File No. Review/7/2019/Chhattisgarh /2019/RU-III

To,

1. The Secretary,
   Ministry of Steel,
   Govt. of India,
   Shastri Bhawan,
   New Delhi-110001

2. The Chairman-cum-Managing Director,
   NMDC,
   Khanji Bhavan, 10-3-311/A,
   Castle Hill, Masab Tank,
   Hyderabad - 500028

3. The Secretary,
   SC and ST Development Department,
   Govt. of Chhattisgarh,
   Mahanadi Bhawan,
   Naya Raipur (Chhattisgarh)

Sub: Review of Constitutional Safeguards for Scheduled Tribes, monitoring of implementation of Reservation Policy and Development Programmes/Schemes for Scheduled Tribes in the Chhattisgarh State.

Sir,

I am directed to enclose herewith a copy of Proceedings of the Review Meeting taken by Dr. Nand Kumar Sai, Hon'ble Chairperson of National Commission for Scheduled Tribes (NCST) on 04-11-2019 for information and necessary action.

It is, requested that action taken report in this regard may please be sent to the Commission within months' time.

Encl: As above

Yours faithfully,

(R.K. Dubey)
Assistant Director

Copy to:

1. PS to Hon'ble Chairperson, NCST
2. SAS, NIC, NCST upload on the web site.
Government of India
National Commission for Scheduled Tribes

Minutes on the Review Meetings taken by National Commission for Scheduled Tribes on the implementation of safeguards provided to the Scheduled Tribes and CSR activities in NMDC Projects, Bacheli and Kirandul, District South Bastar Dantewada (Chhattisgarh) on 04.11.2019.

The National Commission for Scheduled Tribes held Meetings with representatives of Welfare Associations of NMDC projects i.e. Bacheli Complex and Kirandul Complex, South Bastar Dantewada, Chhattisgarh and other local tribal delegations and management of NMDC to review the implementation of CSR and other safeguards provided to the Scheduled Tribes in the Organization for development of Scheduled Tribes.

The List of participants of the above meetings is annexed with this report.

1. In the beginning, the Commission met the office bearers and members of ST employees Welfare Associations of NMDC projects i.e. Bacheli Complex and Kirandul Complex South Bastar Dantewada, Chhattisgarh and other local Tribal representatives/delegations. The following issues were raised by the Associations before the Commission:
(a) Recruitment in NMDC units should be done based on Registration in local employment exchange and local population should be given preference. At present even in Group C and D level posts, recruitments is being done on open completion on all India basis, because of this provision the local tribal candidates can't compete with the outside candidates. Therefore, local tribal candidates are not getting employment in NMDC. Moreover, DoPT OM No. 36017/1/2004-Estt.(Res.) dated 05.07.2005 should be scrupulously followed by NMDC in the matter of employment.

(b) Project affected villages should be developed on priority basis because local tribal people are sacrificing their land, employment and environment for NMDC projects. Hence, CSR fund should firstly be used in project affected villages.

(c) Jobs should be provided to the candidates of project-affected families as per their educational qualification and skills. Candidates securing higher educational qualification should be given appointment on higher post.

(d) In Scheduled Areas, the posts of President of village panchayat are reserved exclusively for ST candidates, but the Chhattisgarh government is converting village panchayats into Nagar Parishad/ Palika because of which posts of President have become unreserved. Such urban bodies should be
reconverted to village Panchayats. (This Matter is related to Government of Chhattisgarh).

(e) Commission was informed that now a days the NMDC is completing most of the work through outsourcing agencies / out of state contractors and therefore the labourers engaged by these contractors belong to other states. The local tribals remain unemployed. Hence, the NMDC should stop this practice and local tribal people should be encouraged for contract work, so that the local tribal labours could get the employment.

(f) Due to red wastage water of NMDC projects, the tribal land in many villages is adversely affected. It does not remain cultivable. Hence, the affected landowners should be given monetary compensation and employment in NMDC.

(g) Tribal students of local project affected villages should be provided free cloths, school bags, shoes etc. by utilizing CSR funds.

(h) Project affected tribal students should be given priority in admission in the Schools/ Colleges/ ITIs etc. run by the NMDC Management.

(i) Free vocational training should be arranged for local tribal youths.

After meeting with SC/ST Association, the Commission held a meeting with NMDC Management

At the outset, Director (Personal), NMDC, Hyderabad welcomed the Chairperson, Members and other officials of the Commission by presenting bouquet. Thereafter, the General Manager welcomed the Chairperson, Members and other officials of the Commission on behalf of NMDC Bacheli and Kirandul Complex and short presentation on the CSR activities run by the NMDC for development of Tribal’s and local people was made.

The Commission was informed that the NMDC took up CSR activities much before the concept was formally introduced. In fact, its CSR programme is as old as the Company itself. It was also informed that while pursuing its business vision of expansion in ongoing activities in India and abroad, NMDC seeks to add value to its CSR effort by aiming for eradication of illiteracy, minimizing child and maternal mortality, poverty alleviation and affordable health care in the surrounding villages of its Project areas. It was also informed that keeping this in
• Directly by NMDC.
• In partnership with State Governments.
• Through reputed and experienced Non-Governmental Organizations/service Providers or fellow Public Sector Enterprises.

4. Monitoring:

The Commission was informed that CSR proposals, as well as the corresponding budget proposals are examined by the CSR and sustainability committee of Directors, headed by an independent Director and recommendations of the Committee are finally put up for approval of the Board. Implementation is monitored through a system of joint inspections with the relevant service providers/NGOs/State Government Officials, and the monitoring of CSR Programmes is done by CSR and Sustainability Committee during its review meetings.

The Commission was further informed the beneficiaries are mostly the tribals /backward sections in the proximity of the mines, which are in remote locations. These programmes are structured in consultation with the local communities and the local administration. NMDC’s CSR consultative mechanism under NMDC CSR Policy was lauded by DPE as a model to be emulated by PSUs.

5. The mechanism adopted in respect of CSR Programme:

The NMDC management informed the Commission that NMDC’s CSR Programme is founded on a novel consultative process, which stresses on consultation with stakeholders covering the entire spectrum i.e., grass root level
Gram Panchayats, District Administration and going up to the highest echelons of the State/Central Govt. Besides this, interaction with People’s Representatives, Civil Society Advocacy groups, RTI activists etc. also play an important role in shaping the plans and direction of NMDC’s CSR.

6. Highlights of CSR activities of NMDC:

A. EDUCATION

i. The Commission was informed that the NMDC runs a focused initiative called “Balika Shiksha Yojna” for the benefit of the tribal girl students of Bastar region. The initiative has a triple purpose of assisting girls from socio-economically disadvantaged sections of society to pursue professional education, contribute to women empowerment and also to help in addressing the situation of acute shortage of Medical & Paramedical staff in Bastar region. Under the scheme, selected Girls are sponsored for B.Sc. (Nursing) and GNM (General Nursing & Midwifery) courses at Apollo Institute of Nursing, Hyderabad. The entire expenditure of the scheme is borne by NMDC. Since 2011-12, 338 girl students have been sponsored for nursing courses under the scheme. All the passed-out students have been gainfully employed.

ii. It was also informed that the NMDC has established a Residential School at Nagarnar, Bastar in 2010-11 to provide quality education to the children of Bastar region as many children from remote and backward villages in Bastar division do not get chance to study due to remote village locations, tough geographic terrain and varied socio-economic challenges. At present the strength of students up to class XII in the school is 585 students.

iii. The Commission was also informed about Scholarship scheme for tribals: “Shiksha Sahayog Yojna” is a unique initiative by NMDC for the poor Tribal and SC students of 07 (Seven) district of Bastar region, Chhattisgarh and 8 villages around Donimalai in Bellary district in Karnataka. The objective of the scheme is to help students pursue education beyond 8\textsuperscript{th} class up to Graduation level. A total of 18000 Nos. of scholarships are distributed under the scheme.

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iv. It was also informed that the support to Mid-Day Meal programme in partnership with Akshaya Patra Foundation, NMDC has been providing monetary support to mid-day meal scheme for providing nutritious and wholesome meal to the students during school hours. The scheme covers 8000 students in 38 schools of Karnataka.

v. It was also informed that the NMDC, with the help of Government of Chhattisgarh has taken a unique initiative of establishing an Education City in South Bastar Dantewara with Institutions ranging from Primary School to Professional institutes like Polytechnic in a single campus with an objective to help local children who face challenges like geographic terrain coupled with prevailing law and order issues in continuing education, get quality Professional and technical education.

vi. The NMDC has partnered actively with the State Govt. in this initiative and is supporting in several ways:
   o **Asthagurukul** – A residential school primarily for children affected by Naxalite related violence in the region and also for students belonging to SC/ST/OBC and other underprivileged communities. NMDC has funded creation of physical infrastructure and is also supporting regular operations of the school.
   o **Hostel for Boys & Girls** – Construction of 1000 seater hostel for boys and Girls has been funded by NMDC.
   o **Polytechnic College** – Established & operated by NMDC within the premises of Education City.
   o **Saksham** - A residential school for children with special needs equipped with appropriate needs & materials as per their requirement. NMDC has been supporting the Saksham initiative by bearing the operational expenditure of the school and has also contributed financially for creation of physical infrastructure.

vii. **Drive to improve Literacy in Dantewada**: NMDC took up a 3-year education Improvement Program in 84 Govt. Primary schools in Dantewada block of South Bastar district aimed at reducing drop-out rate, improve education standards etc. A total of 4200 students, mostly tribals have been benefitted from this program.
viii. **ITI at Bhansi & Nagarnar – Chhattisgarh**: In order to promote Technical Education amongst the local youth of the Bastar Region in Chhattisgarh, NMDC has been operating two ITI’s at Bhansi and Nagarnar respectively. Tribal students requiring monetary support are also provided a monthly scholarship. Both the institutes provide trainings in specific courses such as Welder & Fitter, Diesel Mechanic, Electrician, Motor Vehicle Mechanic, Welder & Mason trades.

ix. **Polytechnic college at Dantewada – the first of its kind**: NMDC has established a polytechnic college at Dantewada within the premises of Education City. The College has a current intake of 126 students per year in Mechanical and Electrical Streams.

x. **Education City of Bijapur**: NMDC has partnered with the Govt. of Chhattisgarh for establishing an Education City in one of the most backward districts of the country – Bijapur. It would be on the lines of the one already established at Geedam in Dantewada District and would provide wide range of educational facilities for the local children.

xi. **Ujjiar**: 100 NMDC has been providing financial assistance to 100 bright students for pursuing higher education viz., B.E., B.Tech, MBBS, B.Sc.(Agri.), B.Sc.(Nursing), B.Sc.(Vet.), BBA, B.Com and polytechnic courses in Dantewada District. NMDC provides support to the extent of 3.00 lakhs per student for education course of four-year duration.

xii. **Chhu lo Aasman**: NMDC has been extending support to ‘Chhu Lo Aasman’ a joint initiative with District Administration Datewada, to provide coaching for various National/State level medical/engineering entrance tests. A selection test is conducted for VIII pass students of Dantewada Dist. Selected students are provided residential facilities, uniform and other facilities at Choo Lo Aasmaan from class 9th to 12th. The initiative was started in 2011, and till date 320 boys and 320 girls have been benefitted from this scheme.

xiii. **Operation of single teacher School**: NMDC has initiated a unique initiative of operating 500 single teacher school in remote tribal villages around Bailadila Projects for a period of five (5) years in order to promote education amongst tribal children. 120 single teachers were operational in the year 2018-19 out of the 500 proposed teachers.

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*Shri. Nand Kumar Sai*
Chairperson
National Commission for Scheduled Tribes
Bailadila, Chhattisgarh
Apart from the education the NMDC has partnered other actively which are given below:

**B. Health**

i. Free treatment to tribals at Project Hospitals (About 100,000 out-patients and about 10,000 in-patients per year)

ii. Operation of Hospital on wheels – Covering 37 Villages.

iii. Medical Camps: regularly organized around Project locations – General Medicine, ENT & Eye Camps, more than 3000 cataract operations so far.

iv. Infrastructural support to Health Institutions.

v. Construction of Upchikitsa Kendra & Boys Hostel in Jashpur Dist.

vi. Programme for production & distribution of sanitary napkins among tribal women in Dantewada Dist. through SHG’s.

**C. Rural Development: The Commission was informed that the NMDC has also taken important initiatives in following areas:**

**Integrated Village Development**

- Presently work is in progress in 18 villages – 20000 beneficiaries
  
  **Agriculture:**
  
  i. Promotion of Scientific Farming techniques
  
  ii. Irrigation facilities
     
     Feeder Tank – 13 constructed
     
     Wells Dug – 24
     
     Pump installation – 50
     
     Pond excavation – 18
  
  iii. Paddy Yield increased
  
  iv. Vegetable cultivation – Area cultivated – 114.76 acres so far
  
  v. No. of Farmers covered around 900

**Education**

i. Aanganwadis – 49 Centres

ii. Primary Schools – 42 schools

iii. Middle School – 3 schools

iv. Sports & Community recreation etc.

**SHG Formation and Income Generation Activities**

i. Total SHG’s formed – 56
ii. SHG’s linked with Bank – 50
iii. Training conducted in Mushroom Cultivation, Tailoring, Broom making, Goat rearing etc.

D. Promotion of Pisciculture – 22 Ponds in 12 Villages

E. Infrastructure (Construction)
   i. High level Bridge over Dankini River, Dantewada
   ii. By-pass Road for Jagdalpur – 19.4 Kms in Bastar
   iii. Palnar – Sameli – Aranpur Road, Dantewada District
   iv. Tribal Haat Bazaars in Dantewada District
   v. Gaurav Path – 4 way lane, Dantewada – 6 Km
   vi. ‘Ekalavya Khelkud Prakalp’ – Residential sports facility for tribal youth of Bastar Region
   vii. Construction of Archery & Shooting Academy and Athletics Track at Jagdalpur in Bastar Dist.

F. Community Centre in Jashpur, Chhattisgarh

G. Farmers Development Scheme – promoting organic farming & enhancing farm productivity
   i. Barbed Wire Fencing works
   ii. Installation of Motorized Bore wells
   iii. Construction of Tanks
   iv. Providing tractors & mechanized equipment
   v. Exposure visits/study tour & training of farmers

H. Drinking Water
   i. Group Water Supply Scheme – to provide clean drinking water to 32 villages in Dantewada Dist.
   ii. Providing clean drinking water to 36 settlements through installation of solar dual power pumps in Dantewada Dist.

I. Skill Development
   i. Completed a Programme (Recognition of Prior Learnig – RPL training) to train 1600 local youth of surrounding areas around NMDC Projects in Mining & Steel sector related skill over a period of three (03) years through NSDC in 2018-19 Assistance to Dairy Development Centre in Dantewada Dist.

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ii. Kaushal Vikas Karyakram: To improve competitive capability and employability of candidates.

iii. Training on Hand Pump Repair & Maintenance: 1260 youth from Bastar District participated in the programme.

iv. Training to Women: 292 women covered from villages in Bailadila Region on tailoring, mushroom cultivation, Poultry farming etc.

J. Swachh Bharat Abhiyan (Cleanliness Campaign)

i. Covering 16 villages of Bailadila Region

ii. Addressing Issues related to Personal hygiene, Sanitation & waste management

iii. For bringing about behavioral change towards cleanliness

iv. Facilitated Construction of 1859 household toilets in convergence with Swachh Bharat Mission Gramin scheme

v. 01 village made 100% open defecation free

K. Toilet Construction in Schools

i. Total 2089 Toilets Constructed

ii. 2081 Toilets constructed in Bastar Division of Chhattisgarh

7. After power presentation of NMDC, Hon'ble Chairperson, NCST Dr. Nand Kumar Sai appreciated NMDC for initiatives taken for betterment of Scheduled Tribes in remote areas and also expressed happiness and satisfaction on the CSR initiatives by NMDC. He expressed his concern that there was no representation of Scheduled Tribes in contract work given by the NMDC in their projects and asserted that Scheduled Tribes contractors should be groomed for taking higher responsibilities in the NMDC projects which will also be useful for creation of employment of local tribal youth. He stated that challenges before tribal population in India is different from other communities. ST people are very poor and still in certain areas have not benefitted from the modern developments. He emphasized that we all should make ST community stronger to make a strong India. He suggested NMDC to take following measures in this regard:

i. Recruitment should be made on regional basis especially in Group “C” and “D” level posts for generation of local employment. The Management informed that since the NMDC is PSU under Ministry of Mines, Govt. of India, hence, they are bound to follow the
instruction of DoPT. As per the DoPTs OM No. 36017/1/2004-Estt(Res.) dated 05.07.2005, they are providing 32% reservation to ST category in group “C” and “D” posts being regional percentage of STs.

ii. Hon’ble Chairperson raised the point that NMDC should give contract work to local tribal contractors for employment of local people which will motivate tribals and also help them in their financial upliftment. The Commission was informed that at present there are approximately 800 labours working under different contractors and NMDC does not intervene in the engagement of labours by the contractors. However, they will now try to give the contract work to local tribals and groom them in this work. NMDC will also encourage other contractors to engage local labours as soon as possible.

iii. Commission raised the point that the problems and issues of local tribals should be listened and efforts to be taken as the priority of the NMDC management. In this context, it was informed by the NMDC that the people can meet the management any time for discussion and shorted out their grievances.

iv. The Commission was informed that the NMDC is taking private vehicles on rent from outside firms. The Commission advised the NMDC management to motivate local tribals for making Tribal co-operatives society, from where the NMDC may take vehicles on rent.

v. Collection center for Minor forest produces may be established by the NMDC, through which the tribals may get reasonable price of their forest produces.

vi. The Hon’ble Chairperson further suggested that due to non-availability of pure milk and pure fruits in the markets, the NMDC is advised to consider more projects in the villages like Teknar, District South Bastar Dantewara to develop cattle breeding center for production of milk. He also requested that the NMDC may plan to distribute the cattle and fruit bearing plants to the local tribals for marketing the same for their economical development.

vii. The Commission also emphasized for generation of employment to the tribal youth by providing training facilities in computer classes, mobile repairing, motor driving, electrical and electronic fields.
viii. The Commission has appreciated the work being done by NMDC for the welfare of ST employees. The Commission specifically suggested that NMDC may develop Online Grievance Redressal Mechanism, construction of ST hostels for boys and girls, providing scholarships for ST students, adopting villages for improving the living conditions of tribal villages, wherever necessary.

8. The NCST also emphasized to implement the following recommendations at NMDC:

I. Reservation Roster System in respect of recruitment as well as promotion should be made available on website of the company for transparency computerized by NMDC as soon as possible.

II. NMDC should prefer to give contract works to the local tribal communities to motivate them.

III. NMDC should ensure that land is acquired in Scheduled Areas is strictly as per the provisions of 'Right to Fair Compensation and Transparency in Land Acquisition and Rehabilitation and Resettlement Act, 2013'.

IV. NMDC and the State Government should ensure that alternate land is allotted to tribals under R&R scheme is adjoining the project area.

V. While relocating tribal people, their cultural, social and religious aspects should be considered.

VI. R&R Plan and sufficient land should be provided for social infrastructure in the relocated/resettlement colonies.

VII. CSR activities should also include sports promotion activities especially for tribal youth.

VIII. The concept of Tribal Sub Plan (TSP) should be introduced in the expenditure statement under CSR so that targeted intervention is made for Scheduled Tribes communities.

IX. NMDC Should set-up welfare activities in tribal and remote areas like health check-up, livelihood creation, economic plan for household, financial literacy, infrastructure development, educational support etc.

X. NMDC should initiate employment based Skill Development Programmes/Training in tribal areas especially in Bastar Region for generation of employment in tribals.
XI. NMDC should issue the suitable direction of their contractors for preferring to engage local tribal labours instead of outsiders.

The Hon’ble Chairperson thanked for review meeting organized by NMDC and expressed his confidence that implementation of above suggestion may bring improvement in the condition of ST communities.

NMDC Director (Personal) thanked the Commission and assured that the NMDC will take all possible steps on the issues suggested and recommended by the Commission.
List of participants in the meeting with NMDC management on 04.11.2019.

I. National Commission for Scheduled Tribes
   1. Dr. Nand Kumar Sai, Hon'ble Chairperson
   2. Shri H.K. Damor, Hon'ble Member
   3. Mrs. Maya Chintamn Ivnate, Hon'ble Member
   4. Shri R. K. Dubey, Assistant Director
   5. Shri P. K. Das, Research Officer, NCST, Regional Office, Raipur

II. Govt. of India
    Shri Ashish Sharma, Deputy Secretary, Ministry of Steel, Govt. of India, New Delhi

III. Govt. of Chhattisgarh
     Shri Bipin Manjhi, Joint Secretary, Tribal Development, Govt. of Chhattisgarh, Raipur

IV. NMDC
    1. Shri Sumeet Dev, Director, HQ (Hyderabad)
    2. Shri T. Cheriyan, Executive Director, Bacheli Complex
    3. Shri Ashok Prajapati, General Manager, Kirandul Complex
    4. Shri Sanjeev Sahi, General Manager, Bacheli Complex
    5. Shri V. Ajeet Kumar, General Manager
    6. Shri G. Shyam, Deputy General Manager, H.Q. (Hyderabad)
    7. Shri Sunil Upadhyay, Deputy General Manager, Bacheli Complex
    8. Shri Vivek Kumar Raksa, Deputy Manager, Bacheli Complex
    9. Shri Pradeep Saxena, Deputy General Manager, Bacheli Complex
   10. Shri Dharmendra Acharya, Deputy General Manager, Kirandul Complex
   11. Shri M. Chatarjee, Deputy General Manager, Kirandul.
   12. Shri Saurabh Kumar, Assistant General Manager, H.Q. (Hyderabad)
   13. Shri Jitendra Kumar, Senior Manager, Kirandul Complex
   14. Shri Abhijeet Gosh, Senior Manager, Kirandul Complex
   15. Shri D.P. Sahu, Junior Manager, Bacheli Complex