

CHAPTER-XIII

## IMPLEMENTATION OF PROVISIONS OF PERSONS WITH DISABILITIES ACT, 1995

### STATUS OF IMPLEMENTATION OF THE PERSONS WITH DISABILITIES ACT, 1995 UPTO THE PERIOD ENDING 31.3.2004

**SAIL**

| Group        | Number of Employees | No. 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 falls | Remarks |
|--------------|---------------------|-------------------------|------------|------------|----------------|---|--|---|---------|
|              |                     | BL                      | HI         | LD         |                |   |  |   |         |
|              | (1)                 | (2)                     |            |            | (3)            | (4)                                       | (5)*   | (6)*                                    | (7)*    |
|              |                     | BL                      | HI         | LD         |                |   |  |   |         |
| A            | 15897               | 0                       | 3          | 35         | 38             | 0.24                                      |  |   |         |
| B            | 44371               | 5                       | 57         | 276        | 338            | 0.76                                      |  |   |         |
| C            | 90612               | 16                      | 73         | 517        | 606            | 0.67                                      |  |   |         |
| D            | 1295                | 0                       | 1          | 2          | 3              | 0.23                                      |  |   |         |
| <b>TOTAL</b> | <b>152175</b>       | <b>21</b>               | <b>134</b> | <b>830</b> | <b>985</b>     | <b>0.65</b>                               |  |   |         |

The Company did not recruit personnel (between 1999 to 2003) due to huge financial losses incurred during this period. Further, the Company entered into an MoU with Govt. of India in 2000, which envisaged, among other changes, reduction of manpower to 1,00,000 by the end of the year 2005 through operation of VR Scheme to enhance performance for a business and financial turnaround.

**Legends:**

- BL : Blindness or low vision
- HI : Hearing Impairment
- LD : Locomotor disability or cerebral palsy

**NMDC LTD.**

### IMPLEMENTATION OF PROVISIONS OF PERSONS WITH DISABILITIES ACT 1995

Status of implementation of the Persons with Disabilities Act, 1995 during the year 2004-2005 (Apr.-Dec.,04)

| 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 thereof *   | Action taken to fill up the short fall   |
|---------------------|----------------------------|----|----|----------------|--|---|--|
|                     | BL                         | HI | LD |                |  |   |  |
| (1)                 | (2)                        |    |    | (3)            | (4)                                    | (5)   | (6)  |
| Group               | BL                         | HI | LD |                |  |   |  |
| A 988               | —                          | —  | 3  | 1+2+32         | 0.61%                                  | We are mostly recruiting persons for Technical posts in our 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. |
| B 1040              | —                          | —  | 10 |                |  |   |  |
| C 2474              | 1                          | 2  | 15 |                |  |   |  |
| D 1162              | —                          | —  | 4  |                |  |   |  |
| 5664                | 1                          | 2  | 32 | 35             |  |   |  |

**Legends:** BL-----Blindness or low vision    HI-----Hearing Impairment  
 LD-----Locomotor disability or cerebral palsy

\* Not less than 3% for Persons with Disability of which 1% each for Persons suffering from Blind or Low Vision (ii) Hearing Impairment (iii) Locomotor or cerebral palsy

**MSTC LTD.**

**IMPLEMENTATION OF THE PERSONS WITH DISABILITIES ACT, 1995.**

Status of implementation of the Persons with Disabilities Act, 1995 during the year 2004-2005 (as on 31-12-2004) 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 therefore | Action taken to fill up the short fall |
|---------------------|-----|----------------------------|----|----------------|---|---|--|
| (1)                 |     | (2)                        |    | (3)            | (4)                                       | (5)   | (6)                                    |
| Group               |     | HI                         | LD |                |   |   |  |
| A                   | 129 | 1                          | 1  | 2              | 1.53                                      |   |  |
| B                   | 112 | 1                          | 2  | 3              | 2.67                                      | *   |  |
| C                   | 23  | -                          | 1  | 1              | 4.34                                      |   |  |
| D                   | 27  | 1                          | -  | 1              | 3.70                                      |   |  |
| Total               | 291 | 3                          | 4  | 7              | 2.39                                      |   |  |

**Legends:** BL — Blindness or low vision  
 HI — Hearing Impairment  
 LD — Locomotor disability or cerebral palsy.

**MOIL**

Status of implementation of Persons with Disabilities Act 1995 for the Year 2003-2004

|     | Total No. of Employees as On 31.3.2004 | No. of Posts identified where Physically Handicapped Persons can Be appointed | No. of disabled persons BL HI LD | % With regard to Col. | In case Fig in Col. No.4 Is less than % reasons thereof | Action taken to fill up the Shortfall |
|-----|--|---|----------------------------------|-----------------------|---|---------------------------------------|
|     | 1.                                     | 2.  | 3.                               | 4.                    | 5.  | 6.                                    |
| A - | 203                                    | 30  | —                                | —                     |   |                                       |
| B - | 164                                    | 85  | —                                | —                     | *   | *                                     |
| C - | 1423                                   | 260   | 8                                | 3.07%                 |   |                                       |
| D - | 5379                                   | 95  | 7                                | 7.36%                 |   |                                       |

Since Manganese Ore (India) Ltd. is a Mining Company and major activities carried out are in underground Mines situated in remote places, it is not possible, due to statutory restrictions under the Mines Act and Metaliferous Mines Regulations and because of safety reasons, to deploy disabled persons on jobs which are of strenuous nature. However, certain areas have been identified where disabled persons can be accommodated. There is no direct recruitment in these areas since last 5/6 years. However, whenever vacancies arise in these identified cadres, the reserved quota of physically handicapped will be taken care of.