



## **WELFARE MEASURES**



## Welfare Measures

Mining of Coal has profound impact on the communities living in the areas where the mines are established. The impact of any industrial activities in such areas has impacted the traditional lifestyle of the original inhabitants and the socio-economic profile of the area. CIL has strongly fostered the belief that people living in mining areas are important stakeholders in the process of mine development.

- As part of the Corporate Social Responsibility mandate, CIL and its subsidiary companies are undertaking different welfare activities, in and around the coalfield-areas for benefit of the (SC) and (ST) population.
- Creation of Community assets like provision for potable drinking water, construction of School buildings, check dams, village roads, link roads and culverts, dispensaries and hospitals, community centers etc.
- Awareness programmes and community activities like health camps, medical aid, family welfare camps, Aids awareness programmes, immunisation camps, promotion of sports & cultural activities, social forestry, etc.
- **Implementation of Persons with Disability Act, 1995**

### 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 <b>01.01.2015</b>	8768	34	9	66

### VH- Visually Handicapped, HH-Hearing Handicapped, OB-Orthopedically Handicapped

- NLC also implements several welfare measures for the upliftment of SCs, STs and Disabled Persons. As part of its Corporate H.R Department, SC & ST Cells have been set up to deal with service matters of SC, ST employees, disabled persons, ex-Servicemen and minorities. The Cell ensures speedy disposal of 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 administrative control of the Ministry. The objective of the cell is also to enlighten employees about safeguards that are provided by the Government of India in matters of recruitment, promotions and other service matters and to ensure the implementation of the Presidential Directives on Reservation Policy.
- The details relating to the percentage of reserved categories of employees as on 31<sup>st</sup> December 2014 are furnished below:

Group	Applicable Percentage of Reservation		Manpower position			Available Percentage	
	SC	ST	Total	SC	ST	SC	ST
<b>A</b>	15.00	7.5	4160	865	279	20.79	6.71
<b>B</b>	16.66	7.5	133	23	13	17.29	9.77
<b>C</b>	19.00	1.0	10905	2125	103	19.45	0.94

<b>D</b>	Excl. Sweepers	19.00	1.0	1247	301	2	24.14	0.16
	Sweepers			8	4	0	50.00	0.00
<b>Total</b>				<b>16453</b>	<b>3470</b>	<b>397</b>	<b>20.14</b>	<b>2.41</b>

➤ **Scheduled Caste Sub-Plan for the welfare of SCs /STs:**

NLC has implemented the Scheduled Caste Sub-Plan (formerly known as Special Component Plan) for the Welfare of Scheduled Caste and Scheduled Tribe Population from the year 2000. There is no separate Tribal Sub-Plan as the ST population is negligible and hence SCSP is implemented for both SC & ST Population.

➤ The welfare measures are centered around -

- Providing 2 sets of uniforms every year free of cost to children studying in NLC Elementary Schools.
- Providing one set of free footwear children from 1<sup>st</sup> Std to 5<sup>th</sup> Std once in two years.
- Scholarships to **175** SC/ST students for pursuing Professional Courses at the rate of ₹ 12000/- per annum and for pursuing Diploma in Engineering & Under Graduate Courses at the rate of ₹ 10000/- per annum. This includes hostel fees of ₹3750/-per student.
- Cash awards are disbursed for meritorious students scoring 90% & above marks in SSLC and HSC Examination.
- Reimbursement of tuition fees of students belonging to SC/ST category studying in Jawahar Science Collage, Neyveli.
- Special training programmes like Executive Development Programs are conducted exclusively for the benefits of SC/ST Employees.
- Technical and vocational training under apprenticeship training scheme is imparted.
- Youth personality development programme including development of sports and cultural activities among SC/ST children are held regularly.

➤ **Implementation of Persons with Disabilities Act, 1995**

NLC is implementing various Schemes for the socio-economic development of physically challenged persons. The **Neyveli Health Promotion and Social Welfare Society (NHPSWS)** extends benefits to disabled population

in Cuddalore, Villupuram and neighboring districts of Tamil Nadu. NLC also implements 3% reservation for persons with disabilities in appointments as per the PWD Act 1995. Recruitments are made whenever suitable posts are found for persons with disabilities in Group A/B/C/D posts. Promotion within Group 'D', from Group 'D' to 'C' and within Group 'C' has been time bound with scope for 100% promotion.

- **In SCCL** the total employees on roll as on 31.01.2015 are 58,713. The information pertaining to social justice as regards to existing employees in reserved categories as on 31.12.2014 is as follows:

Caste	On Roll	% share
BC	31868	54.3
SC	12783	21.8
ST	3028	5.1
Others	11034	18.8
Total	58713	100

- As part of Corporate Social Responsibility, Sports & Games are conducted regularly for physically and mentally challenged persons in all the areas of SCCL
- Following three special schools are being supported by Singareni Seva Samithi (SSS).
- Manochaitanya School, Godavarikhani ( for mentally retarded)
  - Manovikas School, Mandamarri ( for mentally retarded)
  - Sai Manoteja Deaf & Dumb School, Manuguru
- Infrastructure and other facilities are being provided to the tribal community in and around SCCL :
- Tribal Home at Manuguru
  - Vanavasi Kalyana Parishad at Bellampalli
  - Vanavasi Kalyana Parishad at Kothagudem\_
  - R & R Centres in Bellamapli Area