

GOVERNMENT OF INDIA  
MINISTRY OF COAL

LOK SABHA  
UNSTARRED QUESTION NO. 1371  
TO BE ANSWERED ON 09.02.2022

**Facilities to Coal Mine Workers**

1371. DR. SUBHASH RAMRAO BHAMRE :  
SHRI C. N. ANNADURAI :  
DR. AMOL RAMSING KOLHE :  
SHRI GAUTHAM SIGAMANI PON :  
SHRIMATI MANJULATA MANDAL :  
SHRIMATI SUPRIYA SULE :  
SHRI OM PRAKASH BHUPALSINH alias PAWAN RAJENIMBALKAR :  
SHRI GAJANAN KIRTIKAR :  
SHRI SUNIL DATTATRAY TATKAR E:  
SHRI SELVAM G. :  
SHRI DHANUSH M. KUMAR :  
DR. DNV SENTHILKUMAR. S. :  
SHRI KULDEEP RAI SHARMA :

Will the Minister of COAL be pleased to state:

- (a) the details and number of coal mine workers working in different State owned coal mines across the country, State/UT-wise;
- (b) the details of the number of facilities including safety facilities being provided to these workers across the country;
- (c) the details of problems/hardships being faced by the labourers/workers in the coal mines;
- (d) whether the Government has received any complaints at present in some of the States in connection with violation of safety guidelines in their mines and if so, the details thereof, State/UT-wise;
- (e) whether the Government has taken any step for the security of coal mine workers who remain exposed to grave danger at the time of mining and if so, the details thereof; and
- (f) the steps taken/proposed to be taken by the Government to improve their condition?

**ANSWER**

**MINISTER OF PARLIAMENTARY AFFAIRS, COAL AND MINES  
(SHRI PRALHAD JOSHI)**

(a) : Non-executives employees working in the subsidiaries of CIL located in different States as on 01.01.2022 is given below:

Subsidiary	State	Number of employees (Non-Exe.)
ECL	Jharkhand	7283
	West Bengal	44274

BCCL	Jharkhand	36381
	West Bengal	1271
CCL	Jharkhand	33899
WCL	Madhya Pradesh	8309
	Maharashtra	25702
SECL	Chhattisgarh	28246
	Madhya Pradesh	14026
	West Bengal	174
MCL	Odisha	20212
NCL	Madhya Pradesh	7487
	Uttar Pradesh	5332
NEC	Delhi	1
	Jharkhand	1
	West Bengal	3
	Assam	746
	Meghalaya	8
CMPDI	Chhattisgarh	457
	Jharkhand	826
	Maharashtra	272
	Madhya Pradesh	178
	Odisha	243
	West Bengal	227
CIL(HQ)	Delhi	44
	Maharashtra	3
	Tamil Nadu	1
	West Bengal	284
<b>CIL Total</b>		<b>235890</b>
<b>SCCL (As on 31.1.2022)</b>		<b>43299</b>
<b>NLC India Limited*</b>		<b>188</b>

\*In respect of Talabira II & III coal mine in Odisha

(b): Following facilities are provided to coal mine workers in CIL and its subsidiaries for mine safety:-

- Personnel Protective Equipment (PPE) as per job-specific requirement such as Mining Shoes, Gumboots, Helmet, Safety Belt, Safety harness / Safety Hook, Hand Gloves, Protective Goggles, Ear muffs, Self-contained breathing apparatus (for rescue workers) etc.
- Personal Cap lamp at underground (UG) mines.
- Adequate ventilation at UG mines.
- Adequate Support at roof & side for UG workings of coal mine.
- Gas Detecting Apparatus for early detection of inflammable & noxious gases in UG mines.
- Adequate qualified supervisory staffs.

- Job Specific Standard Operating Procedure (SOP)s.
- Rest Shelter, First-aid station and Mine station.
- Ergonomically designed machines used in mines.
- Adequate illumination and water spraying arrangement in mines.

Apart from facilities related to Safety, following welfare facilities are extended to workers & their families like housing, water supply, education, scholarship scheme, financial assistance, medical facilities, statutory and non-statutory facilities.

The following steps are being taken to ensure safety of Coal Mine Workers in SCCL: -

- Training & Re-training of all workmen including supervisors is taken up.
- Personal Protective Equipment (PPE) such as Safety Helmet, Miners Shoes, Goggles, Safety Belt, Safety Harness, Apron, Miners cap lamp, Welders face shield, Ear plugs and Ear muffs, Dust respirators, self rescuer, safety lamp arc flash suit and Gas monitors etc are provided to the employees.
- Arrangements have been made at all Mines Vocational Training Centres (MVTC), Underground Mechanisation Technical Institute (UMTI) and Technical Training Centre (TTC) to impart better skills to all employees, technicians and supervisors.
- In underground mines, telephonic communication has been established near the working districts and to the surface. Wireless communication is provided to all executives, supervisors and competent persons in all opencast mines.
- Basic requirement to reduce Roof and Side falls in underground mines is to reduce deployment of number of men in potentially dangerous, active, moving coal faces and in depillaring areas. Therefore, Manual Mining has been phased out and semi-mechanisation with SDLs, LHDs and Continuous Miners has been introduced to reduce the presence of persons at the face and to augment production.
- Mechanized Roof bolting with Resin grouting is being implemented as primary support in all active working faces in underground mines.
- To avoid arduous travel of workmen and supervisors in all the underground mines, Man Riding Systems viz. Chair lift, Chair Car, and Man winding are provided.
- The services of scientific institutions like, CIMFR, NIRM etc., are being utilized for designing of panels and effective strata management system.
- Training is imparted to technicians and operators by original equipment manufacturers (OEM).
- Safety Audits for different activities such as monsoon precautions, Haul road safety, haulage etc are being conducted on regular basis by constituting a committee with mine officials.
- Involvement of representatives of workmen in Bipartite and Tripartite meetings, Regional Safety Committee Meetings, Mines Committee Meetings inviting their suggestions regarding safety related activities and implementation of their suggestions.

- Rescue Stations have been established for imparting initial and refresher training in mines rescue and recovery work. To minimize the response time and to improve reliability, new emergency rescue vehicles fully equipped with latest generation equipment are being used.
- Maintaining Rescue Brigades to attend any emergency in the case of any eventuality. These rescue stations possess state of art equipment breathing apparatus, Hydraulic jacks and cutters, pneumatic lifting bags etc.
- OHS – SCCL has 10 Occupational Health Centers (OHS) to carry out all the tests and medical examinations required as per the Law and guidelines issued in National Safety Conferences.
- Initial Medical Examination (IME), Periodical Medical Examination (PME) of employees including workmen are being conducted as per recommendations of safety conferences. All the employees, prior to appointment are being subjected to IME and thereafter, PME once in every 5 years. Employees with more than 45 years of age, PME is being carried out once in every 2 ½ years.

In NLC India Ltd, the following are the facilities provided to the workers of the coal mine:-

- Personal Protective equipment (PPEs), Safe Drinking water facilities, First Aid facility, Canteen facility, Periodical Medical Check-ups, Ambulance facility etc. are provided to ensure Safety, Health & welfare facilities to labourers/workers.
- VTC (Vocational Training Course) i.e. Basic training & Refresher training to labourers/workers for improving safety standards in mines.
- Applicable Govt. wages to all the labourers/workers.
- Social security of labours by providing workmen insurance and contributing Provident fund and pension etc.

(c): In CIL, coal mining is beset with many problems /dangers due to the presence of various inherent hazards attributed to geo-mining conditions of mine, operational hazards arising out of various mining operations and occupational hazards due to difficult working conditions, which cannot be avoided totally.

In SCCL, employees working in coal mines face the problem of long traveling, walking along gradients, hot and humid environmental conditions, dusty atmospheres etc. These problems are mitigated by providing manriding systems, providing effective ventilation in working places including air chilling plans wherever required, providing effective water spraying and providing dust masks, enclosed cabins etc.

No problem/hardships is being faced by labourers/workers in Talabira II & III OCP of NLC India Limited.

(d): In CIL, whenever any observation(s) made by the DGMS officials, the regulatory authority for mine safety in India or Workman's Inspector(s) or Safety Committee of Mine constituted under the Statute, during inspection on violations of various provisions stipulated under statutes regarding mine safety, the required remedial measures, as deemed fit, are taken and compliances are communicated within the stipulated time. Apart from the above, any complaint received from any common person or member(s) of constitutional bodies or

representative(s) of trade union(s) or any employee by the Management at Mine Level or Area Level or Subsidiary HQ level or at CIL level, appropriate corrective actions, as deemed fit, are taken to ensure safety of mine and the same is communicated to the complainer.

SCCL is complying with all the rules, regulations and guidelines with regard to safety. Any violation observed during inspection of SCCL/DGMS official is being rectified at the earliest.

No complaint has been received regarding violation of safety guideline from the labourers/workers in Talabira II & III OCP of NLC India Limited.

(e) & (f): Following Social Security measures are being provided to the Non-Executive cadre employees of CIL and its subsidiaries:

- **Death due to COVID-19:** An amount of ₹ 15 lakh is paid to the next of kin of an employee in case of death due to COVID-19.
- **Death due to mine accident:** An amount of ₹ 15 lakh is paid to the next of kin of an employee in case of fatal mine accident.
- **Life Cover Scheme:** An amount upto ₹ 1,25,000/- is paid under the Life Cover Scheme
- **Workmen's Compensation Benefits:** The employees are entitled to the benefits admissible under The Employee's Compensation Act, 1923.
- **Ex-Gratia:** In addition to Employee Compensation Act, additional ₹ 90,000 is paid in case of death or permanent total disablement.
- **Gratuity:** Upto ₹ 20 Lakhs as per eligibility under Payment of Gratuity Act.
- All employees are covered under the Coal Mines Provident Fund scheme with equal shares both by employees and the company.
- **Contributory Pension under Coal Mines Pension Scheme, 1998.**
- **Contributory Post Retirement Medicare Scheme for Non-Executives.**

CIL has taken the following steps for ensuring safety of the coal mine workers, and for further improving safety standard of mines so that workers are not exposed to dangers:-

- All mines are operated by adhering all the relevant provisions made under various applicable statutes for ensuring mine safety. Further, the stipulated conditions as stated in the DGMS permission for Work in mines are also complied.
- **Multi-disciplinary Internal Safety Organization (ISO)** established in each subsidiary to assist the line management at various levels in matters related to Safety.
- **Safety monitoring mechanism** established at various level with active workers participation.

Apart from the above, the following steps are also taken by CIL for improving safety standard of mines:-

- **Risk assessment based Safety Management Plans (SMPs).**

- Site-specific Risk Assessment based Standard Operating Procedures (SOPs) for all mining operations.
- Safety Audit of mines to assess the safety status of the mine in each year.
- Online Safety Monitoring System i.e. “CIL Safety Information System (CSIS)” has been developed for monitoring different safety parameters of all mines.

Adoption of the state-of-the art mechanism for Strata Management such as:-

- Scientifically determined Rock Mass Rating (RMR) based Support System.
- Strata Control Cell for monitoring efficacy of strata support system.
- Roof bolting by using mechanized Drilling for Roof Bolting.
- Need based use of Resin capsules and Cement capsules for grouting of roof bolts and modern Strata Monitoring Instruments / devices are also used.
- Imparting quality training to support crews & front-line mine officials.

Mechanism for monitoring of mine environment:

- Detection of mine gases by using appropriate devices.
- Need based application of Environmental Tele Monitoring System (ETMS) & Local Methane Detectors (LMD) etc.
- Gas Chromatograph for quick mine air sample analysis with better accuracy.
- Personal Dust Sampler (PDS) for measuring dust concentration in working zone.
- Continuous Ambient Air Quality Monitoring System (CAAQMS) is used in large OCPs to assess the ambient dust concentration.

Training on Mine Safety and Safety Awareness Drive:

- Initial and Refresher training & On-the-Job Training as per statute.
- Training on Simulators to HEMM operators.
- Skill up-gradation of front line mine officials on continual basis on various topics.
- Sensitization of all employees including Members of Safety Committees and contractual workmen on regular basis.
- Video clips and Animation Films are prepared on various safety related issues. These Video clips / Animation films are shared amongst employees for enhancing safety awareness level.

Specific Safety measures for OC mines:-

- Use of eco-friendly Surface Miners for blast free mining and avoidance of associated risks of blasting of coal.
- Mine-specific Traffic Rules in each mine.
- Training on Simulators to HEMM operators apart from statutory vocational training.

- Lighting arrangement in all work places and haul roads.
- Dumpers fitted with various safety devices such as Proximity Warning Devices, Rear view mirrors and camera, Audio-Visual Alarm (AVA), Automatic Fire Detection & Suppression system etc.
- Ergonomically designed seats & AC Cabins for operators' comfort.

CIL and its subsidiary company gives utmost priority in provisioning all the Statutory and Non-statutory welfare amenities at mines and working place for example Canteen, Rest Shelter, Drinking water facility (Cooler cum water purifier), Hospital/ Dispensary, First Aid Centre, Separate Toilets for male and female workers, etc.

Besides there are Grievance resolving bodies at every level of organization viz: Joint Consultative Committee (JCC), Welfare Board, Area Consultative Committee (ACC), Area Welfare Committee etc, to address the concerns of workers and also to timely review and upgrade the welfare amenities/ provisions.

In SCCL, Coal Mine Safety Legislation in India is one of the most comprehensive and pervasive statutory framework for ensuring occupational health and safety (OHS). Compliance of these safety statutes is mandatory.

In NLC India Ltd., Talabira II & III coal mines is an opencast mine and no mine labourers / workers are exposed to grave danger at the time of mining. The steps taken by NLCIL to improve the conditions of labourers/workers are as follows:-

1. To ensure providing the Safety, Health & welfare facilities to labourers/workers such as providing Personal Protective Equipment (PPEs), Safe Drinking water facilities, First Aid facility, Canteen facility, Periodical Medical Check-ups, Ambulance facility etc.
2. Ensuring to provide VTC (Vocational Training Course) i.e. Basic training & Refresher training to labourers/workers for improving safety standards in mines.
3. Ensuring to pay applicable Govt. wages to all the labourers/workers.
4. Ensuring Social security of labourers by providing workmen insurance and contributing Provident fund and pension etc.

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