

भारत सरकार

GOVERNMENT OF INDIA

श्रम एवं रोजगार मंत्रालय

MINISTRY OF LABOUR & EMPLOYMENT

खान सुरक्षा महानिदेशालय

DIRECTORATE GENERAL OF MINES SAFETY

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Dhanbad the 3<sup>rd</sup> January, 2012

To:

The Owner, Agent and Manager of All Mines

Subject: **Occupational Safety and health (OSH) issues of Contractual Employees in mines – Improvements needed**

## 1.0 Background

Increased demands of infrastructure and industrial growth in the country have necessitated quantum jump in production of minerals, coal, oil and natural gas during the past two decades. Multi-national companies joining in mining sector has changed not only the organizational structure of the companies but also the nature of employment which is drifting from Company's Owned employment to Contractual Employment through outsourcing of whole or part of the mining operations such as loading and transportation, enrichment and beneficiation to safety and security.

## 2.0 Employment and Accident Scenario

An exercise on fatality to contractual employees in coal mines during the past decade was conducted in this Directorate which revealed that:-

- (a) Although overall employment in coal mines has reduced from 4,48,264 in the year 2000 to 3,73,950 in 2010 i. e. 16.58% reduction but the contractual employment has increased from 10,123 in 2000 to 29,449 in the year 2010 i.e. almost 3 times increase. The percentage of increase in contractual employment is about 4 times during the period.
- (b) Overall fatality rate in coal mines varies from 0.21 to 0.31 per thousand persons during the last decade. The fatality rate within company's owned employees

varies from 0.21 to 0.30 whereas within the contractual employees it varies from 0.52 to 1.14 per thousand persons which is 2.47 to 5.42 times the fatality rate of company's owned employees.

***This is a matter of concern for every one of us.***

- (c) The reasons of more fatality amongst contractual employees were also analyzed which revealed that:-
- Long hours of work leading to tiredness and fatigue;
  - Lack of work knowledge and ignorance to apprehended hazards and dangers associated with work, working places and environment;
  - Deployment of unskilled contractual employees in place of skilled employee's jobs without supervision;
  - Exposure of contractual employees on jobs with higher levels of risks and under hazardous conditions;
  - Non-provision of personal protective equipment (PPEs) and also not using such PPEs wherever provided

### **3.0 Preventive Measures**


In the light of the above, the following measures are required to be taken to reduce the trends of fatality of contractual employees in the mines and activities incidental to or connected therewith:

- (i) Contractual Employees should be selected on the basis of their educational, professional and Job-need based qualifications, which should be recorded in their Job-Card and Employment Register;
- (ii) Initial Training and Skill Development Programme should be framed based on the Skills required which should be imparted for specified period under constant supervision and monitoring by specialists;
- (iii) After completion of Initial Training and Skill Development exercise, such employees should be put on-job training under skilled employees with supervision of competent person;
- (iv) Normal or regular jobs to contractual employees should be given only after undergoing above stages of training and practices;
- (v) Extended hours of work, exposure to risky and hazardous places and operations and deployment on skilled jobs should not be allowed for contractual employees

unless otherwise experienced for such jobs for a period of at least Five years;  
and

- (vi) Initial and Periodical Medical Examinations including occupational safety and health surveillance of all contractual employees shall be conducted by an expert agency once in at least three years or at lesser interval.

It is further requested to develop suitable scheme on each issue mentioned above with an objective to computerize the database and use for further analysis. All the Formats, databases and analysis tools developed in this regard should be sent to this Directorate for development of standard tools and system on this subject so that it can be circulated for wider application through DGMS website i. e. [www.dgmsindia.in](http://www.dgmsindia.in)

  
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Director General of Mines Safety