ABSTRACT

The total progress and development of a country is substantially based on labour welfare social security and amicable industrial relations. Hence ‘labour welfare’, participation of labour in management and social security are much debated issues.

Today, the coal industry in India is the largest employer of all the public sector undertakings out of (32) lakhs employees of the central public sector undertakings, more than (8) lakhs are employed in the coal industry which constitute about 40% of the total employment. Labour welfare activities are most important in public sector enterprises as the lakhs of workers employed in these industries and public sector enterprises has now emerged as over the world. Economy hinge to a greater degree up on the effectiveness ‘or’ otherwise of public endeavour. In the socialist countries of the world, the whole of the productive and distribution mechanism is in the heads of public sector. After 70 years of over independence, public sector has become to assume a dominant role in Indian economy.

Labour welfare activities are most important in Indian industry, as the lakhs of workers employed in these industries and it is the duty of the state as well as employers to protect the interest of the workers on and off duty. In a welfare state wedded to the philosophy of socialistic pattern of society, it is imperative to have a contended labour face, enjoining reasonable standard of living with adequate welfare facilities.

The social security scheme(s)/measures as obtained in India today a national phenomena and it is one of the few largest social security programmes in the world. The scheme(s) is/are based on concept and principle of “Pooling of risks and resources”. It is a scheme in which the workers contribute according to their capacity and desire the benefits as per their needs.

Coal mining is one of the most arduous and hazardous operations as miners are exposed to dangers from various mining hazards like explosiare, inundations, roof falls, noxious gasses etc., they are prove to various diseases like pneumoconiosis,
mining hystagmus and dermatitis due to nature of work. These characters of coal industry make welfare and social security more significant.

Hence, in view of the significance of labour welfare and security in industries, an attempt is made to enquire into the “Implementations of Social Security Measures and Labour Welfare Programmes – A Study” with special reference to SCCL in Kothagudem in Telangana State.

Labour plays a vital role in the industrial economy of the nation. It is the prime ingredient of industrial structure. It is also the most vulnerable part of the industrial structure. Therefore, it has to be tackled with it in such a way that it should maintain good industrial relations between employees and the employer. Labour welfare measures in an organisation greatly influence industrial relations. If labour welfare measures are not up to the mark, it is going to be a continuous dispute between workers and management. This kind of situation certainly affects the performance and productivity of organisation.

**Nature of Welfare**

The meaning of ‘Welfare’ is a sustainable progressive individual achievement in personal life or doing well. It is an inclusive term, it is concerned about the wellbeing of the people, and it also attached to the emotional mental, physical and moral. The welfare is dynamic in nature because it changes time to time and place to place, it is also completely different nation to nation.

The Labour welfare concept discusses the improvement of the employees work, it is revealed that it also compelling the care of the employee well-being from the employee, governmental, trade unions, NGOs and other relevant agencies.

In the recent days, the ILO declares regarding the labour welfare in the Asian Regional Conference, the labour welfare included several facilities, amenities, safety, security, health and all other employee-related activities which are provided by the employers for the engagement of the working.

Arguments against labour welfare are obvious, the welfare implies ‘doing good’ in the personal management the fertility concept has to practice from several
years and still it is trying to incorporate the many opportunities to create a good association with the welfare concept. The issue is the welfare provides by the government programmes and services that what is the need the organizations, industries and all commercial or non-commercial public and private based organizations are replicating the same.

Welfare Activities and Types of Welfare Activities

The welfare measure’s and present policies are indicators are the medium to elaborate clearly the real picture of the labour welfare, in the present world the welfare measure’s where’s are protecting the welfare across the organizations. According to Moorthy (2016), the list of welfare measures for labour welfare was divided into two groups.

Internal welfare measures

- Circumstances of Work Setting
- Accessibilities
- Health Services for Workers
- Women and Child Welfare
- Recreation facilities for Workers
- Employment Follow-up
- Economic Services
- Labour-Administration and their Participation
- Workers’ Education

External welfare measures.

a) Housing: family residences, bachelors’ quarters;
b) waste disposal, sanitation, Water, parks, playgrounds, recreation, Roads, lighting,
c) Schools: high school, secondary, nursery, primary school and play school.
d) Markets: credit-based small enterprises, consumer and credit societies, cooperatives and Banks.
e) Transport: buss and two-wheeler facilities.
f) Communication: postage, telephone and telegraph and other facilities.
g) **It must have Factory** health centre - dispensary, emergency aid, ambulance, monthly frequent medical examination for all employees and providing basic health education, Allocate and associate with the organizations to conduct health research and all family-based planning services.

h) **Extra Curricular Activities:** like providing Games, clubs, craft centres, cultural programmes, that is, music clubs, interest and

i) **Recreation facilities follows** provide & meeting halls, hobby circles, conducting the management provide to entertain open-air theatre, swimming pool, athletics, gymnasium etc.,

The Welfare amenities categorised into two categories

(a) Intra-mural faculties and (b) Extra-mural Faculties.

**Welfare Facilities**

With a view to making it mandatory for employers so as to provide certain welfare conveniences for their employees, the Government of India has endorsed numerous rules from time to time. Those laws are the **Factories Act**, 1948, the **Mines Act**, 1952; the **Plantation Labour Act**, 1951; the **Beedi and Cigar Workers (Conditions of Employment) Act**, 1966; and the **Contract Labour (Regulation and Abolition) Act**. 1970. Another significant step reserved by the central government has been to established welfare funds for the other benefit of the employees. The funds have been recognized in coal, mica, iron-ore, limestone, and dolomite mines. The welfare activities covered by these funds exemplify recreational facilities for workers, medical, academic opportunities housing, and their dependents.

**The Genesis of Social Security**

The concept of social security has evolved in the course of the last few decades. A sense of insecurity seems to be inherent in humans who are exposed to various kinds of risks and dangers. According to (UNDP) most of the people feeling will change negatively due to the conditions of insecurity where it arises from more uncertainties in the day to day life. **National Commission on Labour in India, 2002** has stated that “the human beings security will be in two components: the first component explains the protection from the chronic evils which are incorporating in
the life’s of the people like human threats, extreme and nominal hunger, chronic and sub-divisional disease.

The second component explains that the protection from sudden interruptive which are unexpectedly or suddenly will made and a situation like in once daily life, it may occur at home, work place or anywhere within the communities, it is also important that there is need of measures in once institution, some measure adopted by different civilizations for defending their needy personages have been manifold.

From the Beginning in societies the help or welfare provided by charity and philanthropy activities, this time also all welfare is connected through all communities, cooperation and all things will be alike one for all and one for all, the state only plays a role in the time, so that each and every services go nicely to all people who are living in the vicinity. The social security has brought from the concept slowly it develops to security is important to every once life, in the meantime it has developed gradually and overall, the same time people also tried to understand the important of the social security. It is also developed there is no discrimination regarding the services along with the unethical or crime activities everybody is the same in front things.

The same social security entered in to the small industries, it is has given a higher priority, everyone has concentrated on the wage earning in the small industries and they were really got troubles with the small wages. At the same time the industries grows to multi-level added societies which can start predominant look on workers, this is time the benefits were started like sickness, medical care, funeral benefits or charges.

**The Era of Social Insurance**

Various measures adopted by different societies for protecting the needy individuals have been manifold. Beginning with individual acts of charity and philanthropy, these devices progressed to include mutual benefit scheme, both formal and informal. Those have been followed by state sponsorship and state participation.

It has been observed that mutual aid societies of workers grew up with the object of helping their members in times of sickness with simple medical care and
payment for funeral if death occurred, in return for periodical contributions. These were the earliest social insurance institutions, though their arrangements lacked system. Gradually they were brought under government supervision. In fact, Trade unions often acted as mutual aid societies, but they could afford to disburse benefits only for comparatively belief spells as they depended on the contributions of their member societies. A major feature of most social insurance schemes is that they are financed mainly through contributions by employees and employers in most of the cases where by the subsidy is granted by the state, the benefits to insured persons are linked to their contributions.

The social security is a kind of protective umbrella under which society is secured for the bare necessities of individual and amidst society. Social security becomes a necessity for the following reasons.

Social security protects from heavy expenditures have been frame by the affected persons.

To rescue of the deceased persons, social security measures helps a lot in various forms of sickness, disability unemployment, crop fall maternity etc.,

It acts as a facilitator - it helps people to plan their own future through insurance and assistance.

The objectives of social security can be achieved through a self-balancing scheme of social insurance or by public assistance (i.e. contributions from general revenue) or a combination of the two methods the exact means adopted in any country and the scope of the measures of social security will naturally depend on a variety of factors like size, population, economic resources, industrial development, living standards, and availability of technical personnel. Despite several difficulties, the twentieth century has witnessed a rapid march towards the goal of social security in various countries in the world.

The need for measures of social security is no longer in doubt, countries are presently engaged only in determining the timing of the methods of social security, their scope and their progressive enlargement with a view to shelter in increasing
measure greater and larger sections of the people under the “Umbrella of Social Security”.

According to the **International Labour Organisation (ILO)**, only 20.00 per cent of the world’s total population has acceptable social security coverage the minimum average coverage in each worker has around 50000 rupees. The organization like ILO dynamically involved in sponsoring strategies, policies and provides support to all over countries to help spread satisfactory levels of community level social security to all workers and all over labour class. Thus, social security involves access to health care and income security, particularly in cases of old age, unemployment, sickness, invalidity, work injury, maternity.

**Selected ILO instruments on Social Security**

- **Social Security (Minimum Standards) Convention, 1952** (No. 102),
- **Social Protection Floors Recommendation, 2012** (No. 202),
- **Equality of Treatment** (Social Security) **Convention, 1962** (No. 118) and
- **Maintenance of Social Security Rights Convention, 1982** (No. 157).

After some time the agreements enlarges to workers aiming to provide the higher protection, they also focused the unrecognised predominantly at the same time the prepared the some programmes to reach out everyone. Every convention they maintained and included prerogative and welfares which are importantly useful the conditions of the workers and derogations allowable under these apparatuses, or higher levels of benefits provided by relevant endorsements on **Medical care** which includes Employment injury benefit, **Old-age** benefit, **Sickness** benefit, **Unemployment benefit**, **Maternity benefit**, Invalidity benefit and Survivors’ benefit.

Since its inception in 1919 the role of ILO, in creating international standards of social insurance and in promotion of social security, has been significant, through its converting and recommendation, the ILO has exerted its influence on member states to extend the range and the class of persons protected and the contingencies covered and to improve the efficacy of the benefits assured, the latest trends regarding the provision of comprehensive social security were brought out by its recommendation on income security and medical care adopted in 1944. This was monitored by the implementation of social security (The Minimum Standards) Agreements which held in the year 1952. Which embodies the universally accepted
basic principles and common standards of social security, the application of these principles has guided developments in this field through the world.

Looking at the global scenario, social security programmes are increasing in number around the world. These programmes were initially instituted in European and Latin American countries in the early 20th century, social security plans can now be found in developed and developing nations worldwide. Social security may also have unintended effects on economic and demographic behaviour in a country.

Review of Literature

India has a developing with the private and public sector, it is creating a big push of employment in the present market. It is evident that there are meagre studies were conducted on the welfare centric, especially social security measures and other employee measures. This study is also understanding the employee-centric issues regarding welfare as a major, for the purpose of proper understanding of research work to be carried out the scholar has reviewed the literature already developed on the research topic with a view to getting proper thrust and direction to the present research considering inadequacy and shortfalls in the existing research works in the field of social security.

There are many studies were conducted and many committees researched on the employees in the country. The first report has worked on the coal manners was by Luby in 1917, the study focused on the workers housing conditions in Orissa and Bihar, the researcher found that workers housing conditions were poor and not even minimum standards. After the report has worker under the Royal Commission on Labour denoted that there were dealt with the large sample but they could not see any critical argument regarding the welfare of the employees. According to Hughes that there are the wages of the employee's changes after the Second World War, as a result, their standard of living has risen up little.
Need for the Study

In every organization the worker or Employees play a significant role in the industry and in the industrial production of the nation, each country recognised by their income and production, these days the nation are competing for each other with the GDP and export and imports, but when we look the peculiarity in the success or progress in the workers and employees were basing on the quality of production and productivity which we made in the country. It is also evident that each and every quality of products which one country produce. The cooperation across the employees and among the employees are is very important, it the cooperation will come with the greater satisfaction and when it maintained long run so that it creates a hallow effect so that employees will work with operations. The satisfaction not only some extent, it is included with the holistic issues like salaries, compensation and all other welfare, safety, health-related components, when an an organization maintains this all components as higher priority so the employees will work together with vision and mission-centric as a result the organization will run in the long run with the positive results. The organization must maintain minimum to maximum needs of the workers in the organization and they have maintained properly to reach out each and every employee but several studies were indicated there is great variation found in the services regarding health, welfare and safety which are predominantly important to look.

Each and every company has realized at one point of time the importance of the al welfare social security and related measures to understand the basic things like providing constitutional welfare amenities like conservancy, canteen, crèches, medical appliances, drinking water rest shelters and etc. It also important to provide provides several non-statutory wellbeing amenities like recreation, education, medical, housing/quarters, consumer co-operative credit society, consumer co-operative stores, etc. Lastly it important to provides social security processes like dependent employment, pension, gratuity, provident fund and etc. With this background, the research study has been developed and undertaken by the researcher as “Implementation of Social Security Management and Labour Welfare Programmes – A study with special reference to Singareni Collieries Company Limited in Telangana State.
The scope of the Study

The present research examination study is an endeavour to make an examination into the numerous facets on worker and their welfare along with the social security measures which practicing in the Singareni Collieries Company Limited, Khammam District, Telangana (With special reference to Kothagudem Mines).

The scope of the study is representative the extensive and narrow, it is on behalf of wide since it is looking holistic components on welfare and social security measures. Of the employees, it is observing through many diversified employees in the coal mines so researcher intends to restrain only to Kothagudem, Khammam District. The study also observing on the narrow, it also covering only public sector organisation which is “Singareni Collieries Company Limited”. In this study no limitation were made because studying in-depth enquiry with the holistic manner which compulsorily reach the insightful analysis and comprehensive coverage, so that it is not having any limitation.

Collection of Data and Period of the Study

For the purpose of present study the researcher has selected Kothagudem Mines of the SCCL Company in Khammam District, Telangana State, to examine the implementation aspects of the social security and labour welfare programmes by the SCCL Company.

The researcher personally visited firm (SCCL) collected the first-hand information (for a period i.e., 2012 to 2018 of 6 years) through personal contacts and extensive interviews. The data collected through well-designed principal tools and questionnaire, part of understanding critical and social issues the participatory observation method used. The secondary data collected from various data resources like the company annual reports, Government reports on workers or labour, the data which collecting for official purpose records, labour relates files, books related to the topic, brochures and other related published and unpublished resources of the company.
Hypotheses

For the purpose of the present study, the following hypothesis is being drawn.

- There is a lot of significance to labour welfare and social security in recent times because of advanced industrial conditions.
- To protect the health and safety measures of employees is a need of labour welfare.
- These is no clear-cut demarcation relating to social security measures (i.e., educational recreational etc.,)
- Welfare measures have beneficial effects on the sentimental atmosphere in the mines as well as on the maintenance of industrial peace.

Objectives of the Study

The main objectives of the study are to determine into the welfare and social security measures providing to employees and the detailed objectives are as follows:

- To study the organizational framework and operational policies of SCCL, Kothagudem Mines, Khammam District of Telangana State.
- To examine the importance of labour welfare and social security measures / benefits in SCCL.
- To study the concept of labour welfare and to evaluate the existence of social security measures.
- To ascertain the views of employees’ satisfaction and adequacy of welfare and social security benefits.
- To find out the obstacles involved in implementation of various labour welfare measures.

Methodology of the Study

The researcher adopted a combination of historical and empirical methodology for the survey and collection of data relevant to the study. Thus it has been collected data from primary and secondary sources. The scholar determined to collect empirical data by approaching various authorities (personnel, i.e., EO to EQ technical and surface ministerial, beneath ground and employer) of SCCL, Kothagudem mines by administrating questionnaire and adopting interview techniques.
The secondary source refers to exploiting commentaries and texts by renowned scholars, journals, reports of various committees etc.

A sample of 150 respondents includes 36 executives and 114 non-executives have been chosen from the open cast and underground mines of Kothagudem using stratified random sampling method.

Significance of the study

Industry plays a vital role in building the economic structure of a society. Therefore, the importance of labour welfare and social security measures will be of enormous help to the company and the government for the preparation of sound employee-oriented policies in future.

Research study – Presentation

Present study has been presented with the six chapters, the first chapter is devoted to the introduction, review of the literature, research methodology, objectives and the second chapter deals with the social security and labour welfare measures: conceptual framework. The third chapter deals with the social security legislation: growth and development. The fourth chapter signifies the employee’s welfare and social security measures in Singareni Collieries Company Limited: an over view. The fifth chapter explores the implementation of social security and labour welfare programmes in SCCL: an empirical analysis. The sixth chapter contains the conclusion.

Findings of the Study

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 congenial. Below ground the miner is exposed to perpetual darkness, forced ventilation water logging, humidity and extreme temperatures. Whereas above ground, working conditions 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 monitories 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 qualify 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 outlook 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 measures to its employees.

However, the company needs to reinforce the welfare programs continuously as a 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”.