

CHAPTER-XIV

IMPLEMENTATION OF PROVISIONS OF PERSONS WITH DISABILITIES ACT, 1995

In pursuance of the 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%, of every establishment for persons with disabilities. 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 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

MINISTRY OF STEEL

Status of implementation of the Persons with Disabilities Act, 1995 during the year 2002-03 (as on 31.12.2002)

| 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 | No. | BL | HI | LD | | | | |
| A | 37 | - | - | - | - | - | - | - |
| B | 84 | - | - | - | - | - | - | - |
| C | 73 | - | 1 | 1 | 2 | 2.67% | - | One vacancy each of LD and Grade 'D' Steno have been reported to the DOPT. Nominations are awaited. |
| D | 70 | - | - | 1 | 1 | 1.42% | - | - |
| Total | 264 | - | 1 | 2 | 3 | - | - | - |

STEEL AUTHORITY OF INDIA LIMITED (SAIL)

Status of implementation of the Persons with Disabilities Act, 1995 during the year 2002-2003 (as on 30.9.2002)

| 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 | No. | BL | HI | LD | | | * | * |

| | | | | | | | | |
|-------|--------|----|-----|-----|-----|------|--|--|
| A | 15848 | 1 | 6 | 35 | 42 | 0.27 | | |
| B | 42319 | 14 | 53 | 252 | 319 | 0.75 | | |
| C | 86717 | 38 | 59 | 492 | 589 | 0.68 | | |
| D | 19704 | 2 | 2 | 33 | 37 | 0.19 | | |
| Total | 164588 | 55 | 120 | 812 | 987 | 0.60 | | |

*Column 5&6: There is no recruitment in SAIL, except in certain critical categories during the last two years.

NATIONAL MINERAL DEVELOPMENT CORPORATION LIMITED (NMDC)

Status of implementation of the Persons with Disabilities Act, 1995 during the year 2002-2003 (as on 31.12.2002) is given below

| 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 | 952 | - | - | 3 | 1+2+32 | 0.57% | * | ** |
| B | 1075 | - | - | 7 | | | | |
| C- | 2443 | - | 1 | 18 | | | | |
| D- | 1603 | 1 | 1 | 4 | | | | |
| TOTAL | 6073 | 1 | 2 | 32 | 35 | | | |

* NMDC is mostly recruiting persons for technical posts in the 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

MANGANESE ORE INDIA LIMITED (MOIL)

Status of implementation of the Persons with Disabilities Act, 1995 during the year 2002-2003 (as on 31.12.2002) is given below

| Number of employees | Number of disabled persons. | Total | %age of disabled persons* | In case figure in col. No. 4 is less than 3% reasons | Action taken to fill up the |
|---------------------|-----------------------------|-------|---------------------------|--|-----------------------------|
|---------------------|-----------------------------|-------|---------------------------|--|-----------------------------|

| | | | | BL+HI+LD | | therefor.. | shortfall |
|---------------------|----------|----------|----------|-----------|----------------------|------------|-----------|
| 1 | 2 | | | 3 | 4 | 5 | 6 |
| Group No. | BL | HI | LD | | | | |
| A - 181 | - | - | - | - | NIL (30) | * | * |
| B - 172 | - | - | - | - | NIL (85) | | |
| C - 1541 | 3 | 1 | 4 | 8 | 3.07 %(260) | | |
| D - 5464 | 3 | 3 | 2 | 8 | 8.42 % (95) | | |
| TOTAL – 7358 | 6 | 4 | 6 | 16 | 3.40% (470)** | | |

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

** Posts identified for physically handicapped persons.

MSTC LIMITED

Status of implementation of the Persons with Disabilities Act, 1995 during the year 2002-2003 (as on 31.12.2002)is given below: -

| 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 | | | | |
| p | 125 | 1 | 2 | 3 | 2.40 | | |
| A | 102 | 1 | 1 | 2 | 1.96 | * | |

| | | | | | | | |
|-------|-----|---|---|---|------|--|--|
| B. | 33 | - | 1 | 1 | 3.03 | | |
| C | 28 | 1 | - | 1 | 3.57 | | |
| D | | | | | | | |
| Total | 288 | 3 | 4 | 7 | 2.43 | | |

* No recruitment being done in Group B.

FERRO SCRAP NIGAM LIMITED (FSNL)

| Number of employees | Number of disabled persons. | | | Total BL+HI + LD | %age disabled persons | In case figure in col. No. 4 is less than 3% reasons therefor.. | Action taken to fill up the shortfall |
|---------------------|-----------------------------|----|----|------------------|-----------------------|---|---------------------------------------|
| | 1 | 2 | | | | | |
| Group No. | BL | HI | LD | | | As Stated at (a) below | As stated at (a) |
| A - 136 | - | - | - | - | - | | |
| B - 258 | - | - | - | - | - | | |
| C - 855 | - | - | - | - | - | | |
| D - 4 | - | - | - | - | - | | |
| TOTAL – 1253 | - | - | - | - | - | | |

(a) FSNL is a scrap processing company, rendering services to the integrated steel plants. The activities of FSNL operations are carried out in open area 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 the persons with disabilities and hence engagement of disabled persons for carrying out jobs in field will not be safe for them. However, keeping in view the provisions of Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation Act), 1995, Company has identified and reserved 3 posts in non-works Department for persons with disabilities.

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 areas where specialists have to be inducted in the area of diversification.