

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.

	Direct Recruitment			Promotion		
	SC	ST	OBC	For Groups A,B,C & D	SC	ST
For Group-A & B Posts						
All India basis by means of open Basis competitive test (written)	15%	7 ½%	27%	All India	15%	7 ½%
All India Basis otherwise than by not conducting written competitive test	16 2/3%	7 ½%	Rest limited to 50%			

Apart from the above there is a directive on reservation in recruitment on 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
Chattisgarh	SECL	12	32	6
Maharastra	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 1.1.2012 (i.e. 31.12.2011 Provisional) in CIL is given below:

(Provisional)

Group	Total Strength	SC %	ST %	OBC %
A	14040	7.3.57	2.3.78	7.4.27
B	23168	10.12	5.75	12.94

C	224213	21.45	11.54	18.20
D (Excluding Sweeper)	109536	19.07	14.08	17.47
D (Sweeper)	3693	96.00	0.64	0.42
TOTAL	374650	20.98	11.52	17.22

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:-

- 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.
- 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:

Statement showing the representation of persons with disabilities in CIL as on 1.1.2012.

(Provisional)

Company	Number of Employees			
	Total	VH	HH	OH
ECL	78737	20	25	70
BCCL	65727	37	19	67
CCL	50496	20	12	32
WCL	57510	32	8	160
SECL	76583	7	5	65
MCL	21936	123	5	98
NCL	16377	9	2	34
NEC	2560	0	0	1
CMPDI	3168	1	3	13
DCC	572	0	0	0
CIL (HQ)	984	1	0	0
Total CIL	374650	250	79	540

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 1.1.11	4846	2	1	22

VH = Visually Handicapped HH = Hearing Handicapped OB = Orthopedically Handicapped

16.2 NEYVELI LIGNITE CORPORATION

16.2.1 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 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 2011 are furnished below:

Group		Applicable Percentage of Reservation		Manpower position			Available Percentage	
		SC	ST	Total	SC	ST	SC	ST
A		15	7.5	4048	831	164	20.53	4.05
B		16.66	7.5	117	30	14	25.64	11.97
C		19	1	11978	2503	118	20.90	0.99
D	Excl.							
Sweepers		19	1	1706	371	10	21.75	0.59
		Sweepers		18	10	-	55.56	0.00
Total				17867	3745	306	20.96	1.71

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.

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 31.12.2011 are 66,650.

The information pertaining to social justice as regards to the existing employees in reservation categories as on 31.12.2010 in SCCL is furnished hereunder:

CASTE	ON ROLL	% share
SC	14524	21.8
ST	3279	4.9
BC	36703	55.0
BC-A	4623	6.9
BC-B	14546	21.8
BC-C	806	1.2
BC-D	16226	24.3
BC-E	502	0.8
OTHERS	12248	18.3
TOTAL	66754	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 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 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

Infrastructure and other facilities are being provided to the tribal community in and around SCCL :

- (i) Tribal Home at Manuguru
- (ii) Vanavasi Kalyana Parishad at Bellampalli
- (iii) Vanavasi Kalyana Parishad at Kothagudem
- (iv) 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) 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

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