

16 WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES AND PERSONS WITH DISABILITY

16.1 Coal India Limited

16.1.1 Reservation Policy

The reservation policy is being implemented in recruitment and

promotion of Scheduled Castes and Scheduled Tribes as per Presidential Directives.

	Direct Recruitment			Promotion		
	SC	ST	OBC	For Groups A,B,C & D	SC	ST
All India basis by means of open Basis competitive test (written)	15%	7½ %	27%	All India	15%	7½ %
All India Basis otherwise than by not conducting written competitive test	16 ⅔%	7½ %	Rest limited to 50%	-	-	-

Apart from the above there is a directive on reservation in recruitment on C & D posts where state-wise reservation norms are is being maintained. Subsidiary-wise/Company-wise reservation percentage is appended below:-

State	Company	%-age of SC	%-age of ST	%-age of OBC
Jharkhand	BCCL	12	26	12
Jharkhand	CCL	12	26	12
Jharkhand	CMPDIL	12	26	12
West Bengal	ECL	23	5	22
West Bengal	CIL, Kolkata	23	5	22
Orissa	MCL	16	22	12
MadhyaPradesh	NCL	15	20	15
Chattisgarh	SECL	12	32	6
Maharastra	WCL	10	9	27
Assam	NEC	07	12	27

16.1.2 Group-wise manpower as well as representation of SC/ST/OBC with percentage as on 01.04.2010 (i.e. 31.03.2010 provisional) in CIL is given below :

Group	Total Strength	SC %	ST %	OBC %
A	14530	7.00	2.21	7.32
B	21681	9.00	5.46	16.15
C	244818	23.31	11.79	19.41
D(Excluding Sweeper)	112073	20.01	14.69	18.24
D(Sweeper)	4023	98.95	0.50	0.09
TOTAL	397125	21.77	11.80	18.26

16.1.3 Welfare Measures

Mining of coal has profound impact on the communities living in the areas where the mines are established. The obvious impact of the introduction of any industrial activities in such areas is change in the traditional lifestyle of the original inhabitants and indigenous communities and also change in the socio-economic profile of the area. In the above context, Coal India strongly believes that the people living in mining areas are an important stakeholder in the process of mine development and for sustainable development they have to be given share of the benefits of development of the mining projects.

In view of the above as a part of Corporate Social Responsibility Coal India and its Subsidiary companies are undertaking different welfare activities, in and around

the coalfield areas for the benefit of Scheduled Castes(SC) and Scheduled Tribes(ST).

The following programme/schemes have been undertaken for benefiting SCs & STs in the coal bearing areas:-_

- a) Creation of Community assets (Infrastructure) like provision for Drinking water, construction of School buildings, Check dams, Village roads, Link roads and Culverts, Dispensaries and Health center, Community Centre, Market place etc.
- b) Awareness programme and Community activities like Health camp, Medical aids, Family welfare camps, Aids awareness programme, Immunization camps, Sports & Cultural activities, Plantation etc.

16.1.4 Implementation of persons with disability Act, 1995

The Annual Statement showing the representation of persons with disabilities in CIL as on 01.04.2010 is given below:

Company	Number of Employees			
	Total	VH	HH	OH
ECL	87361	30	41	114
BCCL	73788	36	18	64
CCL	54529	34	29	74
WCL	60032	32	9	157
SECL	78283	7	5	67
MCL	19911	51	2	64
NCL	15789	8	2	29
NEC	2854	0	0	1
CMPDI	2943	2	3	11
DCC	602	0	0	0
CIL(HQ)	1033	1	0	0
Total CIL	397125	201	109	581

Details of appointments in Group C & D since 1996-97

Year	No. of persons appointed	Number of posts filled under reservation quota		
		VH	HH	OH
1996-97 to 01.01.09	4185	2	1	13

VH- Visually Handicapped,
 HH-Hearing Handicapped,
 OH-Orthopedically Handicapped

16.2 NEYVELI LIGNITE CORPORATION

16.2 NLC is following the rule of reservation prescribed by the Government of India. All directives issued by Government of India in the matter of reservation in

Recruitment & Promotion are being followed. The Cell is working under the guidance of an Officer at Chief General Manager level to ensure due compliance of the orders on the Reservation Policy of

SC / ST, Ex-Servicemen, Disabled persons and Minorities, issued by the Government of India from time to time. The Cell is also ensuring speedy disposal of various complaints and grievances of the employees belonging to the above categories. One of the functions of the cell is to collect data pertaining to SC / ST, Ex-Servicemen, Disabled persons and Minorities and furnish the same to various authorities under the control of the administrative Ministry, Government of

India. The objective of the cell is to enlighten the employees with regard to the safeguards that are provided by the Government of India in the matters of recruitment, promotions and other service matters and also to ensure the implementation of the Presidential Directives on Reservation Policy. The details relating to the percentage of reserved categories of employees as on 31st December 2009 are furnished below:-

Group	Applicable Percentage of Reservation		Manpower position			Available Percentage	
	SC	ST	Total	SC	ST	SC	ST
A	15	7.5	3615	713	138	19.72	3.82
B	16.66	7.5	451	117	39	24.94	8.65
C	19	1	11923	2528	122	21.20	1.02
D	Excl.Sweepers	19	2401	510	11	21.24	0.46
	Sweepers		36	23	0	63.89	0.00
Total			18426	3891	310	21.12	1.68

16.2.1 Scheduled Caste Sub-Plan for the Welfare of SCs /STs:

NLC has formulated and implemented Scheduled Caste Sub-Plan (formerly known as Special Component Plan) for the Welfare of Scheduled Caste and Scheduled Tribe Population from the year 2000, after framing the scheme based on the detailed guidelines on formulation, implementation and monitoring of SCP given by the planning commission and various communications received from

Ministry of Coal and Ministry of Social Justice of Empowerment. There is no separate Tribal Sub Plan as the ST population is negligible in the peripheral area of NLC and hence SCSP is implemented for both SC & ST Population.

16.2.2 Implementation of Persons with Disabilities Act 1995

NLC is implementing various Schemes / Policy for the Socio - Economic development of Physically Challenged Persons. NLC has been patronizing

Neyveli Health Promotion and Social Welfare Society [NHPSWS]. The society is getting continuous financial and other forms of assistance / help from the Neyveli Lignite Corporation to meet the social welfare objectives of the society which

extends benefits to disabled population in Cuddalore, Villupuram and neighboring Districts of the Tamil Nadu.

Following are the details of Disabled Persons employed in NLC as on 31.12.2009:

Disabled Persons Employed in NLC as on 31.12.2009

Group	Total Post	Identified Posts	Posts for disabilities @ 3%	Disabled Persons Employed			
				VH	HH	OH	TOTAL
A	3615	37	1	-	-	-	-
B	451	28	1	-	-	2	2
C	11923	64	1	1	1	3	5
D	2437	2863	86	30	9	88	127
Total	18426	2992	90	31	10	93	134

VH - Visually Handicapped HH - Hearing Handicapped

OH - Orthopeadically Handicapped

16.2.3 Promotion

Promotion within Group 'D', from Group 'D' to 'C' and within Group 'C' NLC has been adopting Time Bound Promotion Scheme with the scope for 100% promotion and the promotions are based on Time Bound without linkage to vacancy, wherein, there is no element of selection.

provided. The Society also provides training and job opportunities in various fields viz. flour grinding, cane weaving and bookbinding. At present five Centers are functioning under the Society.

16.2.4 Health & Welfare

The society takes care of the Education of Physically Challenged Persons like Hearing Impaired and Training in various handicraft works to earn their livelihood. Facilities for Yoga, Sports and Games are

NLC is implementing various Schemes/ Policy for the Socio-Economic development of Physically Challenged Persons. NLC has been patronizing Neyveli Health Promotion and Social Welfare Society [NHPSWS]. The society is receiving continuous financial and other forms of assistance / help from the Neyveli Lignite Corporation to meet the social welfare objectives of the society which

extends benefits to disabled population in Cuddalore, Villupuram and neighboring Districts of the Tamil Nadu.

16.2.5 National Aids Control Organisation Relating to Aids

In order to prevent vertical transmission of HIV infection from mother to child and to minimize damage of HIV infection to the mother, a screening cum counseling center is being opened at maternity department in collaboration with the State Government. This service is being extended to all including those who come to hospital for anti natal services from the surrounding villages.

There is no way by which HIV could be tested unless individuals who feel they are at risk volunteer for screening. Both Neyveli Book Fair and Safety Week Celebration provide an opportunity for the general public to volunteer themselves for HIV screening.

16.3 SINGARENI COLLIERIES COMPANY LIMITED

16.3.1 Representation of SC / ST / BC Categories

As regards SCCL, the total men on roll as on 31.12.2009 are 69,489.

The information pertaining to social justice as regards to the existing employees in reservation categories as on 31.12.2009 in SCCL is furnished hereunder:

CASTE	ON ROLL	% share
SC	15122	21.76
ST	3351	4.82
BC	38331	55.16
- BC-A	4829	6.95
- BC-B	15177	21.84
- BC-C	872	1.25
- BC-D	16937	24.37
- BC-E	516	0.74
Others	12685	18.26
Total	69489	100

16.3.2 Implementation of Persons with Disability Act, 1995

It is pertinent to mention that the Mines Act, 1952 and Mines Rules, 1955 has prescribed certain minimum physical standards for a person to be employed in a mine and that the Colliery Medical Officer is cast with the responsibility to certify the medical fitness or otherwise with reference to the standards fixed under the Act in view of the hazardous nature of work. Therefore it is obligatory on the part of the Mine Owners to employ physically fit persons only to work in the mines.

In view of the special circumstances existing in SCCL, the Govt. of Andhra Pradesh in exercise of powers conferred under statute has exempted SCCL from implementing of reservation to the Candidates with physical disabilities in direct recruitment under section 33 of the Persons with Disabilities (equal

Opportunities Protection of Rights and Full Participation] Act 1995 (Central Act No.1 of 1996) vide letter No. 946 /Pr/1(2)/2003-5 dated 30.05. 2003 of the Principal Secretary to Govt., Energy Dept., Govt. of Andhra Pradesh, Hyderabad and G.O.Rt.No./317 dtd.12.12.2005 of Special Chief Secretary to Govt. Energy (PRI) Dept., Govt. of Andhra Pradesh, Hyderabad.

16.3.3 Special Development Programme

As a part of Corporate Social Responsibility, Sports & Games are conducted for the physically and mentally challenged persons in all the Areas SCCL on 3rd December of every year i.e., International Disabled Day.

The following three special schools are being supported by Singareni Seva Samithi (SSS) by extending infrastructure, supplying machinery etc.

- Manochaitanya School, Godavarikhani (for Mentally retarded)
- Manovikas School, Mandamarri (for Mentally retarded)
- Sai Manoteja Deaf & Dumb School, Manuguru

16.3.4 The Presidential Order 1975 on direct recruitment

As per the Presidential Order 1975, the information pertaining to SCCL in respect of direct recruitment is as follows.

- Non-executive cadre posts at entry level by direct recruitment, the first

20% of the vacancies will be filled with open category (i.e. Local and Non-local) basing on their merit and communal roster. The remaining 80% of the vacancies will be filled with local candidates as per merit and communal roster points.

- Executive cadre posts at entry level by direct recruitment, the first 40% of the posts will be filled from combined merit list as open category (both Local and Non-local) and remaining 60% of posts by local candidates as per merit and communal roster points.

The above reservation for local candidates will not be applicable for the following posts:

- a) Executive cadre posts in Medical & Health discipline
- b) Executive cadre posts in Mining discipline
- c) Mining supervisory cadre posts i.e., Overman / Overman Trainee / Jr. Mining Engineer Trainee.
- d) Security personnel (Ex-servicemen category to be notified to Sainik Boards)

Once recruited the candidates are liable for transfer to any other district / State wherever required by SCCL.