiene conditions in the workers’ colonies and to improve drainage, garbage etc.,
- The existing employees’ cooperative stores be strengthened by reducing the prices to the utmost satisfaction of employees than the outside market.
- The workmen’ quarters shall be upgraded to the present generation’s living standards without any discrimination.
- The company should develop innovative recreational activities so as to reduce workload, stress and burden of the employees.
- In opencast, the company has to take care of employee promotional policies and to improve loan facilities to their utmost satisfaction.
The company has to provide death compensation amount on time so as to meet their needs.

**Certain broader aspects of Social Security be implemented in toto as per second NCL, 2002**

(i) It is high time that a **national policy** on social security is formulated and a **national plan** to achieve the objectives out in policy evolved (Par 8.414)

(ii) The commission strongly recommends the constitution of a high-powered **National Security Authority**, preferably under the chairmanship of Prime Minister of India (Par.8.415).

(iii) The unification and administrative responsibility in respect of **existing social security legislation** is both **necessary** and **desirable** (Par.8.417).

(iv) A social security fund of India and a social security fund of each state be set up (Par.8.433) and

(v) It is the need of hour to implement three kinds of social security schemes:

- Social insurance type of contributory schemes
- **Subsidized insurance / welfare fund partly** contributory and **partly** social assisted schemes and
- **Social assistance schemes** which has to be wholly **non-contributory** (Par.8.434).

Despite of certain drawbacks, social security schemes can contribute towards **social protection** and help develop positive **work-culture**. It has to be noted that “**Social security is not a** burden but a **wise investment** which **yields dividends** in the long run”. 

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