

WELFARE OF WEAKER SECTIONS

DEVELOPMENT COMMISSIONER FOR IRON & STEEL

The office of DCI&S has been taking up requisite welfare measures pertaining to employees of weaker sections and grievance thereto are taken up for redressal through Liaison Officer for SC/ST/OBC.

STEEL AUTHORITY OF INDIA LIMITED(SAIL)

Presidential Directives on Scheduled Castes and Scheduled Tribes continued to be implemented and monitored on a regular basis. As on 31st December, 2000, out of the total manpower, 14.08 % were Scheduled Castes and 8.66 % were Schedules Tribes.

RASHTRIYA ISPAT NIGAM LIMITED(RINL)

As on 30.9.2001, the representation of SC/STs and Minorities in the overall manpower is given as under.

Classification of Posts	Total Employees	SC		ST		Minorities	
		No.	%	No.	%	No.	%
1	2	3	4	5	6	7	8
Group – A	4002	605	15.12	124	3.10	173	4.32
Group – B	1025	218	21.27	105	10.24	38	3.71
Group – C	8982	1512	16.83	569	6.33	353	3.93
Group – D	3072	491	15.98	234	7.62	25	0.81
Total	17081	2826	16.54	1032	6.04	589	3.45

The measures taken for welfare of SC/ST and Minorities, inter-alia, includes the following:

- Two Commemoration meetings followed by Cultural programmes were organized at Community Welfare Centre, Ukkunagaram in connection with Dr. B.R. Ambedkar and Babu Jagjeevan Ram jayanthi Celebrations – 2001. Painting and Essay Writing competitions were also held for the school children. In addition, a new Children's Park named "Eklavya Park" has been developed at Sector-I of the Township and was inaugurated on 14.04.2001.
- A scholarship Scheme has been introduced exclusively for the children of the SC/ST employees, under which two Scholarships of Rs.250 per month and one Scholarship of Rs.150 per month are awarded each year. A Merit Cash Award Scheme also exists for the students of SC/ST Communities under which, a First Merit Award of Rs.500 and a Second Merit Award of Rs.250, are given to students who pass 10th Class from every School in the Company's Township.

- A certain percentage of houses (10% for A&B types and 5% for C&D types) have been reserved for and allotted to the SC/ST employees in Steel Township.

NATIONAL MINERAL DEVELOPMENT CORPORATION(NMDC)

Manpower

The total number of regular employees in NMDC as on 30.9.2001 was 6231 out of which 1061 persons belong to Scheduled Castes (17.02%), 1161 to Scheduled Tribes (18.63%), 337 to OBCs (5.40%) and 320 were women (5.13%).

Welfare Measures

NMDC has become the forerunner in the socio economic and peripheral development by fulfilling its social obligations. The neighbouring areas in its production mines particularly in Bailadila region have undergone a transformation in the very approach to life and work, ushering in better living amenities, education facilities and opportunities for growth. The Corporation has been drawing up peripheral development plans under each project management for the development of the area around these projects and such peripheral development has been gaining momentum year after year.

The Corporation has set up full-fledged hospitals in its production projects for the benefit of the employees and their families and the local population. In order to provide best medical facility, one of its hospital in Bailadila-5 is run by Apollo Hospital. Free outpatient and in-patient treatment is provided to the local adivasis in these hospitals. Free diet is also provided to adivasi patients in case of in-patient treatment. Rest shelters have also been provided for the benefit of the family members of the adivasis, who are admitted in the hospitals. Primary health centres have been set up by Bailadila projects in the nearby villages so as to provide basic medical facilities to the local adivasis at their doorsteps. Recently, the Bailadila Project have constructed one Hospital at Bacheli and two Public Health Centres at Dugeli and Bacheli in the nearby villages and handed over to the State Government

The projects also participate in eye camps organised by the State Government and render all necessary help by way of deputing Doctors, arranging such camps in project hospitals, distribution of sarees, dhotis, etc.

The children of the local adivasis get the educational facility in Project schools. In addition, five scholarships for each academic year have been introduced in DAV School for the children of the local adivasis from the nearby villages. At Bailadila-5 Project, the Corporation has constructed a school building which has been handed over to the State Government for running a Senior Secondary School. The Corporation is also regularly undertaking repair / renovation of the state run school building in the vicinity of its projects for the benefit of children of local adivasis who are studying in these schools apart from distributing uniforms, text books, etc. to the SC / ST children of certain schools.

A skill development programme for the SC / ST candidates of the adjoining villages has been commenced by Bailadila projects which aims at imparting necessary

knowledge, skill and proficiency in the operation of mines / plants for the purpose of helping them in seeking employment. The Corporation has also provided a building and other infrastructural facilities to the State Government of Madhya Pradesh (now Chattisgarh) for running an ITI at Bhansi. In addition another ITI has been opened at Bhansi, which is run by DAV Managing Committee and the recurring and non-recurring expenditure on it is borne by NMDC. This is functional from 2000-2001 academic year.

Bailadila projects have provided facility to the local adivasis to sell their products directly to the consumers by constructing sheds in the market. The local tribals also get the facility of viewing weekly film shows in the Project Townships and also avail of the service of the Project Co-operative Societies even without being a members.

At Donimalai Project in Karnataka, 2 Community Centres have been constructed in the nearby villages of Narsingapura and Bhujanga Nagar with a total cost of Rs.20 lakhs each for the benefit of SC / ST and other Backward classes. The other developmental works selected in the nearby villages viz. Narasingpura, Ranjitpura, Vittalnagara, Bhujanganagar, Taranagar, Ubbalagandi and Sandur include laying of drinking water pipeline & tube-wells, construction of class rooms, drinking water tanks, toilets for women etc. NMDC conducts frequent eye, dental, cancer and orthopedic, family planning and other health camps, where free counseling as well as free medical outdoor and indoor treatment is provided besides providing spectacles and family planning devices, sarees and dhoties to the tribal patients as part of encouraging Family Planning measures among the tribal population. The company also provided laproscopic equipment to the Vijayanagar Institute of Medical Sciences, Bellary.

At Panna Project in MP protected water supply has been provided to the Hinota village for the benefit of the villagers. One auto analyser and one air conditioner machine costing Rs.2.4 lakhs has been provided to Government Hospital, Panna for the benefit of patients. Protected drinking water supply to nearby villages, Free transport facilities are provided to the nearby village people from Majhgawan to Panna. Internal BT roads are laid in the nearby Hinota village.

Cultural programmes are organised regularly by NMDC's Projects in the Community Centres in the townships. The local population is also benefited by these programmes. Other important peripheral development works being undertaken by Projects in the villages include construction of approach roads, installation of hand pumps, assistance to State run school by way of providing furniture, educational aides, etc.

Training Programmes

In the training programmes conducted during the year 2001-2002 (Upto Sept. 2001), SC/ST/OBC/Physically Handicapped and Ex-servicemen were also covered. The details are given in the following Table:

Year	SCs	STs	General (Incl.OBCs,P.H & Ex-S'men)
2001-2002 (upto Sept.2001)	170	84	1172

KUDREMUKH IRON ORE COMPANY LIMITED(KIOCL)

The total number of employees in KIOCL as on 30.09.2001 was 2288 out of which 341 persons belong to Scheduled Caste (14.90%), 90 persons belonged to Scheduled Tribes (3.93%) and 313 persons belong to OBC (13.68%). Besides, there are 146 women (6.38%) 37 Physically Handicapped (1.61%) and 96 Ex-service men (4.19%).

WELFARE MEASURES:

(a) The Company has setup full fledged facilities at Kudremukh and Mangalore by establishing a modern township, hospital, recreation facilities etc., Besides, 10% of type "A" & "B" quarters and 5% "C" & "D" type quarters are reserved for SC/ST employees.

(b) During the year 2000-2001, 15 merit scholarships and 40 merit-cum-means scholarships were sanctioned to children of employees. Out of 55 scholarships 20% of the scholarships ie. 11 numbers were sanctioned to the children of SC/ST employees. The qualifying standard of eligibility ie. First Class or 60% whichever is higher, is relaxable to 50% in the aggregate marks for sanction of scholarship to children of SC/ST employees.

PERIODICAL MEETINGS WITH SC/ST REPRESENTATIVES:

There is a regular interaction between the Management and SC/ST Welfare Association at Kudremukh, Mangalore and Bangalore. The Management representatives and the Welfare Association meet once in a quarter, besides the CMD meets them regularly. The grievances of SC/ST employees are discussed and appropriate action is taken to redress their grievances.

As is the practice, Dr.Ambedkar Jayanthi was celebrated at all locations on 14th April, 2001.

TRAINING PROGRAMMES:

During the period from September 2000 to September 2001 various training programmes were organised for executives and non-executives. This includes inhouse programmes and also nomination to outside programmes.

The in-house programme for non-executives on Positive Work Culture is an ongoing programme to cover all the non-executives in a phased manner.

The SC/ST employees participated alongwith other employees in all the programmes. The topics for other inhouse programme organised during the period were as follows:

1. Ethics in Business and Administration: This programme was arranged based on the communication received from Central Vigilance Commission to include the above as one of the topic under our training programmes.
2. Programme for women employees: The year 2001 has been declared as the "Women's Empowerment Year". As part of observing the year 2001 as "Women Empowerment Year" exclusive training programmes for women employees were organised covering Bangalore, Mangalore and Kudremukh.
3. Executive Development Programme for Jr.Managers.
4. Technical Training on Computer for a cross section of employees.
5. Risk Assessment for decision making for safety for a cross section of employees.
6. Programme on Reservation Policy on SC/ST/OBC for a cross section of employees.

Apart from the above in-house programmes, executives and non-executives were nominated for various outside programmes, Seminars, Conferences, Workshops on various topics to enable them to update their knowledge in their respective fields.

Based on guidelines for training of SC/ST employees, an exclusive training plan was drawn and SC/ST employees were trained under various subjects at NITIE, Mumbai.

MANGANESE ORE INDIA LIMITED (MOIL)

Manganese Ore (India) Ltd. is a labour intensive Organisation with 7,768 employees (as on 1.12.2001) on its Rolls. About 76.93% of the total strength belongs to SC/ST/OBC. MOIL has undertaken several measures for the welfare of the weaker sections. Some of these are listed below :

- a) Adoption of Tribal villages.
- b) Training in Sericulture for economic development.
- c) Help to the Schools in the surroundings of Mines.
- d) Organising Eye Camps/Blood Donation Camps/Child Welfare Camps.
- e) Grant of subsidy to Gram Panchayats for Water Supply Schemes/Street Lights and other welfare related works.
- f) Giving financial assistance to Social Institutions which are working for rehabilitation of the aged and handicapped.

Manpower as on 1.12.2001 was 7,768, out of which 1,394 (17.94%) belonged to SC Category, 2,010 (25.87%) to ST Category and 2,572 (33.11%) to OBC Category. There are 833 female employees (10.72%), 17 physically handicapped persons (0.21%) and 150 ex-servicemen (1.93%)

Group wise percentage of SC/ST/OBC Categories of Employees is as under :

	Number of employees	S.C.	S.T.	O.B.C.
Group A	191	8.90	2.61	7.85
Group B	188	10.10	4.78	15.4
Group C	1625	16.86	20.49	222.58
Group D	5764	18.80	28.85	37.49

MSTC LIMITED

The presidential Directives issued from time to time pertaining to policies and procedures of the Government in regard to reservation, relaxation, concession, etc. for the SC/ST/OBC candidates are kept in view while taking action /decision on any matter laid down therein.

Best efforts were made to comply with the directives in matters concerning recruitment and promotion . Adequate representation of SC/ST/OBC members was made available in both Departmental Promotion Committees as well as Selection Committees (in case of recruitment)

In order to improve the efficiency of the employees belonging to the reserved categories and to prepare them to take up higher positions in the future, special attention was paid to their training and development in their respective fields of function. During the year 2001-2002 (till date) 6 SC and 1 ST employees of the company were sponsored for training programmes, both In-house and institutional . Apart from this, all possible cooperation and assistance was provided to the MSTC SC/ST Employees' Council , which functions primarily to safeguard the interest of the reserved section of employees of the company.

FERRO SCRAP NIGAM LIMITED(FSNL)

The Company has formulated various welfare schemes for the employees and implementing the same with full satisfactions of the employees.

Apart from the above, in fulfilment of its social responsibilities, the company has implemented a Scheme for Upliftment of Weaker Section wherein free text books and note books are distributed to the first 3 meritorious male & female students of Class IX, X & XII belonging to SC, ST & OBC Communities of a Government school in the nearby Village. This scheme was started from the academic session 1998-99 and an amount of Rs.20,000/- per annum has been allocated.

SPONGE IRON INDIA LIMITED (SIIL)

Welfare measures

1. Reservation for SC/ST/OBC candidates:

The Directives issued by Govt. from time to time in the matter of reservation of posts for SC/ST/OBC have been complied with by the company. There was no backlog vacancies reserved SC/ST/OBC candidates in both Executives and Non-Executive cadre.

2. Scheme for development of SC's ST's and OBC's

In the matter of recruitment of promotions to various posts, SC/ST candidates are being given the benefits as per the Presidential Directives.

3. Social activities

A small cell headed by the company's Medical Consultant looks after the peripheral developmental activities in the nearby areas. Recognizing its social responsibilities, the Company undertakes programmes from time to time, which are for the benefit of the people in the local areas.

4. Training

As the Company has surplus manpower there is a ban on recruitment in both Executives and Non-Executive cadre. The surplus employees identified have been reduced gradually under the Voluntary Retirement Scheme. However, apprenticeship training is being imparted to ST candidates sponsored by Integrated Tribal Development Authority(ITDA), Bhadrachalam as part of special drive in addition to the candidates sponsored by the Local Industrial Institute. Apart from the above, 45 employees participated in in-house training programmes conducted by the Company.

HINDUSTAN STEEL CONSTRUCTION LIMITED (HSCL)

- a) HSCL had been assisting providing schools in areas where mostly SC/ST/OBC and physically handicapped employees reside.
- b) Assistance is given for supply of drinking water.
- c) Plots have been allotted to workers for making hutments with free electricity, water supply and sanitation arrangement.
- d) Children of SC/ST/OBC and physically handicapped employees get due preference in the matter of schooling at the Projects.
- e) Directives of the Central Government with regard to recruitment and promotions in respect of SC/ST/OBC and physically handicapped employees are implemented. However, no recruitment/ promotion has taken place during the year 2001-02.

MECON Ltd.

Provision to the tune of Rs. 3.15 lakhs has been made in the Annual Plan 2001-2002 for Community Development Activities for improvement of facilities for welfare of SCs/STs/OBCs/Minorities/Weaker Sections” of the society for community education, vocational training, afforestation, community medicine, model village, resources generation scheme & Misc. expenditure & maintenance of Srikrishna Memorial Park etc.

The Budget allocation made for Community Development activities for the Financial Year 2000-2001 are indicated in the table below.

Sl. No.	Activity	Budget for the year 2000-2001
1.	Community Education	1,34,400
2.	Vocational Training	95,000
3.	Afforestation	35,000
4.	Community Medicine	80,000
5.	Model Village	50,000
6.	Resources Generation Schemes	94,600
7.	Misc. + Srikrishna Park maintenance etc.	81,000
T O T A L		5,70,000

BHARAT REFRACTORIES LTD. (BRL):-

Free vaccination facilities are provided to the children of local inhabitants who mostly belong to category of SC/ST/OBC as the units are located in the tribal belts of Jharkhand and Chhatisgarh.

A Health Centre has been constructed by Bhandaridah Refractories Plant and handed over to Govt. of Bihar (now Jharkhand). SC/ST/OBC people are largely benefitted as they constitute 70-80% of the local population.

Different Plants of the Company have taken up construction of Wells for supply of drinking water for nearby villagers.

Electricity transformer has been provided by IFICO Refractories Plant for extending power supply to the nearby villages in which most of inhabitants are SC/ST and OBC.

Training Programmes are being conducted with the cooperation of Central Board for Workers Education and certain other agencies in which adequate representation for SC/ST/OBC is given.