

**A Study of The Absence of Permanent Coal Mine Labours At  
Chanda Rayatvari Colliery, Situated In Western Coal Field  
Limited, Chandrapur, Maharashtra**

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**ABSTRACT :-**

Labours are the primary factor of production. No employer of any production can ignore this unit .The role of labour has been given much importance in the industrial sector. Labours have contributed a lot in the industrial sector, material assets and national prosperity. Coal industry is one of the leading industries of India. The prospect of many industries in India and the progress of the Nation, to depend on this industry. In fact, the financial progress of nation depends on coal industry. If the absence of labours in the coal Industry increases, it directly affects coal industries and the dependent industries. Hence, the labours have been considered as the strong supporting pillars of any industry. In spite of machinery and technological development in the factories the production work is highly impossible without the labours.

**Keywords :** Absence, Permanent Labour, Coal mine, Economics, Colliery, India

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## **1. INTRODUCTION**

For the success of any factory or industry, the planned production work must be continuous. Any interruption in the work process adversely affects its production and also simultaneously reduces its production. Thus the project or the factory has to suffer the financial loss. Hence, any industry or any production making organization expecting [wishing] to be successful in its field where you maintain the full attendance of the labours working there. Being the prime and primary element of the production the labours play an important role in the production field. Present age is the age of industrialization and competition with the help of industrialization, the nation and the society is making rapid progress and is trying to reach the zenith of financial progress. In the present age of science and technology, the industrial production is being increased with the help of latest means and modern technology. Of course, the technicians and skilled labours have major contribution in it. It is, therefore true that in order to increase any industrial production level; the absence of the labours at the working place must be the least. It is but natural that the production efficiency of any industry or labour shall be definitely much more where the labours are very punctual at their work. The national production of any country is always ahead and more, where the ratio of the absence is less. The production capacity of an industry is lessened due to the absence of its labours. The short production brings the reduction in commodity supply and the cost of product is increased. Besides the short supply of the goods and the hike in the prices badly affects the name and the fame of the industry. And the only way to escape from this crisis of cross wheel is to lessen the absence of the labours at the work place.

## **2. CHANDA RAYATVARI COLLIERY – A HISTORICAL PERSPECTIVE**

Shri Dwarkanath Tagore's Grandfather, Shri Narbindranath Tagore opened the first Coal Mine in India in the 16<sup>th</sup> and 17<sup>th</sup> century. Then onwards, the British came in India and they opened small scale Coal Mines.

In 1956, the Govt. of India started the public sector Coal Company under the control of National Coal Development Corporation in 1903, Indian Govt. made the Coal Mine Nationalized. Since then the Coal Company was to be known as Coal Mine Authority of India. The Coal Company were divided into various zones. As per the zones, the said Coal Mine comes under the western zone Coal Mines Authority zone.

In 1975, the Govt. of India established "The Coal India Limited" and separated various coal departments. "The Western Coal Fields Limited" is one of such departments. The main office (Regional) of this department is located at Nagpur (Maharashtra). And this Regional office includes the following Coal Fields.

1) Kanhan 2) Pench 3) Patharkheda 4) Nagpur 5) Wani 6) Chandrapur 7) Ballarpur.

Every Coal Filed contains some of the Sub-Areas and each area contains 3 to 4 collieries. The mines are either underground or open cast. The Chanda Rayatvari Colliery is an underground Coal Mine in the Chandrapur Sub-Area of the Western Coal Fields Limited. It has been established in 1958. It is Located at 1 Km. distance from Chandrapur Railway Station. It is extended over 256 acre land underground. The boundary of this colliery is called Rayatvari Boundary.

### **Aims (Objectives) of Chanda Rayatvari Colliery :-**

The main aim of Chanda Rayatvari Colliery is to produce coal at the lowest cost in less time and at the earliest. Besides, the protection and preservation (dumping) of coal is its objective.

### **3. ABSENCE**

In order to maintain the continuity in the planned production process of every industry or factory the existence of the permanent industrial labours staff is strictly essential. The absence of labours adversely affect each and every factor of the society. The labours losses his wages. His working efficiency is reduced and frustration increases which leads to irregularity and indiscipline at work place. And all these factors reduce the industrial production which ultimately affects the (GDP) gross domestic product of the national production.

Around 72% of the entire population lives in villages and rural areas. But due to the less or non-availability of the sources of living. They leave the villages and try to migrate to the industrial or urban sites for earning their bread and butter. Hence, it is being seen that most of the industrial labours have been migrated from the villages in the vicinity or from the nearby rural, sub urban areas such labours. When they do the factory work, find that their industrial work is of less laborious than the work, they were performing on the farms or in villages. Besides, having their near and dear ones family members are relatives and their farms and houses in the villages, they have attraction of offend visiting their native places which certainly causes them to remain absent at their work and it increases the industrial absence. In addition to this the habit of more and less working brings lethargy amongst them. Their often native visiting tendency develops the attitude and tendency of migration among them. That's why, the stable industrial labours power has not been created in India so far. The absence

in their annual employment is far more. In fact, irregularity and absence has become a peculiar characteristic of the India in industrial labours.

Most of the industrial labours supply is from the rural areas. They come to the cities and the industries not because of their will and interest in laborious work, but because of their need and hunger. In most of the industrial survey it has been marked that more bodies of the labours are at work and not the heart and brains. Besides, their bodies are in cities or in factories, but their hearts are at their natives. It is their financial crisis that brings them to the cities and industries. They have low aims and small financial dreams. So, soon they get easy money and fulfill their financial need, they lean to their natives. The adverse financial situation that compels them to be at city takes them back to villages when they become financially little sound.

Therefore, the ratio of labours absence in every industrial sector remains the same. The absence of labour by any means and reasons even in the ample availability of work is considered as the absent labours.

### **Scientific Definitions :-**

1] **Absence** :- “Not to attend the work in spite of its availability in ample quantity is called absence”; say Prof. K. G. Fennylone.

2] **Labour** :- According to L.G. Reynolds “A labour includes a person or persons whose source of living is only the sale of labour, and they are called labour”

The labours who do not attend their work due to strike, walkout, lockout or detention of employer are not considered as absent labours. The researcher has decided a study the reason of the absence of the permanent coal mines labours at Chanda Rayatvari Colliery in Western Coal Field Ltd, Chandrapur, Maharashtra in this study.

#### **4. AIMS AND ASSUMPTIONS**

##### **Aims of Studying :-**

For the present study, following objectives have been decided.

##### **Main Objectives :-**

- 1) To know the absence and the reasons regarding the absence.
- 2) To know the real fact about the problem of absence.
- 3) To recommend some of the remedies in order to reduce the proportion of absence.

##### **General Objectives :-**

- 1) To study the main factors responsible for the more absence.
- 2) To make the study of the department that has more absence.
- 3) To study the problems being created due to absence.

##### **Assumptions (Hypothesis) :-**

Following assumption has been laid down to study the survey of absence.

- 1) Religious ceremonies are responsible for the absence of labours.
- 2) Marriage ceremonies are responsible for the absence of labours.
- 3) New-birth (New-born-baby) in family is also responsible for causing absence of labours at work.
- 4) Death is also one of the responsible factors for the absence of labours at work.
- 5) Ailment of family member is also responsible for causing absence of labours at work.
- 6) Farm working and Agricultural operations are also responsible for the absence of labours at work.

#### **5. METHODOLOGY AND PRESENTATION OF FINDINGS**

The aim and objective of this survey is to study the absence and the reasons regarding the said absence. It was assumed that the family (matters) reasons are responsible for the absence of the Chanda Rayatvari Colliery Mine labours at

Chandrapur. This is a pilot survey. To avoid the wastage of time and money by extending the area of study, the specimen uneven (odd) policy random sampling method has been used. Hence out of all the labours of all the departments, only 75 workers have been selected for the random sampling survey. Sampling selection was to be done, since the total number of labours was a huge one. Hence, by using the below given scale the percentile sampling selection has been done from each department of working sections.

**Table No -1**

<b>Labours</b>	<b>Percentage</b>
Below 5	100
20	50
21-50	20
51-100	10
Above 100	05

Fact finding is very important in any research and survey. To find the facts, the primary and secondary sources have been used. Interview schedule has been used to find the facts. In the secondary sources, books, journals, coal field information report, etc have been used.

**Table No. - 2**

**Table Showing the Marital Status of the Respondents.**

<b>Sr. No.</b>	<b>Marital Status</b>	<b>No. of Respondents</b>	<b>% (Percentage)</b>
1	Single (Unmarried)	14	18.66
2	Married	53	70.66
3	Widower	01	01.34
4	Divorced	03	04.00
5	Separated from spouse	04	05.34
	Total	75	100.00

From the above table, it is learnt that 70.66% of the total 75 respondents are married. Below that 18.66 % respondents are unmarried. Whereas the divorced respondents and the separated from their spouses are 4 % and 5.35 % respectively. While the widower respondent found is only one.

**Table No. - 3**

**Table Showing No. of Days Absence of the Works being the head of family.**

Days	Respondents					
	Marriage ceremony	Religious ceremony	Birth in family	Death	Ailment	Agricultural farm work
1 to 3 days	20	43	44	53	11	01
4 to 6 days	23	12	01	11	06	01
7 to 9 days	15	-	02	02	03	04
10 to 12 days	10	-	-	04	01	02
12 to 15 days	04	-	01	-	02	10
28 to 30 days	01	-	-	-	-	-
More than 30 days	-	-	-	-	-	-
Not Applicable	01	20	27	03	51	57
No Response	01	-	-	02	01	-
Total	75	75	75	75	75	75

**Table No. - 4**

Particulars	Respondents		Respondents	
	Yes	% (percentage)	No	% (percentage)
Marriage ceremony	73	97.33	02	02.67
Religious ceremony	55	73.33	20	26.67
Child Birth	48	64.00	27	36.00
Death	70	93.33	05	06.67
Ailment	23	30.67	52	69.33
Agricultural work	18	24.00	57	76.00

With the help of the primary sources the data collected in Table No. 3 & 4, it is realized that the permanent coal mines labours at Chanda Rayatvari Colliery remain absent at their regular work due to take part in marriage ceremonies, religious ceremonies, child birth, death, ailment and agricultural work.

## **6. CONCLUSION**

Through this study, it has been seen that most of the respondents, being the head of the family, have to remain absent at their regular work in order to perform the obligatory family responsibilities. It has also been noticed and realized that most of the respondents have to remain absent at their regular work as they have to take active part in the family marriage ceremony and religious ceremony. Most of the respondents had to remain absent at their regular work due to the birth of their child. It has also been seen that most of the labours remained absent at their regular work due to the death of a dear family member. The number of the labours remaining absent at their regular work due to the self ailment or the ailment of the dependents in the family has been found very less. Very few respondents have their own farm. Still some of the respondents found absent at their regular work in the agricultural season as they had to take part in the agricultural operations. But the number of such respondents is found very less. Thus, it has been seen that the respondents used to remain absent at their regular work due to family Reasons.

## **7. SUGGESTIONS**

After the survey of the entire study material some of the conclusions have been drawn. From these conclusions, the researcher wishes to put forth some of the suggestions that are:

The respondents, being the head of the family, have to go to their natives in order to perform the obligatory family responsibilities. Hence, the dependent family (member) of the labours need to be shifted in the vicinity of coal mines area or in the adjacent residential area of the coal mines , so that the labour could attend his regular duties immediately after performing the said obligatory family responsibility or could go to perform the same after his regular duties. Besides, he could save his mental and physical labour in transportation. The coal industry employer should make the medical aid (hospital) facility available in the nearest vicinity of the labours residence. The employer should keep the daily wages labours ready for the replacement in the agricultural season in which the regular labours remain absent as they had to take part in the agricultural operations, so as not to interrupt the industrial production process.

Besides, the suggestions like to determine disciplinary actions punctuality and lay down the terms and conditions of services, to organize the counseling, suggestion and problem solving camps or work shop for telling the importance and benefits of regular attendance, can also be useful to reduce the absence of the regular labours at their working place and be helpful to increase their attendance (presence) which would certainly help the factory or industry for the growth of production in near future.

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