



## Women Social issues in coal mines (SCCL) –A Study

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### KEYWORDS :

#### Introduction:

Coal mine is a Labour-Intensive industry which was discovered by Dr. William king near Yellandu in Khammam District in 1871. The Hyderabad Deccan Corporation found in Yellandu area in 1886. In 1921 the company was converted into a public limited company and was named as "The Singareni Collieries Company Limited (SCCL)". In 1945 the Nijam of Hyderabad purchased the share of the company at London stock exchange and by this action, brought the company under the Government control through a trust fund. Thus the SCCL has the distinction of being the 1<sup>st</sup> Government owned Coal Company in India and at present it is functioning with 51:49 percent of share by government of India and government of Telangana. The Singareni Collieries Company is located in the Telangana state of Khammam, Karimnagar, Adilabad and Warangal districts. The main coal fields are located in kothgudem, Yellandu, Manugur, Mandamarri, Ramakrishnapuram, Bellampalli and Bhoopalapalli. by producing coal through underground and opencast mining.

The SCCL is the oldest government mining company in the country having a history of more than 120 years in coal mining. The company produced 50.47 MT of coal in the year 2013-14 and is a profit making and dividend paying company. The company is strong in modern coal mining technologies in opencast and underground mines, with usage of IT, equipment maintenance, coal handling and modern management practices including implementation of enterprise resource planning projects.

#### Organizing Body of Coal (SCCL) Mines.

The SCCL is vast organization covering many activities headed by the General Manager for particular area. In SCCL, there are eight department functioning with specific goals through proper division of labour in small units or department with clear responsibility authority and accountability of various positions. The departments in the coal mines are,

- Industrial Engineering Department,
- Survey Department,
- Safety Department,
- Finance Department,
- Personal Department,
- Purchasing Department,
- Research Department and
- Explanation Department.

The director is the overall in charge of personnel and industrial functions. Addition Chief Manager, Deputy Chief Manager and personal Manager will coordinate the General Manager in pertain to industrial disputes, welfare, recruitment etc.

#### Production –Welfare

The production of coal is based on the welfare, social security and the motivation given to the employees. The proper management of welfare and social security measures would greatly contribute for the effectiveness of Human Resource Management. Welfare is defined as "an attitude of mind". The output of the SCCL is depended on the use of a single factor labour (L).

$$X = f(L) \text{ ----- (1)}$$

X = Output, f = function and L = labour.

According to utilitarian approach, labour efficiency is an essential element in maximizing social welfare. This welfare gives utility (satisfaction). Welfare is the sum of individual's utility or satisfaction.

$$W = UA + UB \text{ ---- (2)}$$

WA, WB = welfare of A, B increases.

UA, UB = Utility or Satisfaction A, B increases.

On the basis of utilitarian and Bergson approach, the welfare can be measured and compared with individuals. Therefore the welfare of SCCL's has been tested and measured on the basis of facilities provided by SCCL.

#### Welfare amenities in Coal mines (SCCL):

The SCCL is taking all possible measures to provide welfare amenities to its employees, particularly,

#### Welfare amenities within the Establishment:

- Drinking water, Sanitary facilities,
- Crèches, washing-bathing facilities,
- Rest, shelters and canteens,
- Healthy and safety measures.

All labour welfare activities which are provided in fulfillment of the requirement of the law, are known as statutory welfare measures. Which are provided with in the establishment.

#### Welfare amenities outside the Establishment:

- Medical facilities,
- Education facilities,
- Recreation facilities,
- Consumer Co-operative stores and Co-operative credit societies,
- Holiday homes,

The above are the non-statutory welfare activities are undertaken usually outside of the work.

#### Objectives of the welfare activities:

- To recruit and retain the best personal,
- To build up a stable labour force and resources the labour turn over,
- To provider for the needs of the employees and protect them against certain hazards of life,
- To gain the loyalty and Co-operation of employees,
- To create an atmosphere which will encourage the employees for great production and productivity.

#### Major Social activities of Coal mines (SCCL):

##### Medical facilities:

SCCL has 7 area hospitals, one main hospital, 40 dispensaries, 10,008 beds, 50 retention beds and 35 ambulances. 100 percent medical facilities and care has been provided by main hospitals to the SCCL employers by the qualified doctors, super specialty doctors to SCCL. The most of the patients are working in underground mine. The health problems of surface workers are very less than the workers of underground mines. The following are the main health problems faced by the underground mine labourers.

- Dust elergy is of coal mine dust.
- Pneumonia Asthma because of the work in underground mines.
- Knee Joint Pains due to heavy walk and work in underground.
- Blood Pressure due to tensions.
- Sun Stroke because of imbalance of underground and surface at-mosphere.
- Injuries sudden fall of coal in under mine.
- Septic due to formation of chemicals and gasses in the underground mines the wounds could not be cleared.
- Gastric Trouble because of un timely meal due to shift duties.
- Vitamin Deficiency due to imbalance of food in take
- Lungs Damage due to heavy cold dust
- Heart Problems due to mental tensions.

Apart from personal health problems of the labour, the claim of medical reimbursement paid to the labour only after his/ (family) complete recovery. Due to the above said reasons of sickness, the workers face a lot of problems to survive. Therefore in order to forget all the above said health problems, most of the underground mining workers are addicted to alcohol that leads to lungs damage or tuberculosis disease.

#### **Educational facilities:**

As education is a part of the welfare to the workers' family, the SCCL has provided school facility to the boys and girls since 1990. The girls are only provided the education up to post graduation level. Very few boys continued their education to higher level in the outside but remaining stopped their education at high school level and recruited in labour intensive underground coal mine jobs. At present employment opportunities in SCCL has been declined in schools from 17 to 12 (5 school closed). It shows that the education levels and educational welfare of the family has been reduced in SCCL and it is found following lacunas in the educational level faced problems since 2005 by the girl or boy students.

- The girl's students who secured highest marks will get seat in collieries women's college. The average and the below average students are ignored.
- Fully fledged head masters are not available in some SCCL schools. This post is replaced by additional in charge.
- The grant-in-aid posts of the teachers in SCCL are not filled.
- Totally the teacher's recruitment is neglected by the management.
- There is discrimination in payment of interim relief between grant-in-aid teachers to un-aided management teachers.
- The addition incharge headmasters are unable to feel the responsibility for the progress of high school institution except of the student's progress.
- Though the school education is provided up to 10<sup>th</sup> class, due to the deduction of recruitment in the SCCL the employers are in dialama whether to join the children in collieries schools or not. Therefore every worker depended on the outside educational institutions.
- On the basis of the above said health and education problems faced by SCCL employees, a study has been conducted on the women position in the working place, domestic level and other labour women who are depended upon to coal collection.

The main objectives of the study are to know the social issues of the women in coal mines and also how these issues oppressed women while lifting her family.

#### **Scope of the study:**

The study confines' to the women who works/lives in and around the coal mines of kothagudem, manugur and sathupalli areas. The secondary data collected through books, journals, news paper statements and reports of the SCCL of coal mines. Primary data collected from the above said three area women through personal interview. The SCCL labour intensive work which provide 90 percent employment to the men employees through amenities within establishment and outside the work place. SCCL ignored the social issues raised in the family which causes lot of problems to the employees.

**Table: 1. Social impact of coal mines on women:**

Sl.No.	Particulars of women	Women in Number	Percent
1	Working Women	18	25.71
2	Domestic Women	32	45.71
3	Outside Labour Women	20	28.58
4	Total	70	100

**Source: Primary data.**

The above table:1 express the opinion of the women who resides in and around coal mines as follows.

#### **Working women:**

The coal mines are more labour intensive and provided more employment to the men rather than women. The women employees in coal mines are working in school, hospitals and office level. It is found that the women who works in lower grade work along with her husband in the same SCCL cannot concentrate on the child education because of the low level of educational facility provided in the institution. Therefore, the low level educated boys are recruited in underground mine works. The educated working women have taken pain towards their child girl or boy education. The women and men employees in SCCL are economically in good position and providing more facilities to the children in terms of education, health, social status etc. it is noted that though these employees works more than 30 years, but permanently settling in district areas due to avail more facilities in the district.

#### **Domestic women:**

The domestic women are depended upon the single salary of her husband. These women cannot work any other job because of non-availability of fields or any business located in coal mine areas. The domestic women concentrated only on the husband and children carrier. The low level men employ who works in the underground strains more to earn money and due the physical strain, the men are addicted to liquor. The low status of men dragging his family onto the roads to dip them in the hell of poverty. Not only poverty but also its roots to the family disputes. Very few of the domestic women concentrated in economic and social improvement.

#### **Outside labour women:**

Low level outside labour women who stays near the coal mines and collect the small coal pieces and try to make use of the material in ordered to improve her economic conditions.

#### **Adverse Environmental influence on women:**

The SCCL has taken much more measures to control the environmental pollution, but it is not fruitful in the sight of sufferers. Due to dust: Pneumonia, Asthma etc. health problems are arised in the family. The water is completely impure. The air which is polluted causes for heart and lungs problems. The underground mining environment brings sudden disturbance in the family in terms of liquor addiction, or sudden death messages. Opencast system of mining which brings high pollution due to dust. The Lorries which carries coal from opencast makes nose disturbance. The dusty particles not only effects on the health of women but also the overall members/relations who reside in the family. The above said environmental pollution influences adverse influence on women who are near to the coal mine areas.

#### **Impact of coal mines on status of women:**

The primary data which is collected from the women who resides around the coal mines are expressed negative and positive opinions.

#### **Negative opinion:**

- Health problem in the family
- Economic problems highlighted
- Environmental pollution
- Cost of living increase
- Low status of education
- Due to low economic and social status in the family, the women are ill-treated in the society.

#### **Positive opinion:**

- The illiterate women are improved economic status of the family

due to the employment provided in the coal mines to her/husband instead of working in the fields.

- Improved economic condition which causes high level of consumption status.
- The medical facilities which provides immediate first-aid to the sick person her/his family.
- The education to some extent improves the level of education to the girl/boy.
- The availability of transport, market etc., which provides the goods for consumption.

#### **Suggestions:**

The coal mines concentrated only on the particular male/female employees.

1. The employee who feed his family should be guided in term of health and educational facility to him/family.
2. The environmental measures taken up by the coal mines should completely protect him/family out of air/noise/water/dust pollution problems.
3. The low level employee's physical burden has to be relaxed by involving him towards entertainment.
4. The coal mines which is providing all the established statutory amenities and non-statutory for the welfare of employees in order to improve the economic condition of the family but due to physical strain the employees mentally disturbed. Therefore, as employees are back bone to the coal mines, it is suggested that the employees who misguided has to be given proper counseling by establish counseling centers.

#### **Conclusions:**

The availability of coal mines as a natural resource providing employment to the skilled and unskilled labour. The SCCL coal mines located in different places of Telangana state is doing vital activity in supply coal to all industries. The SCCL is the oldest Government mining company in the country of India having history of more than 120 years in coal mining. Since 2005-06 the coal production increased from 36.14 MT to 50.47 MT in year of 2013-14. Coal Mine Company is a profit making Dividend Company and generating employment to male/female in improving the living standards of the employees of state/country. Coal mines are historically very dangerous activity. As coal mine providing labour-intensive work to the employees, the SCCL provide all statutory and non-statutory amenities to the underground mine labour. A Sudden disaster in underground mine which makes him helpless and causes to death. The women employee/domestic faces lot of problems due to health,education,environmental(Air,Water,Dust,noise etc.,) disaster etc., situations. This social issues influences on women who earn/depend on employment in coal mines. Therefore in order to improve social status of the women in coal mines, the hurdles which are making a horror in pulling her on to the roads/showing her destiny towards hell to be removed. As women plays an important role as a mother/wife in building the nation, it is the right to claim the removal of social hurdles which are directly or indirectly effecting her social status in the coal mines.

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