

## CHAPTER XI

### WELFARE OF WEAKER SECTION

#### STEEL AUTHORITY OF INDIA LIMITED

Presidential Directives on Scheduled Castes and Scheduled Tribes were continued to be implemented and monitored on regular basis. Out of the total manpower, 14.6 per cent were Scheduled Castes and 11.5 per cent were Scheduled Tribes.

#### RASHTRIYA ISPAT NIGAM LIMITED

As on 30.9.2002, the representation of SC/STs and Minorities in the overall manpower is furnished below:-

| Classification of posts | Total No. of employees | SC          |              | ST          |             | Minority   |             |
|-------------------------|------------------------|-------------|--------------|-------------|-------------|------------|-------------|
|                         |                        | No.         | %            | No.         | %           | No.        | %           |
| 1                       | 2                      | 3           | 4            | 5           | 6           | 7          | 8           |
| Group-A                 | 4321                   | 702         | 16.25        | 146         | 3.38        | 184        | 4.26        |
| Group-B                 | 1146                   | 189         | 16.49        | 68          | 5.93        | 57         | 4.97        |
| Group-C                 | 9677                   | 1641        | 16.96        | 679         | 7.02        | 330        | 3.41        |
| Group-D                 | 1810                   | 268         | 14.81        | 135         | 7.46        | 13         | 0.72        |
| <b>Total</b>            | <b>16954</b>           | <b>2800</b> | <b>16.52</b> | <b>1028</b> | <b>6.06</b> | <b>584</b> | <b>3.44</b> |

During the year 2001-02, two commemoration meetings followed by cultural programmes were organized at CWC, Ukkunagaram in connection with Dr. BR 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 'Eklavya Park' has been developed at Sector-I and was inaugurated on 14.4.2001. In addition to the above, RINL 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

being given since the year 1991, coinciding with the birth centenary celebrations of Dr.BR Ambedkar. Based on the pass results of the Xth /SSC examination, 6 cash merit awards of Rs.500/- each and 6 awards of Rs.250/- each are given to the first and second ranked students of SC/ST communities respectively, from each of the schools of RINL.

During-April-Sept, 2002, two commemoration meetings followed by cultural programmes were organized at CWC, Ukkunagaram in connection with Dr.BR Ambedkar and Babu Jagjeevan Ram Jayanthi celebratins-2002. Sports competitions for the employees and their family members were organized on such occasions.

During the year 2001-02 and the period from 1.4.2002 to 30.9.2002, 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 the steel plant township.

## **NATIONAL MINERAL DEVELOPMENT CORPORATION**

### **Manpower**

The total number of regular employees in NMDC as on 31.12.2002 was 6073 out of which 1061 persons belong to Scheduled Castes (17.47%), 1122 Scheduled Tribes (18.47%), and 370 to OBCs (6.09%) .

Being one of the very few public sector enterprises having been incorporated within a short period after independence and the mining resources being concentrated in inaccessible forest domains, NMDC has always had a pro-active attitude in community development simultaneously with its own progress. This philosophy was not something thrust upon NMDC by any Governmental agency or other local pressure groups. It was totally voluntary and arose from a commitment to share the fruits of progress with those concerned or associated with the local area in line with its corporate philosophy to be a responsible corporate citizen.

As a part of its social responsibility, NMDC has taken a number of socio-economic development measures for Scheduled Castes and Scheduled Tribes in and around its various projects, which are enumerated briefly as under:

### **Education and Training**

NMDC has provided free educational facilities for children of Tribals in its schools. The local Adivasi children are provided with uniforms, textbooks etc. The Corporation also provided entire infra-structural facilities including quarters for teaching staff and hostel building for students for running an ITI at Bhansi in Dantewada District, Chattisgarh. In addition, another ITI is being run by DAV at Bhansi for which entire expenditure is borne by NMDC.

A skill development programme was introduced in 1996 which provides necessary training to the 8<sup>th</sup> pass Scheduled Tribe candidates to acquire necessary skill, knowledge and proficiency in operation of the mines/plants to help them seek employment. They are paid an out-of-pocket expenses of Rs.1000/- per month each to meet their sustenance and incidental expenditure, besides being provided subsidized breakfast, lunch and uniforms.

### **Medicare**

NMDC provides free medical treatment (both out patients and in patients) to Scheduled Castes and Scheduled Tribes residing in and around its projects. NMDC organizes regular eye camps, provides counseling in the matter of family planning/welfare to the local Adivasis besides undertaking free family planning operations in the project hospitals. Regular health check up programme for the benefit of school children is also being organized.

### **Drinking water facility**

NMDC constructed a number of hand pumps/water tanks in nearby villages, Similarly, a number of open wells and tube wells have also been provided in the surrounding villages.

## Peripheral Development

- (i) NMDC has established a number of public health centres in nearby villages where the project Doctors visits them.
- (ii) The Corporation has taken up electrification work in nearby villages.
- (iii) NMDC has taken up laying of all-weather roads connecting various villages. Similarly improvement of approach roads and black topping of roads connecting the surrounding village has been taken up.

The Bailadila Projects contributed in bringing about a metamorphosis in the attitudes/thinking of the tribals in favour of non-agricultural employment. The tribals and non-tribals employed in the projects generated demand for various forest/agricultural produce of the tribals thereby allowing their incomes to go up substantially. This has brought prosperity among the tribals in one way. The improved infra-structural facilities aided the tribals in reaching the markets without much strain. This also provided an opportunity to the local people to mix and inter-act with people from other areas and develop a tendency to join the mainstream of the society. Such interaction had another dimension related to the socio-cultural aspects of the tribals who were accustomed to cherishing their own culture without any alien intervention, howsoever positive. A realization has dawned gradually on them of the need to eke out their own living for the betterment of their family through hard work only. As a result, the percentage of tribal employees in the total work force of the projects is substantially higher than what the Government has prescribed. However, in order to ensure that the fruits of development are evenly distributed, NMDC has initiated a regular consultative process on the one hand with the local village-heads as well as Panchayat leaders and on the other hand with the Unions and Associations functioning in the Project. Periodical meetings are held with the Sarpanches of various tribal villages adjoining the Projects and tentative lists of the developmental works to be undertaken are detailed.

While the process of providing Medicare and drinking water facilities was initiated long back more structured development works in identified thrust areas

commenced around 1989 in a big way. Further, the more vigorous campaign in undertaking various community development works were backed-up by the availability of separate budgetary support around this period only. Gradually, construction of approach roads and diversion of nallahs, provision of hume pipe culverts, works relating to footbridges were taken up as per the requirements voiced by the villagers. Further, regular family planning camps and free eye camps were started supplementing the Governmental efforts.

Apart from the aforesaid direct benefits, the investment in Bailadila Sector has also created secondary and tertiary job/business opportunities to the local population. The development of infrastructure facilities like roads, railway line, public transport, hospitals, schools, installation of a T.V. tower/receiver etc. has also opened opportunities for social and economic growth of this otherwise inaccessible area. This has provided ready market for their “produce”, which otherwise was not available.

Continuing NMDC’s commitment towards socio-economic development of the nearby villages of Bailadila Projects, inhabited by adivasis (STs), various programmes under the following major heads are undertaken in close coordination with the State Government Authorities. During the year 2001-2002 the following expenditure was incurred :-

**(Rs in lakhs)**

| <b>Item</b>                                  | <b>Amount Spent</b> |
|--|---------------------|
| 1. Education                                 | 107.81              |
| 2. Health and Hygiene                        | 251.48              |
| 3. Drinking Water                            | 107.65              |
| 4. Approach roads and Peripheral development | 104.53              |
| <b>Total</b>                                 | <b>571.47</b>       |

## Training Programmes

In the training programmes conducted during the year 2002-2003 (Upto Dec. 2002), 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, PH & Ex-S'men) |
|--------------------------|-----|-----|------------------------------------|
| 2002-2003 (upto Dec.,02) | 300 | 240 | 1899                               |

**\*Including OBCs, P.H. & Ex-servicemen**

## KUDREMUKH IRON ORE COMPANY LIMITED

The total number of employees in KIOCL as on 31.12.2002 is 2184 out of which 327 persons belong to Scheduled Caste (14.97%), 88 persons to Scheduled Tribe (4.02%) and 300 persons to Other Backward Classes (13.73%). Besides, there are 135 women (6.18%), 37 Physically Handicapped (1.69%) and 79 Ex-servicemen (3.61%).

## Welfare Measures

- (a) The Company has set up 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.
- (b) During the year 2001-2002, 15 merit scholarships and 40 merit-cum-means scholarships were sanctioned to children of employees. Out of 55 scholarships, 20% of the scholarships i.e. 11 scholarships 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. B. R. Ambedkar Jayanthi was celebrated at all the above locations on 14<sup>th</sup> April, 2002.

## **Training Programme**

- 8 programmes on 'Positive Work Culture for Productivity' have been conducted covering 250 employees; out of whom 48 were SC/ST and 12 were women employees.
- Special programme on Reservation Policy was organized for members of SC/ST Association. 7 SC and 3 ST employees along with other executives participated.
- 79 executives have been nominated for various programmes, seminars and conferences; out of whom 10 belong to SC/ST category. They attended the following programmes.
  - Effective Purchase Management
  - Demystifying Assessment and Development Centre
  - Work Ethics for Effective Management
  - HRD programme for Mining officials
  - Programme on ABB make AC Drives.

All employees of the Company were included in awareness programme on Quality Management System as per the new ISO 9001 : 2000 Standard as a part of the certification process. The Company is certified to ISO 9001 : 2000 w.e.f. July 2002.

## **MANGANESE ORE (INDIA) LTD.**

Manganese Ore (India) Ltd. is a labour intensive organisation having an employment of 7358 employees as on 31.12.2002. MOIL has undertaken several measures for welfare of weaker sections and some of them are as under :

MOIL has adopted a Tribal Village namely Gondi which is close to Ukwa mine in Madhya Pradesh. The company has introduced a wide range of development activities such as repair of road, construction of houses for homeless tribals, construction of school building to impart education to tribal children, etc. as a part of their on going Social Welfare Promotion Scheme. MOIL has been giving financial assistance to social institutions who are working for rehabilitation of the aged and handicapped persons. The company has donated tricycles to handicapped persons and provided sewing machines for development and upliftment of tribal women.

## **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 future, special attention was paid to their training and development in their respective fields of function. During the year 2002-2003 (till 31.12.02) 6 SC and 2 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 sections of employees of the company.

## **MECON LIMITED**

Provision has been made in the Annual Plan 2002-03 for Community Development Activities for improvement of facilities for "Welfare of SCs/STc/OBCs/Minorities and Weaker Sections" to the tune of Rs. 9,74,360/- (Rs. 3,54,360/- as direct expenditure and Rs. 6,20,000/- for 1,500 manhours) for community education, vocational training, afforestation, community medicine, model village, resource generation scheme and miscellaneous expenditure and maintenance of Sri Krishna Park etc.

The Budget allocation on community development activities for the Financial Year 2001-02 are given below:-

| (in Rupees) |                                      |                             |
|-------------|--------------------------------------|-----------------------------|
| Sl. No.     | Activity                             | Budget for the year 2001-02 |
| 1.          | Community Education                  | 80,000.00                   |
| 2.          | Vocational Training                  | 80,000.00                   |
| 3.          | Afforestation                        | 7,500.00                    |
| 4.          | Community Medicine                   | 40,000.00                   |
| 5.          | Model Village                        | 17,500.00                   |
| 6.          | Resource Generation Schemes          | 40,000.00                   |
| 7.          | Misc. + Sri Krishna Park maintenance | 50,000.00                   |
| Sub-Total   |                                      | 315,000.00                  |
| 8.          | Mecon manhours (1,300 hrs.)          | 240,000.00                  |
| Grand Total |                                      | 555,000.00                  |

## **HINDUSTAN STEEL CONSTRUCTION LIMITED**

- HSCL had been assisting in providing schools in areas where SC/ST/OBC & Physically Handicapped employees mostly reside.
- Assistance is given for supply of drinking water.
- Plots had been allotted to workers for making hutment in the land allotted at sites of clients with free electricity, water supply and sanitation arrangement etc.
- Children of SC/ST, OBC and Physically Handicapped employees get due preference in the matter of schooling at projects.
- Directives of the Central Government with regard to recruitment and promotion in respect of SC/ST/OBC and Physically Handicapped employees are implemented. However, no recruitment/promotion has taken place during the year 2002-2003.