

## IMPLEMENTATION OF PROVISIONS OF PERSONS WITH DISABILITIES ACT, 1995

In pursuance of a legislation enacted by Ministry of Social Justice & Empowerment viz., “Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995” , Ministry of Steel has been advising the PSUs under its administrative control to abide by the provisions of the said Act in letter and spirit. Section 33 of the Act provides for reservation of not less than 3% for persons with disabilities in every establishment. Of this 3%, 1% each has to be reserved for persons suffering from (1) Blindness or low vision, (2) Hearing impairment and (3) Locomotor Disability or Cerebral palsy in posts identified for each disability.

Most of the jobs in the PSUs of the Ministry are of a continuous and labour intensive nature. Secondly, in the case of mining operations, in view of statutory regulations under the Mines & Minerals (Regulation and Development) Act, 1957 and the rules framed thereunder, it has not been possible to recruit handicapped persons. Furthermore, most of the PSUs under the Ministry of Steel are presently facing problems of surplus manpower and efforts are on to downsize the staff either by way of Voluntary Retirement Scheme (VRS) or by re-deployment; consequently no new recruitment is taking place, which could enable implementation of the PWD Act more vigorously.

The status of implementation of provisions of “Persons with Disabilities Act, 1995” in Ministry of Steel and its PSUs is as under :-

(For the purpose of this chapter the following short norms are used:

**BL : Blindness or low vision**

**HI : Hearing Impairment**

**LD: Locomotor disability or cerebral palsy )**

**MINISTRY OF STEEL**

Number of Employees		Number of disabled persons			Total (BL+H+LD)	%age of disabled persons (Col.3 & Col.1)	In case figure in Col.4 is less than 3% reasons therefor	Action taken to fill up the shortfall	Remarks
(1)		(2)			(3)	(4)	(5)	(6)	(7)
Group	No.	BL	HI	LD					
A	36	-	-	-	-	-	*	-	-
B	83	-	-	1	-	-	**	-	-
C	77	-	1	1	2	2.597	Absence of suitable candidate in the feeder grade	-	-
D	68	1	-	-	1	1.47	-	-	-

\* Inadequate Vacancies

\*\* Inadequate Vacancies

## STEEL AUTHORITY OF INDIA LIMITED (SAIL)

Group	Number of Employees	No. of Disabled persons			Total BL+HI+LD	%age of Disabled persons (Col. 3 & Col.1)	In case figure in Col. 4 is less than 3% reasons therefor*	Action Taken to fill up the short falls	Remarks
		BL	HI	LD					
	(1)	(2)			(3)	(4)	(5)*	(6)*	(7)*
		BL	HI	LD					
<b>A</b>	15897	0	3	35	38	0.24			
<b>B</b>	44371	5	57	276	338	0.76			
<b>C</b>	90612	16	73	517	606	0.67			
<b>D</b>	1295	0	1	2	3	0.23			
<b>TOTAL</b>	<b>152175</b>	<b>21</b>	<b>134</b>	<b>830</b>	<b>985</b>	<b>0.65</b>			

The Company did not recruit personnel (between 1999 to 2003) due to huge financial losses incurred during the period. Further, the Company entered into an MoU with Govt. of India in 2000, which envisaged, among other changes, reduction of manpower to 1,00,000 by the end of the year 2005 through operation of VR Scheme to enhance performance for a business and financial turnaround.

**Legends:**

- BL : Blindness or low vision
- HI : Hearing Impairment
- LD : Locomotor disability or cerebral palsy

**Note : The above figures are tentative and provisional only, and have been prepared based on data available from previous years.**

**RASHTRIYA ISPAT NIGAM LTD., (VISAKHAPATNAM STEEL PLANT)**

**Status of implementation of the Persons with Disabilities Act, 1995 during the year 2003-04  
(as on 31.3.2004.)**

Total BL+HI+LD	Total No. of employees appointed after the Act came into force (i.e.7.2.96)	Out of Col.1 number of disabled persons			Total of BL + HI + LD	%age of disabled persons (Col.3 & Col.1)	In case figure in Col.4 is less than 3% reasons thereof*	Action being taken to fill up the short fall	Remarks
		BL	HI	LD					
	1	2			3	4	5	6	7
A	29	-	-	-	-	-	-	#	-
B	-	-	-	-	-	-	-	-	-
C	126	2	1	1	4	3.17	-	-	-
D	54	1	1	1	3	5.56	-	-	-
	209	3	2	2	7	3.35	-	-	-

# One backlog vacancy to be filled as and when recruitment of management trainees is taken up.

**NATIONAL MINERAL DEVELOPMENT CORPORATION (NMDC)**

Number of Employees (1)	Number of disabled persons (2)			Total BL+HI+LD (3)	% of disabled persons (Col. 3 & Col.1) (4)	In case figure in Col.4 is less than 3% reasons thereof * (5)	Action taken to fill up the short fall (6)
Group	BL	HI	LD				
<b>A 992</b>	-	-	<b>3</b>			We are mostly recruiting persons for Technical posts in our mines. Due to the provisions of the Mines Act and other Mining Regulations, it is not possible to appoint handicapped persons in the mines.	Efforts will be made to Recruit Physically Handicapped candidates in non-technical areas as and when such recruitment takes place in NMDC.
<b>B 1090</b>	-	-	<b>10</b>				
<b>C 2510</b>	<b>1</b>	<b>2</b>	<b>17</b>	1+2+32	0.60%		
<b>D 1221</b>	-	-	<b>2</b>				
<b>5813</b>	<b>1</b>	<b>2</b>	<b>32</b>	<b>35</b>			

## KUDREMUKH IRON ORE COMPANY LIMITED (KIOCL)

Since inception of KIOCL, i.e. from April 1976, the Government of India's directives on reservation of posts for the Physically Handicapped persons in recruitment are being complied with. As per the directives, the percentage of reservation made for the Physically Handicapped persons in KIOCL is given below:

Blind	-	1%
Deaf	-	1%
Orthopaedically Handicapped	-	1%

During 1980, in accordance with the directives, a survey was carried out by Industrial Engineering Department. KIOCL being a highly sophisticated fully mechanized mining organization where employment of Physically Handicapped in technical areas is a safety hazard and since the operations are mainly carried out by earth moving equipments and sophisticated machinery, the scope for employment of Physically Handicapped is very limited. Hence, keeping in view the ability of the Physically Handicapped and the various categories of jobs available in the organization, certain posts have been identified for employment of the Physically Handicapped in all the three categories.

No. of employees	No. of disabled persons			Total BL+HHI +LD	% of disabled persons (Col.3 & Col.1)	In case figure in Col.4 is less than 3% reasons therefore*	Action Taken to fill the shortfall (c)	Remarks
1	2			3	4	5	6	7
Group	BL	HI	LD			Scope of recruitment limited due to hazardous nature of jobs.	Future recruitment will depend on further continuation of the company	
A 483	1	-	2	3	0.62			
B 234	-	1	10	11	4.70			
C 1250	2	4	10	16	1.28			
D 185	1	3	2	6	3.24			

In view of the judgement of Hon'ble Supreme Court on Mining Operations at Kudremukh, at present no recruitment plan is in hand. However as and when recruitment to Group A & C is planned, necessary action will be taken to fill up the backlog vacancies.

**MANGANESE ORE (INDIA) LIMITED (MOIL)**

Number of Employees As on 31.3.2004		Number of Posts identified where Physically Handicapped Persons can be appointed	No. of disabled persons (BL+HI+LD)	%age of disabled persons (Col.3 & Col.1)	In case figure in Col.4 is less than 3% reasons therefor	Action taken to fill up the shortfall
(1)		(2)	(3)	(4)	(5)	(6)
Group	No.					
A	202	30				
B	188	85				
C	1373	260	8	3.07%	--	--
D	5396	95	7	7.36%	--	--

Since Manganese Ore (India) Limited is a Mining Company and major activities are carried out in underground Mines situated in remote places, it is not possible, due to the statutory restrictions under the Mines Act and Metaliferous Mines Regulations and because of safety reasons, to deploy disabled persons on the jobs which are of a strenuous nature at the Mines. However they have identified certain areas where they can accommodate disabled persons. There is no direct recruitment in these areas since last 5/6 years. However whenever vacancies arise in these identified cadres, the reserved quota of physically handicapped will be taken care of.

**MSTC Ltd.**

Number of Employees		Number of Disabled Persons		Total BL+HI+LD	%age of disabled persons (Col. 3 & Col.1)	In case figure in Col.4 is less than 3% reasons therefor	Action taken to fill up the short fall
(1)		(2)		(3)	(4)	(5)	(6)
Group		HI	LD				
A	118	1	1	2	1.69		
B	113	1	2	3	2.56	*	
C	20	-	-	-	-		
D	27	1	-	1	3.70		
Total	278	3	3	6	2.15		

\*No recruitment being done in Group B

## **FERRO SCRAP NIGAM LIMITED (FSNL)**

The activities of FSNL are carried out in open areas in all seasons. Further, heavy equipments such as Balling Cranes, Magnetic Separators, Dozers, Dumpers, etc. are the main equipments used in carrying out operational activities. Thus the atmosphere /working conditions of FSNL are not conducive for persons with disabilities and hence engagement of disabled persons for carrying out jobs in the field is not recommended.

Wherever possible, such persons are being accommodated by FSNL in the Office work in Group 'C'. Further, keeping in view the enactment of Equal Opportunities, Protection of Right and Full Participation Act, 1995, 3 posts have been identified and reserved in Non-works Department for persons with disabilities in Group 'A' posts also.

No. of employees	No. of disabled Persons			Total BL+HI+LD	% age of disabled persons	In case of fig. in col.4 is less than 3% reasons therefor	Action taken to fill up the short fall	Remarks
(1)	(2)			(3)	(4)	(5)	(6)	(7)
Group	BL	HI	L D			Scope of recruitment limited due to hazardous nature of jobs.	As in column(5).	
A: 140	-	-		-	-			
B: 187	-	-		-	-			
C 841	-	-		-	-			
D 03	-	-		-	-			
Total 1171	-	-	-	-	-			

Group of Posts	Total sanctioned strength	Total sanctioned strength of the staff in identified posts	No. of persons with disabilities actually employed
A	119	7	2
B	106	--	3
C	28	7	--
D	27	2	1

## **MECON LIMITED**

The company has implemented the provisions of "Persons with Disabilities Act, 1995".