

WELFARE OF WEAKER SECTIONS OF SOCIETY

A cell under the charge of a Liaison Officer functions for monitoring implementation of Government Policy relating to reservation for the representation of Scheduled Castes, Scheduled Tribes and other backward classes in the Ministry of Steel, the attached and subordinate offices and Public Sector Undertakings under its administrative control. Periodic reviews and reports received from the Public Sector Undertakings regarding recruitment/promotion of SCs /STs/OBCs against the vacancies reserved for them are scrutinised in the Cell and appropriate instructions issued to the PSUs and attached offices as and when necessary.

The actual record of PSUs in respect of representation of SCs/STs/OBCs is indicated below:-

STEEL AUTHORITY OF INDIA LIMITED (SAIL)

The areas of assistance which are also available to the weaker sections are the following:-

- About 200 schools in steel townships which employ 6000 teachers and provide quality education to over one lakh children.
- Sports development schemes which envisage early spotting of talent and necessary training including awarding scholarships to deserving students.
- Hockey and handball academics in joint venture with SAI.
- Creation of infrastructure schools as Kala Kendra and promotion of cultural activities.

The Presidential Directives on Scheduled Castes and Scheduled Tribes continue to be implemented and monitored on a regular basis. Out of the total manpower of 152175 as on 31.3.2004 of SAIL (including subsidiaries), 14.7% were Scheduled Castes and 11.5 per cent were Scheduled Tribes and 6% OBCs..

Classification of posts	Total No. of employees	SC		ST		OBC	
		No.	%	No.	%	No.	%
1	2	3	4	5	6	7	8
Group-A	15897	1722	10.83	761	4.79	583	3.67
Group-B	44371	4612	10.39	3149	7.1	3909	8.81
Group-C *	90612	14729	16.26	13507	14.91	4731	5.22
Group-C **	1295	1339	103.4	202	15.6	14	1.08
Total	152175	22402	14.72	17619	11.58	9237	6.07

* (Excl-Safai Karamachari)

** (Safai Karamchari)

RASHTRIYA ISPAT NIGAM LTD. (RINL)

As on 31.03.2004, the representation of SC/ST and OBCs in the overall manpower is furnished in the following table :

Groups	Total No. of employees	SC		ST		OBCs	
		No.	%	No.	%	No.	%
1	2	3	4	5	6	7	8
Group-A	4533	738	16.28	169	3.73	713	15.73
Group-B	899	155	17.24	67	7.45	184	20.47
Group-C	9542	1606	16.83	648	6.79	1792	18.78
Group-D	1731	249	14.38	132	7.63	422	24.38
Group-D (Sweepers)	50	17	34.00	1	2.00	9	18.00
Total	16755	2765	16.50	1017	6.07	3120	18.62

During the year 2003-04, two commemoration meetings followed by cultural programmes were organized at CWC, Ukkunagaram, in connection with Dr. BR Ambedkar and Babu Jagjeevan Ram Jayanthi celebrations-2003. Secretaries and Presidents of various SC/ST associations of VSP were sent on industrial tour for gathering information with respect to the welfare measures being extended to the SC/ST employees in other industries..

Scholarships for students of SC/ST :

VSP has a scholarship scheme exclusively for the children of SC/ST employees, under which, two scholarships of Rs.250 per month and one

scholarship of Rs.150 per month are awarded to the meritorious students among SC/STs each year. Annual merit cash awards for students belonging to SC/ST communities are in vogue since the year 1991.

NATIONAL MINERAL DEVELOPMENT CORPORATION LIMITED (NMDC)

Manpower

The total number of regular employees in NMDC as on 31.3.2004 was 5813 out of which 1075 persons belong to Scheduled Castes (18.49%), 1105 Scheduled Tribes (19.01%) and 387 OBCs (6.66%).

Groups	Total No. of employees	SC		ST		OBCs	
		No.	%	No.	%	No.	%
1	2	3	4	5	6	7	8
Group-A	992	118	11.90	44	4.44	80	8.06
Group-B	1090	151	13.85	164	15.05	29	2.66
Group-C	2510	516	20.56	619	24.66	130	5.18
Group-D (Excluding Sanitary Khalasis)	1141	231	20.25	270	23.66	148	12.97
Group-D (Sanitary Khalasis)	80	59	73.75	8	10.00	0	-
Total	5813	1075	18.49	1105	19.01	387	6.66

Medicare:

Free medical aid in all respects (both out-patient and in-patient), including Family Welfare counseling and operations including free diet is being provided to the Scheduled Tribes (Adivasis) residing within Dantewada District in Project hospitals. Rest shelters have been provided for the use of family members of the Adivasi in-door patients. Health check-up programme is in place for the benefit of the primary school children in the surrounding villages - Active organisation of eye camps/Pulse Polio immunization programmes/Family welfare camps were organized.. NMDC Projects had organized free orthopedics camps in Chattisgarh in which a number of local adivasis were treated/operated upon. They were also provided with crèches/tricycles/artificial limbs etc. Construction as well as renovation/repairing of PHCs including provision of

infrastructure, construction of veterinary hospital with attached residential accommodation to the Doctors were also undertaken.

Education:

Free educational facilities for children of tribals (local adivasis) and Scheduled Caste students in Project Schools are provided. Besides constructing a number of school buildings, additional class rooms, ashrams and hostels, NMDC is regularly undertaking repair/renovation works to a number of school buildings of the State Government and other Tribal schools in the vicinity of its Projects including electrification works where the local adivasi children are studying. The company is also supplying colour TVs, fans, tube lights, play material, furniture, uniforms, books etc. to SC/ST children/certain schools & Ashrams and furniture to Degree college. Suitable cash awards are given to all those adivasi children who pass the 5th standard Board examination in certain identified Tribal Schools with a view to inculcating a positive attitude towards education and motivate them to study at least up to primary level. At Bailadila, the local people are given special and general training at the Training Institutes to enable them to face competition and secure jobs. NMDC has also established an ITI at Bhansi for the benefit of local community. For this Institute, the entire expenditure is borne by NMDC.

Training Programmes

In the training programmes conducted during the year 2003-2004, 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)		2003-2004	478	502
	1777			

KUDREMUKH IRON ORE COMPANY LIMITED (KIOCL)

The total number of employees in KIOCL as on 31.03.2004 is 2152 out of which 326 persons belong to Scheduled Caste (15.15%), 88 persons belong to Scheduled Tribe (4.07%) and 300 persons belong to Other Backward Classes (13.94%). Besides, there are 134 women (6.23%), 36 Physically Handicapped (1.67% and 75 Ex-servicemen (3.39%).

Welfare measures:

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

During the year 2002-2003, 15 numbers of merit scholarships and 40 numbers of merit-cum-means scholarships were sanctioned to children of employees. Out of 55 numbers of scholarships 20% of the scholarships i.e. 11 numbers were sanctioned to the children of SC/ST employees. The qualifying standard of eligibility i.e. 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 grievances of SC/ST employees are discussed and appropriate action is taken to redress their grievances.

Dr. Ambedkar Jayanthi was celebrated at all locations on 14th April 2003.

Training Programmes:

1. 13 programmes on Positive Work Culture for Productivity have been conducted covering 250 employees. Out of this, 35 were SC/ST and 6 were women employees.

2. A Special programme on Reservation Policy was organized for members of SC/ST Association.
3. 154 executives have been nominated for various programmes, seminars and conferences. Out of whom 19 belongs to SC/ST category.

MANGANESE ORE INDIA LIMITED (MOIL)

The following welfare measures have been initiated for the benefit of the weaker sections.

- a) Adoption of Tribal Villages.
- b) Training in Sericulture for economic development.
- c) Help to the schools in surrounding Mines.
- d) Organisation of Eye Camp/ Blood Donation Cam/ Child Welfare Camps.
- e) Grant of subsidy to Gram Panchayat for water supply scheme.
- f) Giving financial assistance to Social Institutions who are working for the rehabilitation of the aged and handicapped persons.
- g) Donated tricycles to handicapped persons. Provided Sewing Machines for Development and upliftment of the Tribal Women.

MOIL constantly upgrades various welfare measures provided to the weaker sections with a view to improve the quality of life.

MSTC Ltd.

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 have been 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 2003-2004(till 31-12-2003), 9 SC and 4 ST employees of the Company were sponsored for training programmes, both In-

House and Institutional. Apart from this, all welfare facilities provided to other employees of the Company are also extended to them.

In addition, all possible cooperation and assistance was provided to the MSTC SC/ST Employees' Council, which function 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 to the full satisfactions of the employees.

The company has implemented a Scheme for Upliftment of Weaker Sections wherein free Text Books & 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.

MECON LIMITED

A provision has been made in the Annual Plan 2003-04 for Community Development Activities for improvement of facilities for the “Welfare of SCs/STs/OBCs/Minorities & Weaker Sections” of the society to the tune of Rs 1.3 lakhs (Rs 0.3 lakhs) as direct expenditure and Rs 1 lakh for MECON manhours for Community Education, Vocational Training, Afforestation, Community Medicine, Model Village, Resource Generation Scheme, Misc. Expenditure, etc.).

HINDUSTAN STEEL WORKS CONSTRUCTION LIMITED (HSCL)

HSCL had been assisting in providing schools in areas where SC/ST/OBC & Physically Handicapped employees mostly reside.

Children of SC/ST, OBC & Physically Handicapped employees get due preference in the matter of schooling at Projects.

Directives of the Central Govt. with regard to recruitment and promotion of SC/ST/OBC & Physically Handicapped employees are implemented. However, no recruitment/promotion have taken place during the year 2002-2003 and 2003-04.