



AIDS Control

The NACO has recognized JLN Hospital, Bhilai as a Zonal Centre for AIDS Control. The most important rationale for workplace interventions for Prevention of HIV/AIDS emanates from the fact that the population category worst affected by the disease is the 15-45 age group, which constitutes the Economically Active Population and thus apart from the emotional and psychological trauma, the spread of infection if not arrested, will give rise to economic upheavals and problems in the workplace.

In line with the company's policy of HIV-AIDS the organization regularly conducts the awareness programmes, which are organized by Occupational Health Department and Medical Deptt. of the Company. AIDS awareness programme were conducted covering large cross section of the society. BSP also organizes AIDS prevention programme for high risk sections of the society such as truck drivers and contractor workers on regular basis. Non-discrimination and Complete anonymity is maintained in regard to the employees affected by HIV/AIDS. (BSP has installed two nos of automatic condom vending machines to help control HIV)

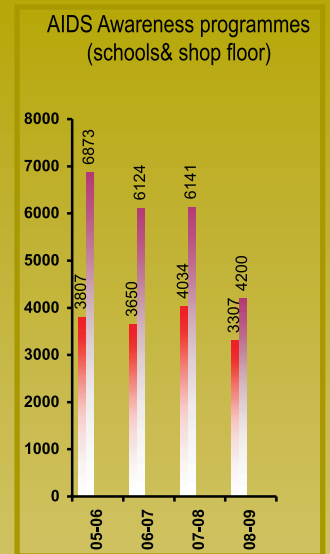
Industrial Security

BSP has full-fledged support and services of Central Industrial Security Force (CISF) for ensuring security in and around the plant. A battalion of CISF has been posted with a special training centre, dedicated to the training of security personnel on issues like security practices and human rights at Bhilai.

Training & Education

BSP is a learning organization where HRD interventions and training are a continuous process.

Pre-employment training is given by the Bhilai Technical Institute, for training operatives, trade apprentices and graduate engineers. Post-operative training is also being imparted. Bhilai Management Training Centre caters to the needs of executives at the induction stage and later. BSP has full fledged in-house training facilities for imparting various kinds of training to employees including skill development. Management Training Institute at Ranchi equipped with well qualified faculty and provides high level training in the field of management and technology aspects to the employees.





Training data

Performance indicators	2006-07	2007-08	2008-09
% covered against training plan	131.7	182.7	225.5
% of employees trained	54.51	72.63	96.39
Training man hours/ employee	11.50	11.50	12.67

Items	Executives			Non- Executives		
	06-07	07-08	08-09	06-07	07-08	08-09
Fresh entrants	423	218	161	56	98	271
Technical enhancement	446	987	847	5594	9116	12824
Managerial Competence enhancement	1365	1835	2940	415	3775	2042
Specific areas	1274	842	1191	5293	5818	7266
Foreign training	35	85	92	18	16	24
External training (including MTI/ CPTI)	1050	1193	1566	841	897	1030
Other areas	284	525	560	1970	-	984
Total	4877	5685	7357	14187	19720	24441

Competency Mapping

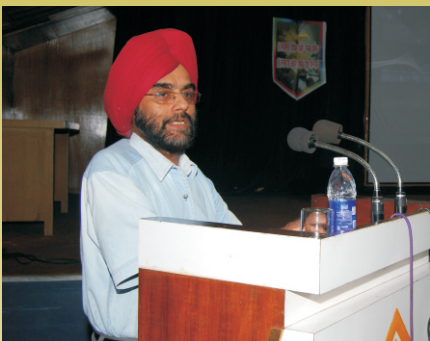
Systematic competency assessment is being done for identification for additional skill and knowledge required for acquiring additional skill as per multi-skill plan. Competency Mapping for knowledge, skills and behavioral attributes has been carried out for 27460 employees (19123 in 07-08 + 8337 in 08-09) employees with the help of 248 internal resource persons who were trained to perform the task.

Multi-Skill Training

To equip employees with other related skills to ensure flexible boundary less working and to address employee growth related issues, Multi-skill Training (MST) programmes were held. BSP's MST scheme has been adopted as a model for adoption in all the units of SAIL.

Year	Target for MST	No. of employees given MST
2006-07	1200	1012
2007-08	1000	1075
2008-09	1500	5435

YEAR	No. of persons evaluated	No. of persons passed	Overall Effectiveness (%)
2006-07	823	802	97.44
2007-08	82	79	96.34
2008-09	3323	3225	97.05



Environmental Training in 08-09.

Programme	No. participants	Agency
ISO 14001 awareness for employees & contractual labours	3500 (Non-executives)	EnMD-BSP
ISO 14001 internal audit trg	20 (Executives)	EnMD-BSP
Other specialized trainings on environmental monitoring, hazardous chemicals, hazardous waste management, Advanced waste water treatment, CDM, Sustainability, ESP operation and maintenance etc	200 (Executives & Non executives)	By Expert agencies

Till date more than 60 employees of different departments have undergone ISO-14001 Lead Assessors' Training Programme at BSP and at MTI, Ranchi.

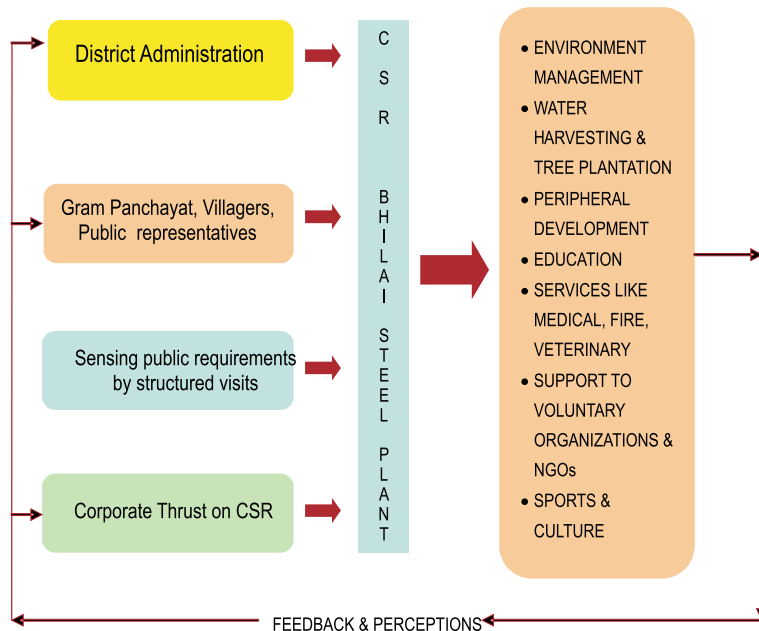
Community

Since inception, BSP has endeavored to discharge its social obligations by contributing to the welfare of its customers, employees, suppliers and communities. In this context, BSP's initiatives cover an entire gamut of societal concerns including environment management, increased access to health, education, improved water and sanitation, electricity, roads, ancillary development, etc. to ensure overall development in its areas of operation. Thus, through these initiatives, BSP has made social responsibility a business maxim, integrating it into its business vision and processes.

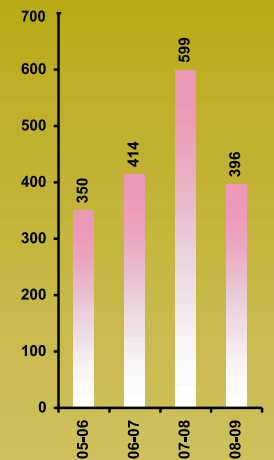
Every operation and business process is designed and operated keeping in view of their impact on society which has earned respect for BSP in the region as a responsible member of the society and as an employer that cares for its people. The approach to various interventions is shown in BSP has deployed a full fledged CSR department with a DGM as its leader and the activities are reviewed quarterly by ED(P&A). Inputs from assessors of PM's Trophy, CII, FICCI and corporate thrusts also provide direction to the CSR activities.

The major areas where Bhilai Steel Plant has taken up social responsibilities are:

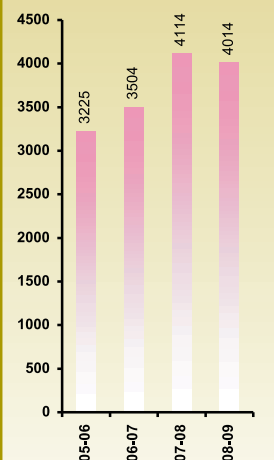
- Education
- Adoption of tribal children
- Bhilai Ispat Kalyan Chikitsalaya
- Promoting sports & cultural activities
- Support to differently abled
- Teaming up with voluntary organizations
- Support to Mahila Samaj activity
- Development of Model Steel villages



National Blindness Control Programme
(Intraocular Lens Implementation)
Non-BSP beneficiaries



Total Sterilisations (Nos)



BSP has been contributing to increasing the literacy rates in its areas of its operations. BSP's efforts have been aligned along the National Education Policy 1986 that targets meeting gaps in public provisioning for literacy improvement, particularly in the educationally backward States.

Bhilai Ispat Vikas Vidyalaya had been opened on CBSE pattern with 180 students from BPL families where free uniform/ shoes/ books/ stationery/ midday meal/ transport is provided. Apart from education, the personality development is paid special attention. Chhattisgarh Swami Vivekananda Technical University has been set up by the Chhattisgarh Govt. with affiliation granted to all Engg. Institutions as well as Polytechnics of the state with a total grant of Rs. 50 Crores including 250 acres land transfer by BSP. BSP sponsors 2 tribal girl children for course of B.Sc.Nursing (4 years) every year.

BSP'S Case Study Published in WSA's sustainability report 2008

Education for underprivileged children

Apart from making steel, the Bhilai Steel Plant (BSP), a unit of Steel Authority of India Limited, also runs a number of schools in its township. Recognising that education is integral to human development and accepting the constitutional right of every Indian to education, BSP has been contributing to increasing the literacy rates in the areas of its operations.

BSP provides education facilities for more than 34,000 children of its employees and non-BSP children, up to senior secondary level. There are more than 40 schools and 900 teachers.

The company is now focusing on education for people who live below the poverty line. Many students cannot pursue their studies due to lack of infrastructure in their villages. Also, the cost of fees, books, stationery, uniforms, meals and transport are unaffordable for these families. As a result, children are forced to work in the informal sector.

The challenge is to attract students to schools and to provide a standard of education that matches that of the other schools supported by BSP.

commitments and will result in immense long-term benefits to society. It has also given a sense of pride to families who have traditionally been neglected.



BSP has started an independent English primary school to provide state-of-the-art schooling without any financial burden to their families. Education is provided for 175 children free of cost, along with school supplies, meals and transport. The beneficiaries of the initiative are the children of contract and daily labourers, canteen and other auxiliary workers. Educating their children will have a cascading impact in the community, with more and more families joining the school.

The project has created awareness among the people residing in and around the Bhilai township about the company's social



Recognising the need to educate the children of local tribes, BSP had started **adoption of tribal children** (20 every year starting with 36) of the region to promote their free education, lodging & boarding in the BSP English medium school. To date 134 tribal children have been adopted and these children are groomed & developed with the support of various teachers of the school. Villages were identified and parents were consulted for adopting the children. Children were motivated and special attention was paid during the initial days. A full-fledged teacher has been assigned for acclimatizing them in new social fabric. Regular monitoring of the performance of children is carried out by school management.

BSP supports Bhilai Mahila Samaj which imparts various skills to local community. Blood donation by employees is encouraged by organizing blood donation camps. Such employees are granted one day special casual leave. Our employees are deputed for various programmes like Literacy Mission, Sports and Cultural activities, Craft and Fine arts activities, Eye Camps, AIDS awareness programmes.

Bhilai Ispat Kalyan Chikitsalaya was opened to give OPD facilities to the people who need the facility for pathological tests. There is plan to set up X-ray & Ultrasound examination and other pathological testing facilities. Blood test camps for BSP school children have been organized to detect **Sickle Cell**. Total 22269 students were checked (2534 in 07-08 & 19735 in 08-09) in these camps.