

IMPLEMENTATION OF PROVISIONS OF PERSONS WITH DISABILITIES ACT, 1995

In pursuance of a legislation enacted by Ministry of Social Justice and 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, of 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.

As on 30.9.2001, there were 1102 disabled persons employed in the Public Sector Undertakings (PSUs) of Ministry of Steel. 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 a statutory regulations under the Mines and Minerals (Regulations and Development) Act, 1957 and the rules framed thereunder, it has not been possible to recruit handicapped persons. However, 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 company wise position in respect of the PSUs under the Ministry of Steel is given below:

For the purpose of this chapter the following short forms are used:

BL: Blindness or low vision
 HI: Hearing impairment
 LD: Locomotor Disability or Cerebral Palsy

STEEL AUTHORITY OF INDIA LIMITED (SAIL)

Status of implementation of the Persons with Disabilities Act, 1995 during the year 2001-2002 (as on 30-09-2001)

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
	BL	HI	LD				
(1)	(2)			(3)	(4)	(5)	(6)
Group	BL	HI	LD				
A – 17093	01	06	32	39	0.22	*	*
B – 43277	12	54	255	321	0.74		
C – 110916	36	57	519	612	0.55		
D – 2885	-	01	04	05	0.17		
TOTAL –174171	49	118	810	977	0.56		

· **Columns 5 & 6:** There has been no recruitment in SAIL, except in certain critical categories during the last two years.

RASHTRIYA ISPAT NIGAM LIMITED (RINL)

Status of Implementation of the Persons with Disabilities Act, 1995 during the year 2001-02 (as on 30.9.2001)

Group	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 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.
		BL	HI	LD				
	1	2			3	4	5	6
A	29*	-	-	-	-	-	-	*
B	-	-	-	-	-	-	-	-
C	126	2	1	1	4	3.17	-	-
D	54	1	1	1	3	5.56	-	-
Total	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):

Status of implementation of the Persons with Disabilities Act, 1995 during the year 2000-2001 (as on 30.9.2001)

Name of the Organization / PSU: National Mineral Development Corporation Ltd.,

Number of Employees	Number of disabled persons			Total BL+HI +LD	% 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	BL	HI	LD				
A 949	-	-	3	3	0.56%	Due to the provisions of the Mines Act and other Mining Regulations, it is not possible to appoint handicapped persons in the technical posts in the mines.	Efforts will be made to Recruit Physically Handicapped candidates In non-technical areas as and As and When such recruitment takes place in NMDC.
B 1125	-	-	8	8			
C 2502	-	-	18	18			
D 1655	1	2	3	6			
TOTAL	1	2	32	35			

KUDREMUKH IRON ORE COMPANY LIMITED (KIOCL)

Status of Implementation of the Reservation Guidelines for Persons with Disabilities Act, 1995 during the year 2000-2001(as on 30.09.2001):

No. of employees	No of disabled Persons			Total BL+ HI+ LD	% of disabled persons (Col.3 & Col.1)	In case figure in Col. 4 is less than 3% reasons therefor*	Action taken to fill the shortfall (c)
1	2			3	4	5	6
Group	BL	HI	LD				
A 456	-	-	1	1	0.21	*	*
B 294	1	1	10	12	4.08	-	-
C 1335	1	4	13	18	1.34		
D 203	1	3	2	6	2.95	-	-
Total 288	3	8	26	37	1.61	-	-

* KIOCL is a highly sophisticated, fully mechanised, mining organisation where deployment of Physically Handicapped in Technical areas is a safety hazard. The mining operation are carried out by heavy earth moving equipments and the major portion of the work force in Group C & D posts are in the technical areas, where scope for employment of Physically Handicapped is very limited. However, keeping in view the Government Directive, a backlog of 26 posts have been identified in C & D group related to the total strength of the cadre. During the year 2001, a special recruitment drive was launched to wipeout backlog of Physically Handicapped. Accordingly, 9 candidates have been recruited of whom 7 belongs to Group "C" and 2 belongs to group "D". The candidates have joined KIOCL during May 2001.

MANGANESE ORE INDIA LIMITED (MOIL)

Status of implementation of "Persons with Disabilities Act, 1995 during the year 2001-2002 (as on 31.12.2001)

No. of Employees		No. of disabled persons			Total BL + HT + LD	%age of disabled persons*	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.	BL	HT	LD				
A	191	-	-	-	-	NIL (30)	*	*
B	188	-	-	-	-	NIL (85)		
C	1625	3	1	4	8	2.53%(260)		
D	5764	3	3	2	8	8.42%(95)		
Total	7768	6	4	6	16	3.36%(476)		

* There is no direct recruitment since last 2 years. MOIL being a Mining Company and major activities carried out being in Under Ground Mines situated in remote places, it is not possible, due to statutory restrictions under Mines Act & Metalliferous Mines Regulations and because of safety reasons, to deploy disabled persons on the jobs which are of strenuous nature at the Mines. However, whenever vacancies arise, the reserved quota will be taken care of.

MSTC LIMITED

Status of implementation of the Persons with Disabilities Act, 1995 during the year 2001-2002 (As on 30.9.2001)

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 shortfall
(1)	(2)		(3)	(4)	(5)	(6)
Group	HI	LD				
A-	128	-	1	0.8	*	*
B-	98	1	1	2.1		
C-	33	-	1	3.03		
D-	27	1	-	3.8		
Total	286	2	3	1.8		

* No recruitment being done in Group A+B.

FERRO SCRAP NIGAM LTD.

Status of Implementation of the Persons with Disabilities Act, 1995 during the year 2001-2002 (As on 30.9.2001)

No. of employees	No. of disabled Persons			Total BL+HI+L	% 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
	(2)						
Group	BL	HI	L				
A: 150	-	-	-	-	-	*	
B: 278	-	-	-	-	-		
C: 862	-	-	-	-	-		
D: 4	-	-	-	-	-		
Total 1294	-	-	-	-	-		

* The activities of FSNL are carried out in open area in all seasons. Further, heavy equipments are used in carrying out operational activities. Thus working conditions of FSNL are not conducive for persons with disabilities. Wherever possible such persons are being accommodated by FSNL in office work in Group 'C'. Further keeping in view the enactment of Equal Opportunities, Protection of Right and Full Participation Act, 1995. Company has identified and reserved 3 posts in Non-works Department for persons with disabilities in Group 'A' post also.

SPONGE IRON INDIA LTD. (SIIL)

Statistical information on status of implementation of the Persons with Disabilities Act. 1995 is furnished in the tables given below :

No. of employees	No. of disabled Persons			Total BL+HI+L	% 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
	(1)	(2)					
Group	BL	HI	LD				
A: 70	-	-	1	1	1.42	*	
B: 51	-	-	-	-	-		
C: 148	-	-	3	3	2.02		
D: 72	-	-	-	-	-		
Total 341	-	-	4	4	-		

* In the year 1995-96, total number of PHC in Grade C & D were 11 out of 337 employees which covers to 3%. After introduction of VRS in SIIL, 7 (2C+5D) left under VRS and posts were abolished and no recruitment was

made from 1995 onwards as the company introduced VRS to reduce existing surplus manpower.

MECON LIMITED

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

Due to recessionary trend in Steel Sector, less work load position of the company in general and introduction of VRS Scheme, recruitment in the Company has been restricted except in very exceptional cases where specialists have to be inducted in the area of diversification.

BHARAT REFRACTORIES LIMITED

Status of Implementation of the provisions of Persons with Disabilities (Equal Opportunities, Provision of Rights and Full Participation) Act, 1995 (as on 30.9.2001).

No. of Employees as on 30.9.2001	Out of Col. 1 No. of disabled persons			<u>Total</u> RL + HI + LD	% of disabled person (Col 3 &1)	In case figure in Col 4 is less than 3% reasons therefor	Action being taken to fill up the shortfall	Remarks
	1.	2.						
Group	BL	HI	LD					
A- 295	-	-	2	2	0.67	*	*	
B- 328	-	-	2	3	0.91	*	*	
C- 923	2	-	18	20	1.04			
D.- 226	-	1	2	3	1.32			
Total – 2772	2	1	25	28	1.01			

* Note: The company has been declared sick and was referred to BIFR in the year 1992. Though BIFR had cleared the revival package in August 1996, but the condition remains very critical. It is unable to pay the statutory dues including non-payment to employee’s monthly salary regularly. Under the circumstances, the company has restricted the recruitment to the statutory posts and those that are crucial for the survival of the company. As and when, the financial health of the company improves, due care shall be taken in this regard.

MINISTRY OF STEEL

Status of implementation of the Persons with Disabilities Act, 1995 during the year 2001-02 (as_on 30.9.2001)

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 shortfall
	(1)	(2)						
Group	No	BL	HI	LD				
A	40	-	-	-	-	-	*	-
B	84	-	-	-	-	-	**	Subject to approval of Screening Committee of MOS.
C	80	-	1	-	1	1%	***	Vacancy reported to SSC
D	71	-	-	1	1	1%	-	-
Total	275	-	1	1	2	-	-	-

* Recruitment is made through DOPT.

** One vacancy of Assistant has been earmarked for PH

*** One vacancy of LDC has been reserved for PH.
