

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 the Presidential directives.

For Group A & B Posts	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	7.5	27	All India	15	7.5
All India basis otherwise than by not conducting written competitive test	16.7	7.5	Rest limited to 50			

Apart from the above, there is a directive on reservation in recruitment to Group C & D posts where state-wise reservation norms are

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, Kol.	23	5	22
Odisha	MCL	16	22	12
Madhya Pradesh	NCL	15	20	15
Chhattisgarh	SECL	12	32	6
Maharashtra	WCL	10	9	27
Assam	NEC	7	12	27

16.1.2 Group-wise manpower as well as representation of SC / ST / OBC with

percentage as on 01.01.2014 in CIL is given below:

Group	Total Strength	SC %	ST %	OBC %
A	16367	10.08	3.69	10.91
B	21538	11.14	6.58	13.96
C	206916	21.17	12.26	19.05
D (excluding Sweeper)	102032	19.94	14.20	17.56
D (Sweeper)	3335	97.24	1.05	0.49
TOTAL	350188	20.83	12.01	18.06

16.1.3 WELFARE MEASURES (SC & ST)

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 changed in the traditional lifestyle of the original inhabitants and indigenous communities and also changed 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 programmes / 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 care centers, community centre, market place etc.
- b) Awareness programme and Community activities like Health camps, Medical aid, Family welfare camps, Aids awareness programme, Immunisation camps, Sports Cultural activities, Plantation etc.

16.1.4 Implementation of Persons with Disability Act, 1995

tation of persons with disabilities in CIL as on 01.01.2014

Statement showing the represen-

Company	Number of Employees			
	Total	VH	HH	OH
ECL	72366	6	16	35
BCCL	59897	38	18	68
CCL	47129	29	11	48
WCL	53055	41	19	67
SECL	71677	17	7	91
MCL	22359	21	10	63
NCL	16868	10	2	34
NEC	2223	0	0	2
CMPDI	3167	1	3	17
DCC	523	0	0	0
CIL (HQ)	924	1	0	1
Total CIL	350188	164	86	426

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 01.01.2014	8387	13	8	46

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

16.2 NEYVELI LIGNITE CORPORATION

16.2.1 Neyveli Lignite Corporation Limited as a part of Corporate H.R Depart-

ment, set up on SC/ST Cell exclusively to deal with the service matters of SC/ST employees, Disabled persons Ex-Servicemen and Minorities and to

ensure due compliance of the orders on the Reservation Policy of SC/STs, 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 March, 2014 are furnished below:

Group		Applicable Percentage of Reservation		Manpower position			Available Percentage	
		SC	ST	Total	SC	ST	SC	ST
A		15	7.5	4251	873	269	20.54	6.33
B		16.66	7.5	75	13	21	17.33	28.00
C		19	1	11104	2204	109	19.85	0.98
D	Excl. Sweepers	19	1	1409	327	9	23.21	0.64
	Sweepers			10	6	0	60.00	0.00
Total				16849	3423	408	20.32	2.42

16.2.2 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.

- a. Providing 2 Sets of Uniforms every year at free of cost to the children studying in NLC Elementary Schools.
- b. Providing One Set of free footwear to the Children from 1st Std to 5th Std once in two years.
- c. 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 including hostel fees of ₹3750/- per student.
- d. Besides the above, Cash awards are disbursed for meritorious students belonging to the various category for scoring 90% & above Marks in SSLC and HSC Examination for the academic year 2012-13.
- e. Reimbursement of tuition fees of students belonging to SC/ST category studying in Jawahar Science Collage, Neyveli for the academic year 2013-14.
- f. Special training programmes like executive development programme were conducted exclusively for the benefit of SC/ST employees. The number of SC/ST persons given training up to February 2014 is 2120 inclusive of 81 deputation training.
- g. Imparted technical and vocational training under apprenticeship training scheme. The number of SC/ST persons benefited till February 2014 is 266 persons.
- h. Youth personality development programme including development of sports and cultural activities among SC/ST children were held.

16.2.3 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.

16.2.4 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.

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 01.01.2014 are 62214.

The information pertaining to social justice as regards to the existing employees in reservation categories as on 01.01.2014 in SCCL is furnished hereunder:

CASTE	ON ROLL	% share
BC	33,865	54.43
SC	13,666	21.97
ST	3,155	5.07
Others	11,528	18.53
Total	62,214	100.00

16.3.2 Implementation of Persons with Disability Act, 1995

It is pertinent to mention that The Mines Act, 1952 and The Mines Rules, 1955 have 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 part of Corporate Social Responsibility, Sports & Games are conducted for the physically and mentally challenged persons in all the areas of 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 infra-structure, supplying machinery etc.

- Manochaitanya School, Godavari-khuni (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:

- 1) Tribal Home at Manuguru
- 2) Vanavasi Kalyana Parishad at Bellampalli
- 3) Vanavasi Kalyana Parishad at Kothagudem

4) R & R Centres in Bellamapli Area

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) based on their merit and community 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

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