

## WELFARE OF WEAKER SECTIONS OF SOCIETY

### 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 SAIL.
- 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		OBCs	
		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
<b>Total</b>	<b>152175</b>	<b>22402</b>	<b>14.72</b>	<b>17619</b>	<b>11.58</b>	<b>9237</b>	<b>6.07</b>

\* (Excl-Safai Karamachari)

\*\* (Safai Karamachari)

### NMDC LTD.

#### WELFARE OF THE WEAKER SECTIONS

##### MANPOWER

The total number of regular employees in NMDC as on 31.12.2004 was 5664 out of which 1020 persons belong to Scheduled Castes (18.01%), 1082 Scheduled Tribes (19.10%), 398 OBCs (7.03%).

Groups	Total No. of employees	SC		ST		OBCs	
		No.	%	No.	%	No.	%
Group-A	988	122	12.35	45	4.55	89	9.00
Group-B	1040	159	15.29	167	16.06	36	3.46
Group-C	2474	495	20.00	633	25.59	150	6.06
Group-D (excl. Sweepers)	1087	187	17.20	233	21.44	123	11.32
Group-D (Sweepers)	75	57	76.00	4	5.33	0	0
<b>Total</b>	<b>5664</b>	<b>1020</b>	<b>18.01</b>	<b>1082</b>	<b>19.10</b>	<b>398</b>	<b>7.03</b>

##### OTHER WELFARE MEASURES

The details of various Community / Peripheral development works undertaken by our Projects in and around their respective areas are given below:-

As a Public Sector, NMDC had kept Social Responsibilities as one of the main objectives in its Corporate Plan. Accordingly, in all its Projects, NMDC has developed very good Townships with all amenities and infra-structural facilities like Schools, Hospitals, Community Centres, Market Places etc.

**TRAINING PROGRAMMES**

In the training programmes conducted during the year 2004-2005 (Apr.-Dec.,04) 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)
2004-2005 (Apr.-Dec.,04)	330	354	1081

**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 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, special attention was paid to their training and development in their respective fields of function. During the year 2004-2005 (till December, 2004) 3 SC and 1 ST employee 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 functions primarily to safeguard the interests of the reserved section of employees of the company.

**MOIL**

- 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.