सेल SAIL

Making a meaningful difference in people's lives

Contents

VISION

To be a respected world-class corporation and the leader in Indian steel business in quality, productivity, profitability and customer satisfaction.

CREDO

We build lasting relationships with customers based on trust and mutual benefit.

We uphold highest ethical standards in conduct of our business.

We create and nurture a culture that supports flexibility, learning and is proactive to change.

We chart a challenging career for employees with opportunities for advancement and rewards.

We value the opportunity and responsibility to make a meaningful difference in people's lives.

Corporate Social Responsibility Policy

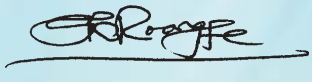
SAIL recognizes that its business activities have direct and indirect impact on the society. The Company strives to integrate its business values and operations in an ethical and transparent manner to demonstrate its commitment to sustainable development and to meet the interests of its stakeholders.

The Company is committed to continuously improving its social responsibilities, environment and economic practices to make positive impact on the society.

Guiding Principles :

Toward this commitment, the Company shall :

- Create a positive footprint within the society to make a meaningful difference in the lives of people by continually aligning its initiatives to the goals for sustainable development.
- Maintain commitment to quality, health and safety in every respect of the business and people.
- Undertake ethical business practices across the supply chain.
- Make positive impact on the environment and promote good environmental practices.
- Promote equality of opportunity and diversity of workforce throughout its business operations.



S.K. Roongta
Chairman, SAIL

Taking welfare to the grassroots (RSP)

Executive Summary

It is evident that there is a paradigm shift in the thought process on social responsibility. Today is the time when organisations have realised that social commitment is very much part of their business. Martin Luther King's words resonate powerfully when he made this earnest call for social justice: *human progress is neither automatic nor inevitable.* We are faced now with the fact that tomorrow is today. Therefore, the situation requires an organisation to understand, measure and report on the impact of their business on society.

This is SAIL's third social responsibility report. As a vibrant organisation growing by leaps and bounds in a competitive business environment, SAIL's focus on social reasonability remains unwavering. While implementing various initiatives SAIL has been acutely aware of the pivotal role of education, health, income generation training etc. in sustainable development. Moving ahead, special thrust is being given to reach the poorest of the poor by opening free special schools and free health centres for the under priviledged, organising free health camps in remote areas of the country etc. A comprehensive CSR strategy has been devised with a focus on Model Steel Villages, income generation, women empowerment, emphasizing health care facilities, health melas, school for the underprivileged and contribution to tribal societies. This was in addition to the already well-established initiatives documented in SAIL's previous social responsibility reports. Additionally, the economic performance achieved during FY 2008-09 has been reported. This year, a special mention has been made on the various initiatives undertaken to combat climate change.

The central theme of this report is that it is the people who matter. Beyond the confusing maze of GNP numbers, beyond the curling smoke of industrial chimneys, beyond the endless fascination with budget deficits and balance of payments crises – it is people who matter. Production processes are indispensable but they cannot be allowed to override human lives.

Immanuel Kant's injunction to *treat humanity as an end withal, never as means only* remains just as powerful, even when the great importance of human capital in economic growth is appropriately acknowledged.

SAIL recognizes that the discipline of universalism requires us to extend the same concern for all human beings irrespective of race, color, class and creed. It is with this underlying philosophy and a credo *To make a meaningful difference in people's lives* that SAIL has been structuring and implementing its various initiatives that contribute to its stakeholders. This Report reflects SAIL's efforts to understand, measure and report its impact on its communities and contribution to sustainable development.

SAIL firmly believes that 'people' must be at the centre of its development debate - what really counts is how they participate in economic growth and how they benefit from it. Accordingly, the focus of this report is on addressing SAIL's Triple Bottom Line (TBL)- economic, environmental and social - performance in its areas of operation.

Whilst implementing our various initiatives, we have been acutely aware of the pivotal role of education, health, training, etc., in work and production that need to be kept firmly in view in considering alternative scenarios of sustainable development: Human skill and agency would be important not just in raising productivity, but also in devising ways and means of dealing with environmental and other challenges.

SAIL is dedicated to making sustainable steel. We believe that this is our core contribution to a more sustainable society and to all our stakeholders. Behind this belief is SAIL's underlying commitment to Sustainable Development (SD) and its inherent focus on TBL performance. Achieving this in practice requires that economic growth supports social progress and respects the environment, that social policy underpins economic performance, and that environmental policy is cost-effective. Needless to say, this applies to our obligations to future generations as well.

This report has been prepared in order to communicate better with our stakeholders, our unshakeable allegiance to TBL issues during our journey since 1960s. It provides the reader insights into our various TBL initiatives, with special reference to Human Development and Millennium Development Goals.

For internalising the tenets of SD, SAIL has recently formulated its *Corporate Social Responsibility (CSR) Strategy & Policy* that articulates its commitment to ensuring proactive efforts for balanced and harmonious socio-economic development in its areas of operation.

SAIL CSR Scorecard 2008-09

Health

Number of Primary Health Centres	:	61
Number of RCH Centres	:	8
Number of Hospitals	:	18
Number of Specialty Hospitals	:	6
Number of beds	:	4056
Number of doctors	:	787
Number of paramedical staff	:	3510
Number of beneficiaries during the year	:	47,19,520
Number of Immunisations during the year	:	1,82,363
Number of Sterilisations	:	19,670

Education

Survival Rate in Primary School	:	95.83%
Ratio of Girls : Boys (Overall)	:	1:1
Number of Adult Education Centres constructed during the year	:	24
Number of additional class rooms built during the year	:	203
Total number of additional class rooms built	:	719

Schools within township	Number	Students
Primary	37	16,968
Secondary	59	36,220
Tertiary	42	20,737
Total	**138**	**73,925**

Schools outside township	Number	Students
Primary	183	33,954
Secondary	73	18,859
Tertiary	13	3026
Total	**269**	**55,839**

Engendering Development

Number of women employed	:	6960
Number of women in management	:	830
Number of women in non-executive position	:	6,130
Number of women engaged in institutions (Mahila Samaj)	:	4054
Quantum of orders generated in 2008-09 (Amount in Rs. Lakh)	:	164.59

Table 1 : SAIL CSR Scorecard at a Glance 2008-09

Access to Improved Water Sources

Number of people for whom created during the year	:	2,51,554
Total number of people for whom created	:	37,00,203
Number of water infrastructure created during the year	:	1050
Total number of water infrastructure created	:	4714

Ancillary & Local Industry

Developing ancillaries since 1978

Adding 42 ancillary units annually

Creating employment for more than 700 people / year

Number of units recognised	:	1861
People employed	:	10310
Quantum of orders generated in 2008-09 (Amount in Rs. Crore)	:	212.54

Road Connectivity

Construction / Repair of Pucca Road during the year	:	66.73 Km
Providing road access across villages during the year	:	38 villages
Total number of beneficiaries during the year	:	1,16,295
Total number of beneficiaries	:	56,06,453

Sports

Number of new sports facilities built during the year	:	12
Number of people for whom training provided during the year		
- from SAIL family	:	4789
- from local community	:	7036
Total	**:**	**11825**
Total number of events participated in during the year	:	230
Prizes won during the year	:	491
Scholarships provided (number)	:	244
Scholarships provided (total value in Rs. Lakhs)	:	22.98
Infrastructure building and maintenance, Sports materials (equipment, sports gear, etc) (Amount in Rs. Lakhs)	:	173.02

Happy family in a SAIL Model Steel Village (MSV)

ABOUT THIS REPORT

This document is our third attempt at documenting SAIL's social initiatives at its plants, viz. Bhilai Steel Plant, Durgapur Steel Plant, Rourkela Steel Plant, Bokaro Steel Plant, IISCO Steel Plant, Alloy Steels Plant, Salem Steel Plant, Visvesvaraya Iron and Steel Plant, and its Raw Materials Division (RMD) covering mines in Chhattisgarh, Jharkhand, Madhya Pradesh and Orissa.

This Report provides an overview of SAIL's contribution as a whole towards human development through economic, environmental and social contributions at the plants mentioned above. The initiatives documented herein affirm SAIL's endeavor to contribute to increasing the Human Development (HD) as well its commitment to the Millennium Development Goals (MDGs) in its areas of operations. The performance against various HD/MDG indicators has been reported for SAIL's interventions for the scope (area of coverage) and reporting period as mentioned below.

Scope of Activities

Unless otherwise indicated, the economic and environmental contributions refer to those made by the entities comprising SAIL; social performance herein refers to contribution to the communities residing within 16 Kms of the steel townships. SAIL employees and their dependents are also included in the scope. Only the community initiatives that have directly contributed to the HD/MDG indicators have been included. Contribution to Human Development due to conduct of SAIL's business and activities mandated by regulation have been excluded from this report.

Reporting Period

The data has been collected for all documented activities, right from the inception of the reported units and mines upto FY 2008-09. Since each unit was commissioned at a different time and data was not available for the entire period, average contribution, on a per year basis, to factors for human development has been computed.

Linkage to Millennium Development Goals

The **Millennium Development Goals** commit the international community to a comprehensive vision of development - one that places human development as the centerpiece of social and economic progress and puts great value on global partnerships for development. Since the launch of the MDGs at the historic Millennium Summit in New York in September 2000, when they were ratified by 189 countries, the MDGs have become the most widely-accepted yardstick of development efforts by Govt.s, corporates and NGOs. India's Eleventh Five-Year Plan (2007-2012)

Figure 1 : Millennium Development Goals

included targets of human development that could be monitored and were consistent with but more ambitious than the MDGs.

The Eleventh Five-Year Plan (2007-2012) proposes state-specific targets. The Govt. has launched several large programmes with regard to the Millennium Development Goals (MDGs). The areas that require redoubled efforts include literacy, nutrition, maternal mortality and child mortality. The responsibility of implementing most of the social sector programmes relating to the Goals lies with the provincial Govt.s.

The National Rural Employment Guarantee Scheme, with an annual allocation of $2.5 billion, guarantees 100 days of work to every household. The Jawaharlal Nehru National Urban Renewal Mission has allocated $7 billion over a seven-year period to provide basic services to the urban poor in 63 major cities. The Sarva Shiksha Abhiyan (Education for All Campaign), launched in the year 2000, is a national programme to make elementary education accessible to all. The National Rural Health Mission is focused on basic health-care delivery systems through a synergistic approach focusing on sanitation, water, nutrition and health care.

Anchored in a social context, SAIL's policies and programs have been developed to address the most basic capabilities for human development: a long and healthy life, access to knowledge and a decent standard of living. As a matter of fact, these dimensions form the basis of UNDP's composite index on human development, namely, the **Human Development Index** (HDI). Further, linkages between HDI and the MDGs have been established in this Report since several of the MDGs contribute to these dimensions..

Thus, by systematically addressing issues such as **health and medical welfare, education, access to water, sanitation, power and roads, women's empowerment, generation of local employment, etc.** at each of its plants, SAIL has contributed to both human development as well as to MDG.

Facilities created during 2008-09

Community Centre	38
School	
School Building (new)	25
Additional Classrooms (including misc.)	164
Health	
Health Camps	2195
Mobile Medicare Units provided	10
Sanitation	
Individual	584 units
Community	39 units
Total Sanitation units	623
Culvert	10 nos.
Solar Lights	355
Tree Plantation	2.9 Lakh
Income Generation-Training/Resources	868 persons
Sports Facilities Created	12

Table 2 : Facilities Created during 2008-09

SAIL plants are clean & green (BSP)

STATEMENT OF OBJECTIVES

Steel Authority of India Limited adopts this statement of objectives, based on the important national goal of encouraging and ensuring rapid economic growth through efficient production and supply of high quality iron and steel goods and allied products at reasonable prices.

Towards the People

As an autonomous body, SAIL will be accountable to the People of India through Parliament and Govt., for running a highly competent, business-minded, technically-oriented enterprise, engaging in manufacture, research and development to meet the needs of the domestic as well as world markets for iron, steel and allied products.

The Company will endeavour to earn a fair return on the investment, to maximise production and to institute adequate cost control. It will be managed with such competence and skill as will inspire confidence and pride in the minds of the people.

Towards Employees

The Company will seek to be a model employer by –

- establishing and maintaining a dynamic organisational structure suited to meet present and future Company needs;
- attracting competent personnel with growth potential, and developing their maximum capabilities in a working environment through the provision of opportunities for advancement and other incentives;
- developing and sustaining a favourable employee attitude and obtaining maximum contribution from employees through stable employment, adequate wages commensurate with the Company's capacity to pay and maintaining good and safe working conditions and job satisfaction;
- establishing a system for redressal of employees' grievances in the shortest possible time and at the lowest possible step;
- providing training facilities, internal and external, and other opportunities for self-development in their current job and for advancement;

- fostering fellowship and a sense of belonging to the Company as a whole through closer association of employees with management by way of participation in various joint bodies and, through these machineries, inculcating in them respect for their occupation, and the tools of production; and
- dealing fairly with recognised representatives of workers, and encouraging in them healthy trade union practices.

Towards Customers

The Company will serve its customers by –

- providing prompt, courteous, dependable and competitive service;
- selling products of high quality at prices determined in the best interests of the Nation; and
- establishing confidence in the customers that products and services supplied are backed by modern production and research facilities manned by the most competent men available.

And towards fulfillment of these objectives –

- ensure a balanced distribution of its products to customers through direct despatches from the steel plants and a network of stockyards;
- ensure that the priority needs are catered to in time;
- ensure the social objectives of distributing iron and steel to the needy and weaker sections of industry and society like small scale units, house builders, etc., through a distribution policy modulated to protect their interests;
- meet the specialised needs of consumers through progressive standardisation and product specialisation; and ensure that the supply and demand factors in the market do not result in runaway open market prices detrimental to the interests of consumers;
- plan and promote the development of product innovations and new products, suiting the technological advances; and
- utilise the network of branches and stockyards as effective customer contact and services centres.

Towards Suppliers

The Company recognises the important role of its suppliers in providing various materials and services in its operations by –

- ensuring prompt dealings based on integrity, impartiality and courtesy; and
- making available to them the benefits of research, skills and information in order to promote indigenous growth, and improve the quality of indigenous products and services.

Towards the Community

The Company accepts its social obligations to the communities in which it operates by –

- promoting concepts of national integration in its broadest sense, through providing community services, developing and assisting domestic institutions and generally ensuring that the Company as a whole and its employees act on the ideals of social justice without discrimination;
- providing knowhow and assistance, encouraging talent and growth among members of the communities through assistance towards the establishment of cooperative institutions
- carrying out programmes for peripheral development and supporting educational, charitable and welfare institutions, providing healthcare by way of regular health camps and health centres among other initiatives, within and outside steel townships; and
- undertaking programmes in steel plants for controlling air pollution, water contamination and disposal of solid wastes aimed at environmental preservation.

Thus, whilst formulating this Statement of Objectives, SAIL set the context for sustainable development: it has taken up the challenge to go beyond statutes and voluntarily weave corporate social responsibility into its business operations. As a result, SAIL has espoused responsible competitiveness whilst continuing to be the largest Indian steelmaker. Further, in their respective areas of operations SAIL plants have converted into reality SAIL's social obligations to its communities by implementing several initiatives since 1960's.

Further sections of this report provide details of these initiatives at Bhilai Steel Plant, Durgapur Steel Plant, Rourkela Steel Plant, Bokaro Steel Plant, IISCO Steel Plant, Alloy Steels Plant, Salem Steel Plant, Visvesvaraya Iron and Steel Plant and its Raw Materials Division covering mines in Chhattisgarh, Jharkhand, Madhya Pradesh and Orissa .

December 16, 1957: Pandit Jawaharlal Nehru on a visit to Rourkela Steel Plant with grandson Rajiv. Seen in the picture with him are Orissa Chief Minister Dr H Mahatab and the Burmese Premier U Nu

BACKGROUND

Origins of the Public Sector in India

SAIL traces its origin to the formative years of an emerging nation, India. After independence the builders of modern India worked with a vision - to lay the infrastructure for rapid industrialisation leading to economic self-reliance of the country. The industrial policy of the Govt. of India was first spelt out on April 6, 1948 and was reconsidered by the Parliament in 1954, after accepting the objective of the Govt. to establish a ''socialistic pattern of society''.

India's first Prime Minister, Jawaharlal Nehru, had then stated in Parliament:

''The pattern of society we look forward to is a socialist society, which is a classless and casteless society. The Govt. aims at attaining fuller employment, greater production and better distribution. We want to attain this in a peaceful, and democratic way, that prevents conflict and is ultimately the speedier way.''

Nehru elaborated the concept in the Lok Sabha in 1956 when he enunciated not only the philosophy of a socialistic society but also the instrument for achieving it. He believed that this was possible only through creation of wealth and production. Economic emancipation could come only through rapid industrialisation, especially with the adoption of modern technology.

Thus, the public sector came to be looked upon as an article of faith and an instrument of change for economic advancement.

History is never antiquated, because humanity is always fundamentally the same.

~Walter Rauschenbusch

Objectives of the Public Sector

Jawaharlal Nehru envisioned public sector enterprises as the *temples of modern India.*

Accordingly, the major focus of the objectives of the public sector was:

- To help in the rapid growth and industrialisation of the country and create the necessary infrastructure for economic development

- To earn return on investment and thus generate resources for development
- To promote redistribution of income and wealth
- To create employment opportunities
- To promote balanced regional development
- To assist the development of small scale and ancillary industries, and
- To promote import substitution and save foreign exchange.

Public Sector Steel Plants

The steel sector in India was established to propel economic growth.

Articulation of the social goals for the steel industry began with the formation of Hindustan Steel Limited (HSL) in 1954, though the real thrust came only with the formation of SAIL in 1973. Encompassing all the units in the public sector iron and steel industry in the country, a clear definition of the social obligations of SAIL emerged.

SAIL - A Public Sector Enterprise

A *Navaratna* public sector company and India's largest steel producer, SAIL has always been conscious of its duty to fulfill the socio-economic objectives with which it was formed. Accordingly, it has invested in structured planning for achieving organisational growth that has contributed significantly to national interests, given the steel sector's strong backward and forward linkages.

SAIL today is a vibrant organisation, well set on the path of growth. It is ranked amongst the top public sector companies in India in terms of turnover and was selected Business Superbrand 2008 by the Superbrands Council. SAIL was within the top 5% of all brands across all segments and all categories. SAIL was earlier selected as Business Superbrand 2004-06. SAIL has been continuously adapting to the competitive business environment and strives to excel as a business organisation, both within and outside India.

SAIL's social objectives synonymous with CSR implies conducting business in ways that produce social, environmental and economic benefits to the communities in which it operates. For any organisation, CSR begins by being aware of the impact of its business on society.

In view of the fact that SAIL was established with specific socio-economic objectives, it should come as no surprise that the Company has been practicing CSR right from its inception.

SAIL's social objectives have been founded on several premises,

Let us build an India proud of her independence; powerful in her defence of her freedom; strong, self-reliant in agriculture, industry and front-rank technology; untied by bonds transcending barriers of caste, creed and region; liberated from the bondage of poverty, and of social and economic inequality.

- Rajiv Gandhi

the major one being that its economic, environmental and social interactions need to be carried out effectively and simultaneously since they have considerable overlap, interrelation and interaction. Accordingly, SAIL, keeping in mind that steel is the foundation for a sustainable world, has been cognisant of the fact that its contributions to economy, environment and society is critical for its sustainability.

Further, SAIL being acutely aware of its social responsibility, has clearly identified its stakeholders - people of India, employees, customers, suppliers and community - and has been committed to being a value delivery system to all its identified stakeholders not only in the literal sense, but also striving to maximise it. For instance, in order to increase employee participation in SAIL's management and promote bipartism at all levels, Mr. Gopeshwar, a senior industry trade union leader, was appointed to the SAIL Board of Directors for two terms spanning 15 years. Additionally, as a trustee of the nation's wealth, SAIL has reported its annual social spending under 'Social Responsibilities' section of its Annual Report for several years. Thus, it is apparent that what the world today perceives as corporate social responsibility has been SAIL's *raison d'etre,* the basis of its genesis and purpose of its very existence.

Hence, social responsibility for SAIL is not a virtue but a business imperative.

It is no wonder then SAIL's Credo clearly states that:

We value the opportunity and responsibility to make a meaningful difference in people's lives.

It is with this supervening credo that SAIL has over the years, adopted a Triple Bottom Line (TBL) approach. At its broadest, the term TBL is used to capture the whole set of values, issues and processes that companies must address in order to minimise any harm resulting from their activities and to create economic, social and environmental value.

Thus, SAIL in the pursuit of its social obligations has endeavoured towards value balancing, value transferring and value adding relationships with its stakeholders.

DEVELOPMENT OF SOCIAL STEEL FRAMEWORK

It all happened within a quarter of a century. Greenfield sites located in obscure villages turned into giant industrial centers. The Pulsating Giant at Bhilai, the Ruhr of Eastern India at Durgapur, the Symbol of Modern India at Rourkela and the Swadeshi Plant at Bokaro. All these integrated iron and steel plants were not only centres of India's endeavour to march forward and revitalise the economy but also the aspirations of a developing nation to reach out for a more progressive society, heralding the dawn of an era of social equity and plenty for India and her people. Later these plants were joined in their efforts by special steel plants, namely, Alloy Steels Plant at Durgapur, Salem Steel Plant at Salem, Visvesvaraya Iron and Steel Plant at Bhadravati. The Indian Iron and Steel Company at Burnpur recently become a full-fledged member of the SAIL family and was renamed IISCO Steel Plant.

By defining certain socio-economic objectives for itself, SAIL took into account the fact that the purpose of development is to improve people's lives by expanding their choices, freedom and dignity. In doing so, SAIL established a Social Steel Framework that enabled it to reveal its human face through discharging its social responsibilities. It is in keeping with Social Steel Framework that SAIL has been instrumental in laying a sound infrastructure for the industrial development of the country. Additionally, it has immensely contributed to the development of technical and managerial expertise. By continuously providing the inputs for the consuming industry, it has triggered the secondary and tertiary waves of economic growth. Thus, SAIL has not only fulfilled its socio-economic objectives but also contributed to Human Development and Millennium Development Goals.

SAIL, Human Development Index and Millennium Development Goals

According to an August 2004 estimate of Asian Development Bank, there are 690 million people living on less than $1 a day in the developing countries of Asia. Of these, 52% or nearly 359 million are in India alone. However, poverty is multidimensional and involves much more than the restrictions imposed by lack of income. It also entails serious forms of human deprivation that prevent them from leading full, creative lives. Some of these deprivations are loud and visible - child labour, illiteracy, damaged

A nation's strength ultimately consists in what it can do on its own, and not in what it can borrow from others.

Indira Gandhi

environments. Others are largely silent but visible - discrimination on the basis of caste and against women and girls, and child prostitution. Many other forms of deprivations are, to this day, silent and invisible. These include, for instance, issues of women's health, domestic violence, child malnutrition. Such deprivations distinguish "human poverty" from "income poverty".

In this context, through its different units, SAIL has right from its inception, focused on fulfilling its social obligations by aiming to reach critical thresholds of education, health, infrastructure and community development in order to help its areas of operations escape what the United Nations Development Program (UNDP) terms as “poverty traps” and permit them to achieve takeoff to sustained economic growth.

The Millennium Development Goals (MDGs) commit the international community to a comprehensive vision of development - one that places human development as the centrepiece of social and economic progress and puts great value on global partnerships for development. Since their launch at the historic Millennium Summit in New York in September 2000, when they were ratified by 189 countries, these MGDs have become the most widely-accepted yardstick of development efforts by Govt.s, corporates and NGOs. These MDGs are a set of numerical and time-bound targets related to key achievements in human development. They include halving income-poverty and hunger, achieving universal primary education and gender equality, reducing infant and child mortality by two-thirds and maternal mortality by three-quarters, reversing the spread of HIV/AIDS and other communicable diseases, and halving the proportion of people without access to safe water. These targets are to be achieved by 2015, from their levels in 1990.

Anchored in a social context, SAIL's policies and programmes have been developed to address the most basic capabilities for human development such as living a long and healthy life, being educated, having a decent standard of living and enjoying political and civil freedoms to participate in the life of one's community. As a matter of fact, the first three of these capabilities form the

Students at Bhilai Ispat Vikas Vidyalaya (BSP)

basis of UNDP's Human Development Index (HDI). Further, there are linkages between HDI and the MDGs, since several of the MDGs contribute to these capabilities.

In spite of not only assiduously fulfilling its articulated social responsibilities but going far beyond, SAIL has preferred not to publicly highlight the outcomes and impacts of its various initiatives. Contrary to popular perception, it has considered its crusades in various initiatives (such as those mentioned earlier) "business as usual", choosing not to externally communicate its achievements.

Nonetheless, in view of recent demands on corporations for greater public disclosure and transparency, SAIL has decided to chronicle its significant contributions to human development through its multifaceted social interventions.

How do Human Development Goals relate to the Millennium Development Goals ?

Key capabilities for human development	Corresponding Millennium Development Goals
Living a long and healthy life	Goals 4,5 and 6: reducing child mortality, improving maternal health and combating major diseases
Being educated	Goals 2 and 3: achieving universal primary education, promoting gender equality (especially in education) and empowering women
Having a decent standard of living	Goal 1: reducing poverty and hunger
Enjoying political and civil freedoms to participate in the life of one's community	Not a Goal but an important global objective included in the Millennium Declaration
Essential conditions for human development	**Corresponding Millennium Development Goals**
Environmental sustainability	Goal 7: ensuring environmental sustainability
Equity –especially gender equity	Goal 3: promoting gender equality and empowering women
Enabling global economic environment	Goal 8: strengthening partnership between rich and poor countries

Source: UN 2000a; Human Development Report Office; UN 1966; Marks 2003; UNDP 2000.

SAIL Plants are clean & green (DSP)

Company Profile

Corporate Name		Steel Authority of India Limited
Corporate Office	:	Ispat Bhawan, Lodi Road, New Delhi – 110003 Phone : 011-24367481-86 Fax : 011-24367015 E-mail: sailco@vsnl.com
Chairman	:	Mr. S.K. Roongta
Stock Exchanges listed	:	Bombay Stock Exchange Limited National Stock Exchange Limited
Number of Employees	:	121295 (as on 31st March, 2009)
Capital Employed (2008-09)	:	Rs. 345.52 Billion
Revenues (2008-09)	:	Rs. 486.81 Billion
Market Capitalisation (as on 31st March, 2009)	:	Rs. 398 Billion
Products	:	CR coils/ sheets Coated products HR coils/ sheets Pipes Plates Railway Materials Rounds/bars Semis Structurals
Manufacturing facilities		
Integrated Steel Plants	:	Bhilai Steel Plant (BSP) in Chhattisgarh Durgapur Steel Plant (DSP) in West Bengal Rourkela Steel Plant (RSP) in Orissa Bokaro Steel Plant (BSL) in Jharkhand IISCO Steel Plant (ISP) in West Bengal
Special Steel Plants	:	Alloy Steel Plant (ASP) in West Bengal Salem Steel Plant (SSP) in Tamil Nadu Visvesvaraya Iron and Steel Plant (VISP) in Karnataka

Indian Space Research Organisation (ISRO) has appreciated the efforts of SAIL in supplying high quality products which were used in PSLV-C 11 Chandrayaan-1 Mission

Economic Performance

Contents

A modern vibrant profit making organisation

SAIL today is one of the largest industrial entities in India. Its strength has been the diversified range of quality steel products catering to the domestic, as well as the export markets and a large pool of technical and professional expertise. The annual turnover of SAIL in FY 08-09 was Rs. 48681 crore which is up by 7% over the last year. In the same fiscal, SAIL recorded a net profit of INR 6175 crore after tax.

SAIL has supplied over 14000 metric tonnes of steel for the Bandra-Worli sea link

A customer is the most important visitor on our premises, he is not dependent on us. We are dependent on him. He is not an interruption in our work. He is the purpose of it. He is not an outsider in our business. He is part of it.
We are not doing him a favour by serving him. He is doing us a favor by giving us an opportunity to do so.

– Mahatma Gandhi

Overview

Steel Authority of India Limited (SAIL) is the leading steel-making company in India and the world's 20th largest steel producer in 2008. SAIL is a fully integrated iron and steel maker, producing both basic and special steels for domestic construction, engineering, power, railway, surface transport and defence industries and for sale in export markets. A *Navaratna* public sector company, SAIL cast upon itself a responsibility to maximise production by using scarce resources at its disposal more judiciously. Hence, SAIL produced 13.4 million tonnes of crude steel in 2008-09 accounting for nearly 25% of the country's output of crude steel.

SAIL Product Mix

SAIL's strength has been the diversified range of quality steel products catering to the domestic as well as the export markets and a large pool of technical and professional expertise. Accordingly, SAIL manufactures and sells a broad range of steel products, including hot and cold rolled sheets

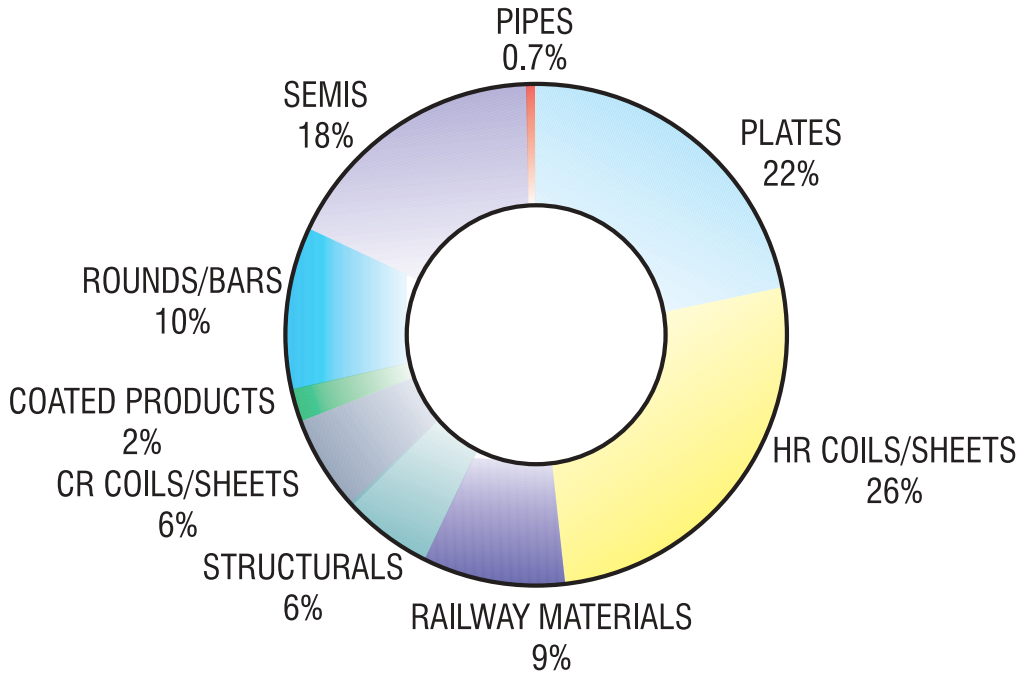


Figure 2 : SAIL Product Mix

and coils, galvanised sheets, electrical sheets, structurals, railway products, plates, bars and rods, stainless steel and other alloy steels.

It produces iron and steel at five integrated plants and three special steel plants, located principally in the eastern and central regions of India and situated close to domestic sources of raw materials, including the Company's iron ore, limestone and dolomite mines.

Today, the accent in SAIL is to continuously adapt to the competitive business environment and excel as a business organisation, both within and outside India. From 2003-04 onwards, after five years of continuous loss-making, SAIL scripted its own story of success by fine-tuning its strategy to the emerging world scenario. While the favourable market was a great supporting factor, the internal initiatives for strengthening the company's foundation provided the requisite impetus to attain the desired objectives. Thus, SAIL concentrated its efforts on making optimum utilization of its existing resources. It set a target of achieving 6% to 7% improvement in all areas of activity. The SAIL collective responded confidently to the call and the trend was not only set but also sustained month after month.

Consequently, the organisation made a grand turnaround and touched new heights in efficiency and growth.

The year 2008-09 has been unprecedented for steel industry. Initially, the steel market showed increased demand, along with sharp rise in input prices, followed by a sudden drop in the

It will take capabilities, commitments, contribution and courageous leadership of everyone of us in SAIL to achieve what we want.

S.K. Roongta
Chairman, SAIL

Figure 3 : Saleable Steel Production

SAIL is meeting high quality requirements of the Indian Navy

demand since October 2008, due to overall slow down in the economy. This situation posed complex challenges for SAIL when production had to be re-oriented at a time when plants were geared for high growth. With a pro-active approach, SAIL has tried to convert challenges into opportunities for further improving operational efficiency. To meet the challenges emerging from the changed market scenario, several strategic measures were taken during second half of the year to re-orient production/product mix and improve operational efficiency.

Action plans were drawn up for aligning production with market requirements taking into account the inventories of the finished products, sales potential, in-process inventory, status of existing assets in operation & potential for optimising operations for reducing cost of production and to utilise the opportunity for the health of equipment. Two blast furnaces, one each at BSP and BSL were taken down for repairs. In spite of this, production in second half was 4% higher than first half on account of restricted pig iron production, maximised crude steel from available hot metal and improvement in yields.

Putting Customer First

SAIL has always endeavoured to give customers topmost priority. To quote an incident during 2005-06, exports were restricted to a level of approximately 5.8 lakh tonnes against 11.7 lakh tonnes in 2003-04 in order to boost availability of steel in domestic market. In another example, though SAIL is the only supplier of rails to the Indian Railways and enjoys monopoly status in this item; even then, it responded positively to the Railways' request for production of long rails which are safer due to less welding joints and also enable movement at higher speed by augmenting the facilities at BSP's Rail and Structural Mill.

SAIL's inhouse Central Marketing Organisation (CMO) has been assigned the vital responsibility of providing service to customers at their doorsteps. Distribution network of SAIL expanded to every district of the country with 2406 dealers in place. SAIL now has warehouses in each state capital (total 65 number of warehouses), 37 branch sales offices and 24 customer contact offices. To enhance customer satisfaction door delivery to customers enhanced - about a million tonne in 2008-09 (61% growth)

Major Techno Economic Parameters

- Coke rate at 521 Kg/THM – lower by 2.4% over last year.
- Fuel rate at 563 (Kg/THM) – marginally lower as compared to previous year.

- Lowest ever Energy Consumption at 6.74 G.Cal/TCS – lower by 3% over last year.
- Average capacity utilisation of Hot Metal, Crude Steel & Saleable Steel at 105%, 104% & 113% respectively.
- Average capacity utilisation (Concast Production) – 127%.

Performance Highlights 2008-09

- Capacity utilisation of saleable steel – 113%.
- Highest ever special steel production at 3.73 MT – 11% growth over last year.
- Several new products were developed during the year to expand the portfolio of special products as per market requirement which include: high strength chromium-vanadium alloyed 110 UTS Rails, Ultra high strength SAILMA 600 plates, high tensile ship building quality plates (NV E36 grade), earthquake resistant TMT Bars (DSP), 130 mm plates for T–90 battle tank, 'SAIL Abhed' steel for bullet proof rail wagon for defence (RSP), etc.
- Highest ever production through the energy-efficient continuous casting route – 66%.
- By fine-tuning operational efficiencies, SAIL achieved lowest-ever energy consumption at 6.74 giga calories per tonne of crude steel and coke rate at 521 kgs per tonne of hot metal in 2008-09, an improvement of 3% and 2.4% respectively over last year.
- Thrust on cost reduction continued, resulting in a saving of over INR 834 crore.
- Record supplies to projects of national significance: 41% growth in sales to power sector, 58% to telecom sector, 49% to DMRC & 4% to Railways.
- Distribution network of SAIL expanded to every district of the country with 2406 dealers in place. Sales through dealers during 08-09 increased by 54% over last year.
- SAIL now has warehouses in each state capital (total number of warehouses-65), 37 branch sales office & 24 customer contact offices.
- Door delivery to customers reached near a million tonne mark (61% growth over last year) to enhance customer satisfaction.

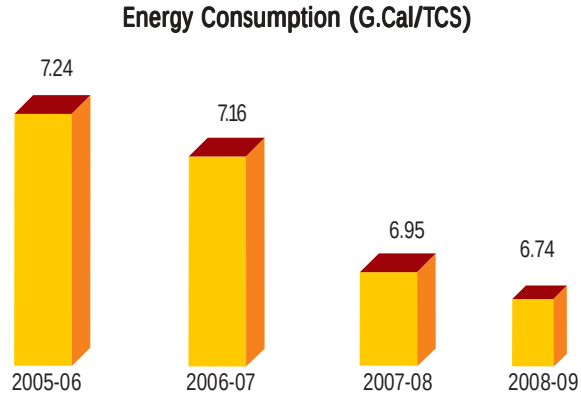


Figure 4 : Energy Consumption

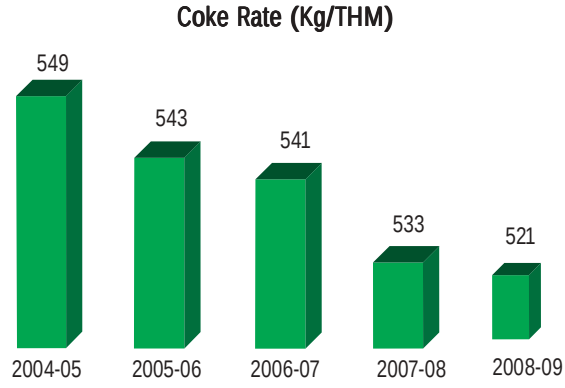


Figure 5 : Coke rate

Financial Performance vs. Economic Contribution

At SAIL we are dedicated to making sustainable steel. This is our core contribution to a more sustainable society and to all our stakeholders. However, at the same time, we also realize that financial indicators focus primarily on the profitability of an organisation for the purpose of informing its management and shareholders. By contrast, economic indicators in the sustainability context focus more on the manner in which an organisation affects the stakeholders with whom it has direct and indirect economic interactions.

Since its inception, SAIL has been instrumental in laying a sound infrastructure for the industrial development of the country. Besides, it has immensely contributed to the development of technical and managerial expertise. It has triggered the secondary

and tertiary waves of economic growth by continuously providing the inputs for the consuming industries.

Therefore, whilst we have enumerated our financial performance highlights in this section, the remaining report throws light on our economic performance: how SAIL has contributed to reducing the human poverty of its stakeholders as a consequence of the organisation's activities, rather than on changes in the financial condition of the organisation itself.

Value Added Statement

SAIL has done value addition to the tune of Rs. 19345 crore in 2008-09, which was returned back to various stakeholders in the form of interest payments, wages, taxes, dividend etc. A substantial amount was also retained in the business for financing projects to be undertaken in future.

Contribution to Exchequer

SAIL's contribution to the national exchequer is significant in terms of payment of excise duty, sales tax, income tax and other rates and taxes. For example, SAIL's contribution to the exchequer was Rs. 12395 crore in 2008-09.

Rewarding Shareholders

The Company is committed to serve all of its stakeholders, i.e. lenders, customers, Govt., general public etc. But at the same time, the company is also striving hard to reward its shareholders by augmenting their wealth. It can be seen that market capitalisation of SAIL on 31st March, 2009 was Rs. 39837 crore. The Company paid interim dividend of Rs. 537 crore during 2008-09 and declared final dividend of Rs. 537 crore for the same fiscal.

SAIL is working on its primary objective of enhancing shareholders value while being a responsible corporate citizen.

SAIL– into the Future

To be able to serve society at large, it is imperative for a company to maintain its dominant position in the market. Hence, a successful organisation has to continuously strive to increase its competitiveness and value creation ability, especially in the face of an intensely competitive market. SAIL is now set on a path of resurgence. We have drawn a roadmap to enhance the Company's competitiveness and continually create value for all stakeholders: SAIL's Growth Plan. The plan was evolved after thorough analysis of the external environment and assessment of SAIL's internal strengths and weaknesses.

As per the revised estimate of the National Steel Policy 2005, the country is likely to achieve a steel production capacity of nearly 124 MT by 2011-12. To maintain its dominant position in the Indian steel market, SAIL's Growth Plan has clearly defined cornerstones of growth, cost and quality competitiveness.

SAIL is in the process of modernising and expanding its production units, raw material resources and other facilities to maintain its dominant position in the Indian steel market. The objective is to achieve a production capacity of 26.2 MTPA of Hot Metal from the base level production of 14.6 MTPA (2006-07 – Actual).

Orders for all major packages of ISP & SSP and part packages of BSL, BSP, RSP & DSP expansion have been placed and these packages are in various stages of implementation.

Objective of Expansion Plan

- 100% production of steel through Basic Oxygen Furnace (BOF) route
- 100% processing of steel through continuous casting
- Value addition by reduction of semi-finished steel
- Auxiliary fuel injection system in all the Blast Furnaces
- State-of-art process control computerisation / automation
- State-of-art online testing and quality control
- Energy saving schemes
- Secondary refining
- Adherence to environment norms

Production Target

The production target of hot metal, crude steel and saleable steel after expansion is indicated below:

(Million tonne per annum)

Item	Base Case (2006-07) Actual	After Expansion
Hot Metal	14.6	26.2 (23.5)
Crude Steel	13.5	24.6 (21.4)
Saleable Steel	12.6	23.1 (20.2)

Figures in bracket indicate capacity after implementation of ongoing phase of modernisation and expansion to be completed by 2012

Financial Highlights

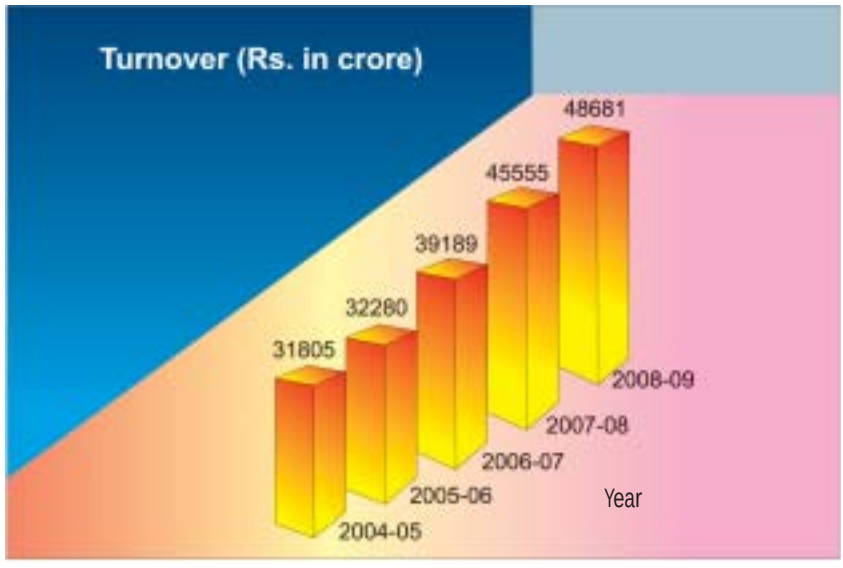


Figure 6 : Turnover

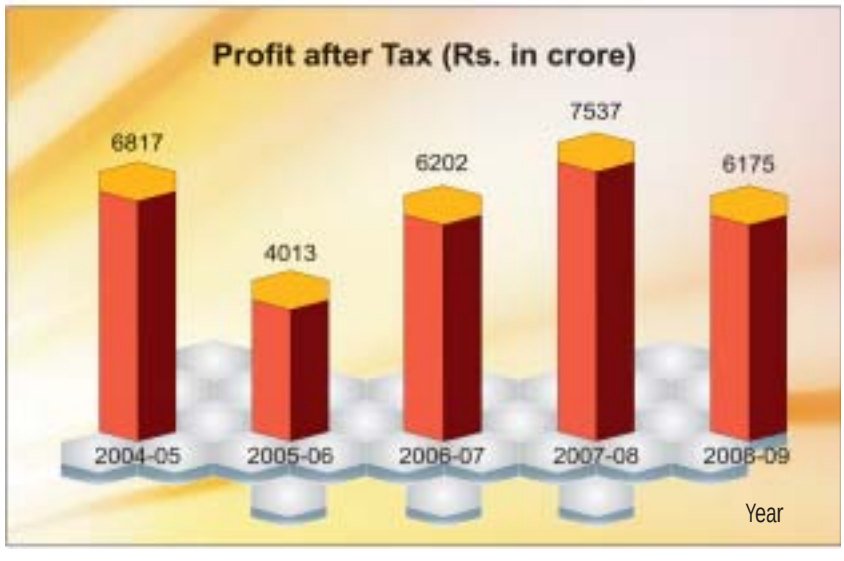


Figure 7 : Profit after Tax

Financial Highlights

Figure 8 : Debt & Equity

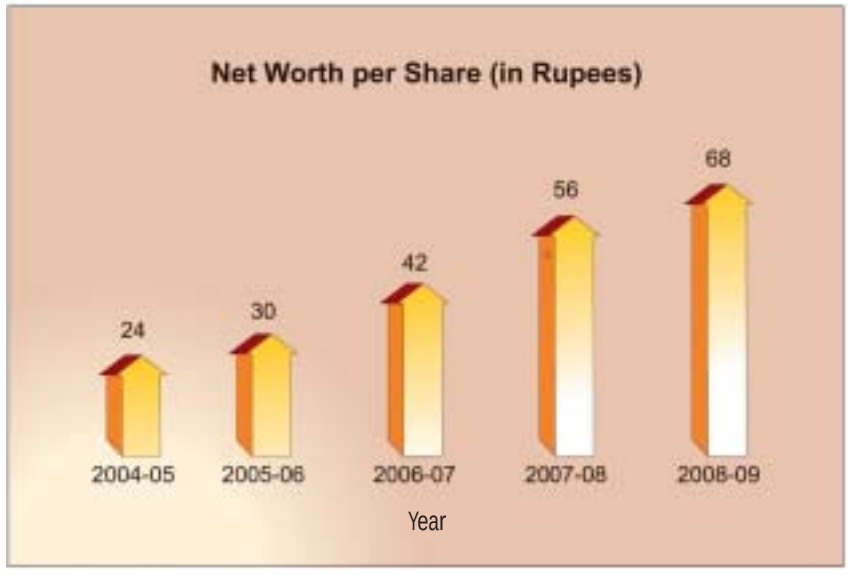


Figure 9 : Net Worth per Share

Thus, SAIL that was formed along with other public sector steel plants, inspired by the idea of a ''tryst with destiny'', continues to occupy the "commanding heights" of the Indian steel industry. The key performance indicators of SAIL are given below.

Key Performance Indicators

Rs in crores

	2008-09	2007-08	2006-07	2005-06	2004-05
Gross Sales	48681	45555	39189	32280	31805
Net Sales	43150	39508	33923	27860	28523
Operating Profiit (PBDIT)	10942	12955	10966	7381	11097
Depreciation	1285	1235	1211	1207	1127
Interest Charges	253	251	332	468	605
Profit /Loss (-) before tax (PBT)	9403	11469	9423	5706	9365
Profit/Loss (-) after tax (PAT)	6175	7573	6202	4013	6817
Net Worth	27984	23004	17184	12386	10011
Total Loans	7539	3045	4181	4298	5770
Net Fixed Asset	12269	11571	11598	12162	12485
Capital Employed (Net fixed assets + WC)	34552	28450	25476	21782	20064
RATIOS					
PBDIT to Net Sales (%)	25.36	32.79	32.33	26.49	38.91
PBT to Net Sales (%)	21.79	29.03	27.78	20.48	32.83
PBDIT to Average Capital Employed (%)	34.7	48.0	46.4	35.3	62.9
Return on Average Worth (%)	24.22	37.51	41.95	35.84	92.94
Earning per Share of Rs 10	14.95	18.25	15.02	9.72	16.5
Debt - Equity (times)	0.27	0.13	0.24	0.35	0.58
VALUE ADDITION					
Value of own production	51185	46384	39841	33718	32453
Other Revenue	2408	1831	1532	1051	772
TOTAL (A)	**53593**	**48215**	**41373**	**34769**	**33225**
Less:					
Cost of material	18743	12633	12262	11405	8738
Stores & Spares	3021	2864	2602	2312	1900
Power & Fuel	3119	2826	2574	2494	2196
Excise Duty	5531	6045	5266	4419	3455
Freight outward	767	718	692	753	679
Other Operating Cost	3067	2255	1927	1848	1348
TOTAL (B)	**34248**	**27341**	**25323**	**23231**	**18316**
VALUE ADDED (A - B)	**19345**	**20874**	**16050**	**11538**	**14909**
Establishment Cost	8403	7919	5084	4157	3812
Financing Cost	253	251	332	468	605
Corporate Income Tax	3229	3932	3221	1693	2548
Dividend Provision	1074	1528	1280	826	1363
Tax on Dividend	181	259	198	116	185
Retained in Business	6205	6985	5935	4278	6396
VALUE APPLIED	**19345**	**20874**	**16050**	**11538**	**14909**
CONTRIBUTION TO EXCHEQUER	**12395**	**13623**	**11720**	**9229**	**6129**

Table 3 : Key Performance Indicators

Shri S.K. Roongta, Chairman SAIL, receiving the All India House Journal- 1st Prize for Ispat Bhasha Bharti-the Hindi house magazine of SAIL from Hon'ble President of India Mrs. Pratibha Devisingh Patil

Awards & Accolades

The performance of SAIL has been widely recognized by all stakeholders including leading financial institutions/ rating agencies and industry bodies, winning several awards/ accolades in various fields. Some are :

- President of India, Her Excellency, Smt. Pratibha Devisingh Patil conferred the first prize to SAIL's in-house Rajbhasha journal "Ispat Bhasha Bharti". The award was received by Chairman SAIL, Shri S.K. Roongta on the occasion of the Hindi Day on September 14, 2008. The publication has the unique honour of securing the first prize among all PSUs under the All-India House Journal Award Scheme of the Ministry of Home Affairs, Government of India, for the second consecutive year.
- SAIL has won six Prime Minister's Shram Awards for the year 2006 - 42% of total awards in the country - Bhilai Steel Plant (BSP) won one PM's Shram Bhushan, one PM's Shram Vir and one PM's Shram Shri Award. Durgapur Steel Plant (DSP) won two PM's Shram Vir Awards and RSP won one PM's Shram Shri Award.
- Highest No. of Vishwakarma Rashtriya Puraskar 2007 amongst both public & private sectors bagged by SAIL

employees - 15 out the total 28 awards (54% of the total awards). These were for the performance year 2006, involving total 68 employees of five plants.

- SAIL has won the "ICWAI National Award for Excellence in Cost Management-2007" of the Institute of Cost and Works Accountants of India (ICWAI) in the category/Public sector manufacturing organisation with turnover more than Rs. 1000 crore.
- Commendation certificate from SCOPE under the award category "SCOPE Meritorious Award for Good Corporate Governance" for the year 2006-07.
- SAIL received the "Best Turnaround Award" from Smt. Sheila Dikshit, Hon'ble Chief Minister of Delhi, in the first 'Dalal Street Investment Journal PSU Awards 2009' ceremony held on March 27, 2009 at New Delhi.
- SAIL Quality Circle teams won highest number of awards in the country at the International QC Meet in Bangladesh held in the last week of Oct'08; seven Excellent, seven Extra Ordinary & one Meritorious Awards.
- Indian Institute of Metals conferred awards to 4 SAIL professionals viz. OP Jindal Award. 3 SAIL executives also declared Metallurgist of the Year-Young Metallurgist of the Year.
- SAIL is among the 'top companies' selected for National Award for Excellence in Corporate Governance 2008 by the Institute of Company Secretaries of India.
- Institute of Chartered Accountants of India conferred ICAI Awards for Excellence in Financial Reporting under the category of Manufacturing & Trading Enterprises.
- CII ITC Sustainability Award – 2008 'Certificate for Strong Commitment' conferred on SAIL amongst large business organisations.
- Adjudged as the top Indian company under the Iron and Steel Sector in the Dun & Bradstreet - Rolta Corporate Awards 2008.
- Adjudged Best PSU and conferred with Business & Economy Leadership and Excellence Awards 2008 by Planman Media.

- Runner-up in the NIPM National Award for 'Best HR Practices 2008' competition organised by the National Institute of Personnel Management (NIPM) during December 2008-January 2009.
- "Global HR Excellence Award 2008-09" under the award category "Outstanding Contribution to the cause of Education".
- Good Performance Award under "ICWAI National Award for Excellence in Cost Management -2008" of the Institute of Cost and Works Accountants of India (ICWAI).

SAIL's plants and units also won various awards/accolades. A few are :

Bhilai Steel Plant (BSP)

- CII-ITC Sustainability Award 2008 in the independent unit category.
- "Golden Peacock National Training Award" for the year 2008 from the World Council for Corporate Governance through the Institution of Directors (IOD), New Delhi.
- Awarded the "Golden Peacock Award - 2008" in recognition of its initiatives and efforts in the corporate social responsibility front in Portugal.
- "Golden Peacock Climate Change Award" for the year 2008 from the World Environmental Foundation, New Delhi, in recognition of its excellent efforts for the preservation of environment.
- "Green Tech Platinum Award" for the year 2008 from the Green Tech Foundation, New Delhi, in recognition of excellent efforts in the environment front.
- "Greentech Safety Gold Award" by Greentech Foundation for outstanding achievement in Safety Management.

Durgapur Steel Plant (DSP)

- "Greentech Environment Excellence Award-Gold" presented on September 5-7, 2008 from the Greentech Foundation at Goa in recognition of its excellent efforts for environmental preservation.
- Received "Ispat Suraksha Puraskar Award" on August 12, 2008 from the Joint Committee on Safety, Health and Environment in the Steel Industry at Ranchi in recognition of the fact that there was no fatal accident during 2007.
- DSP has received the "Business Excellence Award" on December 19, 2008 from the Indian Economic Development and Research Association (IEDRA) in recognition of its strong commitment for Business Excellence during the year 2008.

Rourkela Steel Plant (RSP)

- Received the coveted Best Organisation Gold Award under the "Rajiv Gandhi Memorial National Awards-2008" for Excellence in Indian Industries. The award was presented to RSP at a glittering function organised at the Institution of Engineers (India) Ltd., Khairatabad, Hyderabad on July 13, 2008.

- Received "Business Excellence Award" from the Confederation of Indian Industry (CII) and Export - Import (Exim) Bank of India on November 8, 2008 in recognition of its strong commitment for Business Excellence during the year 2007-08.

Bokaro Steel Plant (BSL)

- "Rajiv Gandhi National Quality Award - 2007" to BSL in "Best of All" category by Bureau of Indian Standards.
- "Enterprise Excellence Award" for the year 2007 from the Indian Institute of Industrial Engineering in recognition of its outstanding operational and financial achievements.
- "Golden Peacock Award" for Occupational Health & Safety 2008.

IISCO Steel Plant (ISP)

- Received "Green Tech Excellence Award (Silver)" in July 2008 from the Green Tech Consultancy Services awarding body in recognition for maintaining specified norms for environmental protection for the year 2007-08.

Raw Materials Division (RMD)

- Two iron ore mines (Kiriburu & Kalta) and one limestone mine (Kuteshwar) of SAIL, RMD have received five National Safety Awards for their commendable performance in maintaining the safety standard in the mines. Hon'ble President of India, Smt. Pratibha Devi Singh Patil, gave away the awards in a function held at Vigyan Bhavan, New Delhi on May 5, 2008.

Salem Steel Plant (SSP)

- Declared winner of Greentech Safety Award (Silver) in Metal & Mining Sector for extra-ordinary performance and achievement in Safety Management.
- Golden Peacock Occupational Health & Safety Award -

Special Commendation Certificate from the Institute of Directors (IOD) New Delhi, in recognition for effective occupational health and safety performance during the year 2007-08.

- Awarded the "CSR Award" by the Tamil Nadu government for the year 2008-09 for its valuable contribution towards socio-economic upliftment of neglected sections of society through CSR initiatives.
- Won the National Sustainability Award - 2007 (First Prize) amongst the Secondary Steel Plants / Alloy Steel Plants category by Indian Institute of Metals.

Research and Development Centre for Iron & Steel (RDCIS)

- Received "Golden Peacock National Quality Award- 2008" from the Institute of Directors for the year 2008.

Environment Management Division (EMD)

- "Golden Peacock Finalist Certificate" for the year 2008 from the Institute of Directors (IOD) in recognition for eco-renovation.

Amla Plantation (BSP)

Environmental Performance

Contents

Ensuring environmental sustainability

The seventh Millennium Development Goal requires achieving sustainable development patterns and preserving the productive capacity of natural ecosystems for future generations. Both efforts in turn require a variety of policies that reverse environmental damage and improve ecosystem management.

A garden in a SAIL township (Kiriburu)

> Climate change is threatening our fragile ecosystems. We are staring at the prospect of an impending drought. Water scarcity is becoming a way of life. Pollution is a growing threat to our health and to our habitats.
>
> *Dr. Manmohan Singh*

Environment Management at SAIL - A Solemn Commitment

SAIL is committed to protection of the environment and the promotion of responsible corporate policies that conserve and optimally utilise resources and at the same time, sustain the economic environment for growth. The environmental policy defined by the Company governs the environmental management of all operations at its facilities. SAIL recognises that ensuring environmental sustainability at its plants and mines requires setting challenging targets, committing to judicious use of resources and making its processes cleaner and energy efficient.

Corporate Environmental Policy

- Integrate sound environment management practices in all activities
- Conduct operations responsibly to remain in compliance as well as go beyond compliance
- Communicate the company environmental philosophy to all
- Address stakeholder concerns

Highlights

- Progressive reduction in vital Environmental Parameters:
  - Water Consumption reduced to 3.95 m3/tcs - close to International benchmark
  - Air Particulate Matter – reduced to all 'time low of 1.6 kg/tcs' in (2008-09)
  - Waste utilisation nearing 80 %
- 71 CDM Projects in Pipeline – largest number for Indian PSU
- Greening efforts continue – over 20 million trees planted so far
- All major units certified to ISO 14001

Environmental Objectives

- Introduce state-of-the-art clean and energy-efficient technologies in all operations
- Promote waste utilisation through recovery, recycle and reuse
- Increase greenery in plants and mines

Significant Environmental Impacts

The steel making process is a highly resource and energy intensive process. All steel plants have upgraded their production processes with clean technologies so as to minimize the impact on the environment. These efforts are manifested in the improved environmental performance of the plants which can be evidenced by comparing the following indicators:

Indicators	2007-08	2008-09
Particulate Matter (PM) emission (Kg/tcs)	2.2	1.6
Specific water consumption (m3/tcs)	4.0	3.95
Solid waste utilisation (%)	77	78.6
Specific energy consumption (Gcal/tcs)	6.95	6.74

Table 4 : Significant Environmental Impacts

Air Emission Management

The company is progressively introducing state-of-the-art technologies for air emission management. Over 500 numbers of air pollution equipment are installed in the steel plants to keep the pollution load and ambient air quality within permissible limits. Particulate Matter (PM) emissions from stacks in SAIL have been progressively brought down from a level of 6.03 kg/tcs in 1998– 99 to 1.6 kg/tcs in 2008-09.

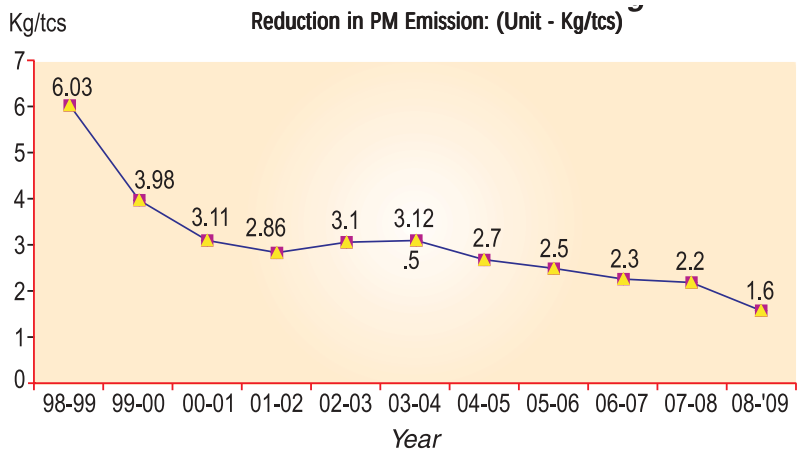


Figure 10 : Reduction in PM Emission

Water Conservation

The bulk of the water consumed at production sites is used in process cooling, scrubbing flue gases and downstream rolling mills etc. Suspended solids and other discharges account for most of the effluents released into the water bodies. SAIL has steadily

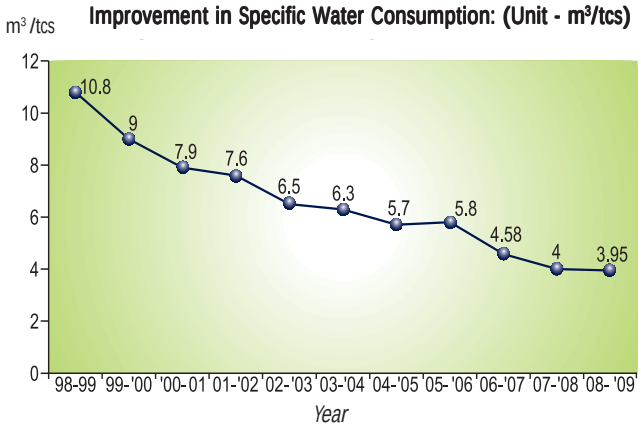


Figure 11 : Specific Water Consumption

reduced its water consumption from 10.8 m3/tcs in 1998-99 to 3.95 m3/tcs in 2008-09. All SAIL plants have prepared comprehensive strategies for managing judicious use of water resources with a view to maintain both the quality and quantity of this vital resource. Substantial investments have been made for setting up effluent treatment plants in the coke ovens in each of the integrated plants.

Water consumption at Bhilai Steel Plant at 3.03 m3/tcs is comparable with the best in the world. Increased recycling, installation of recirculation systems, maximizing reuse of treated water and leakage control and up gradation of water systems have been instrumental in making SAIL steel plants highly water efficient.

SAIL steel plants have also taken up water harvesting projects in a big way.

Solid Waste Management

Earlier steel plants in India produced nearly 700-800 kg of solid wastes for every tonne of crude steel. Utilisation rates were also not so high and waste dumps occupied large tracks of land. However, with concerted efforts, nearly 80 % of the wastes are today being recycled or re-utilised through safe disposal and re–use. Many steel wastes have today found use as precious by-products which the company recycles as efficiently as possible. The coking process gives rise to products in the form of tar, benzene etc. which are used as raw materials in the chemical industry. The Blast Furnace (BF) and Coke Oven (CO) gases are used as energy for processes and electricity generation.

At SAIL, for 13.41 MT of crude steel produced in 2008–09, 5.83 MT of BF slag, 1.34 MT of SMS slag and 0.91 MT of other process wastes were generated. Utilisation of most of these wastes is being made through internal recycling and selling to outside agencies.

Waste management strategies include reduction in silica and alumina content in iron ore through effective washing process and use of low ash imported coal in coal blend.

Utilisation of Solid Waste

Sl. No.	Year	Utilisation (%)
1.	2007– 08	77
2.	2008 – 09	78.6

Table 5 : Solid Waste Management

To further utilise the BF slag generated, SAIL has incorporated a joint venture with M/s JP Associates for a cement plant with a capacity of 2.0 MTPA each at Bokaro and Bhilai.

As regards the management of hazardous waste, the authorization for handling, storage and transportation of the hazardous wastes from their respective State Pollution Control Boards as per Hazardous Waste (Amendment) Rules, 2003 for all the SAIL plants have been obtained. Inventorisation of hazardous wastes, have been done at the plants and the wastes are being disposed off as per the statutes. Secured landfills have been constructed at Rourkela, Bokaro and Salem. For others, agreement has been signed with West Bengal Waste Management Limited for disposal of hazardous waste.

Greenery Efforts

Extensive afforestation programmes are being followed in all the plants and mines. The basis of choosing the species of plants mainly depends on local soil characteristics and prevailing meteorological conditions. Since inception over 20 million trees have been planted in SAIL.

During 2008 – 09, a total no. of 2.9 lakh saplings has been planted as against 2.6 lakhs during 2007 – 08.

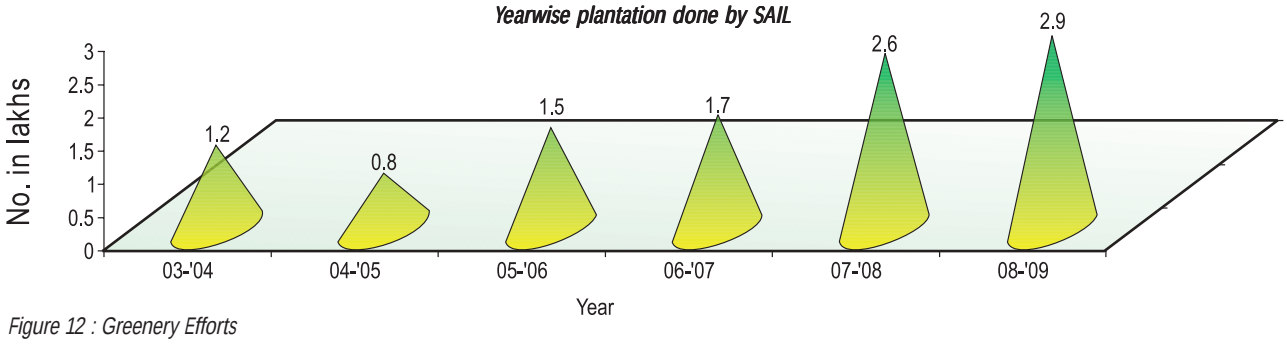


Figure 12 : Greenery Efforts

Energy Conservation

The specific energy consumption for SAIL during 2008-09 is 6.74 Gcal/tcs as compared to the figure of 6.95 Gcal/tcs in 2007-08 registering an improvement of 2.7%.

Energy Conservation

Plant	2006-07	2007-08	2008-09
BSP	6.82	6.72	6.55
DSP	7.07	6.94	6.50
RSP	7.98	7.39	7.09
BSL	7.09	6.89	6.83
ISP	8.19	8.14	8.20
SAIL	**7.16**	**6.95**	**6.74**

Table 6 : Energy Conservation

Initiatives for Preservation of Global Environment

Phasing out of Ozone Depleting Substances

Carbon Tetra Chloride (CTC) is an Ozone Depleting Substance (ODS) with an Ozone Depleting Potential of 1.1 CTC. It has been traditionally used in steel plants for cleaning electrical machines, oxygen storage tanks, circuit breakers and electrical installations. It has a highly destructive impact on the ozone layer. In order to address the problem of ozone layer depletion, a global agreement - the Montreal Protocol has been drawn up and signed up by over 190 countries. Under this protocol, the Govt. of India along with UNDP has taken up an umbrella project for the replacement of Carbon Tetrachloride (CTC), by **Trichloroethylene** at the six production units of SAIL viz. Bhilai Steel Plant, Durgapur Steel Plant, Rourkela Steel Plant, Bokaro Steel Plant, IISCO Steel Plant and Salem Steel Plant. UNDP has made available equipment to help SAIL stop CTC use at the plants. SAIL has ceased using CTC in its production activities now.

It is hoped that phasing out of CTC by SAIL will contribute towards preservation of the global environment through removal of ozone depleting substances.

Clean Development Mechanism

SAIL has taken the initiative of tapping the Carbon benefits available under the Clean Development Mechanism of the Kyoto Protocol agreement on Climate Change. SAIL has launched an ambitious CDM Programme. 71 potential projects have been identified for availing carbon credits.

Consultancy for taking up 38 projects (Category A) through the CDM cycle has already been awarded. The projects in this category cover the energy intensive Coke Oven, Sinter Plant and Blast Furnace operations of the SAIL plants. The Phase II of the

A family enjoying a boat ride at Maitribagh Lake in Bhilai township

CDM programme covering 33 potential schemes (Category B) focuses on covering Basic Oxygen Furnace, Rolling Mill and downstream operations in the SAIL Steel plants.

SAIL efforts have received a boost through registration of a CDM project titled "LD gas recovery from Steel Melting Shop-II for power generation at Rourkela Steel Plant" with United Nations Framework Convention for Climate Change (UNFCCC).Further 17 CDM projects of SAIL have recently been accorded host country approval by the Ministry of Environment and Forests.

Environmental awareness programmes

SAIL workforce and their families enthusiastically participate in various awareness programmes like celebration of World Environment Day, Earth Day, Ozone Day and Environment Month. During these celebrations activities like mass tree plantation, eco-quiz, painting, essay competitions on environmental topics are conducted involving employees, students and the general public.

Eco-clubs at SAIL schools are an effective platform for the involvement of children in environment conservation activities. This movement is one of the largest such movements of green brigade in the country and has been instrumental in bringing children, their families and community together.

Environmental Recognitions

SAIL efforts in the field of Environment protection, combating Climate Change and Sustainability have received recognition from various national agencies. Some recent recognitions include:

- Greentech Platinum Award for BSP
- Greentech Gold Award for DSP, RSP and BSL
- Greentech Silver award for ISP
- Golden Peacock Award for Combating Climate Change bagged by BSP
- CII-ITC Sustainability Award 2008
- Good Green Governance G-Cube Awards 2007 at "Peace with Earth"
- Golden Peacock Environment Management Award, 2007 for BSP
- National Sustainability Award

Some Novel Initiatives

Bio-fuel Plantations

Bio-fuels today are emerging as the energy options for future. Some promising bio-fuel species like Jatropha and Pongamia are being used traditionally for domestic purposes in many parts of India. Karanj, (Pogamia pinnata), a plant native to India, appears to have good potential for bio-diesel. Bhilai Steel Plant has a large populations of Karanj trees both in the plant and the township. In a novel initiative, the seeds from the Karanj trees were collected from the plants growing in the factory premises and used to produce 100 litres of bio-diesel. This bio-diesel has been used in the plant vehicles. This brought a saving of not only costly fuel but also enabled plant employees become sensitive to the need to protect the environment.

Jatropha seed oil is also emerging as a strong bio-fuel option in the country. Jatropha seeds contain more than 40% oil and their yields are considered to be more than 10 times that of corn. Jatropha plants require minimal care and can be used to cover marginal lands. Bhilai Steel Plant has been successful in raising fifty thousand trees of Jatropha.

Implementation of Environment Management System (EMS) linked to ISO 14001

In accordance with National Environment Policy, SAIL is building a management system at its different plants and units for further environmental protection, including acquisition of certification under the international standard ISO 14001 and through internal environmental assessment system so as to reduce the environmental impact in all aspects of activities.

All major units of SAIL are now accredited to ISO 14001, covering both production and service departments. Township of SAIL's Bhilai Steel Plant is the second steel township in the country to be certified to ISO 14001. Implementation of ISO management systems has brought both tangible and intangible benefits, which extend beyond training in procedures for both executives and non-executives. The systems have helped bring synergy among departments, raise environment awareness levels and highlight areas requiring attention and correction.

Some benefits which can be quantified include:

- Conservation of resources such as fossil fuels, water, electrical energy, lubricants etc.
- Reduction of noise, dust and heat exposures through intensified usage of PPEs.
- Control of stack emissions and fugitive dust emissions
- Improved waste segregation and disposal practices
- Improved house-keeping
- Reclamation of spares

Because of the resource conservation measures taken, there is a reduction in the specific consumption of the inputs. The Hot Rolling Mill (HRM)of Salem Steel Plant was one of the first steel plants in the country to be certified to ISO 14001 in the 1990s. Environment management systems have now been fully integrated into its operations. There is a consistent reduction in key operational parameters with attendant benefits of pollution control and greenhouse gas reduction. The water consumption in the HRM at Salem Steel plant has significantly reduced to 0.40 cu.m/t in 2008-09 as against the target of 0.45 cu.m/t. Similarly, the electrical energy consumption was also reduced to 167 KWH/t as against the target of 180 KWH/t.

Garden inside plant premises at Continuous Casting Shop / Steel Melting Shop (BSP)

Eco-friendly disposal of used oil filters – fabrication of pneumatic Oil filter press

At steel plants, the lubricant oil filters are used in the diesel engines of locos and vehicles. In a typical integrated steel plant, every year, approximately about 100 loco engine oil filters and another 100 vehicle oil filters are changed during preventive maintenance. These used oil filters are drained of the oil by gravity whereby oil in the filter is brought down to 8-10% of weight. These used oil filters if sent to landfill contaminate the earth with the oil. This is an area of concern for the Loco Repair Shop (LRS) of steel plants. The workforce at the Loco Maintenance Section of Transport & Diesel department at Bhilai Steel Plant have designed and fabricated an oil filter press for eco-friendly disposal of used oil filters.

The pneumatic power cylinder used for locomotive braking was used by connecting to a plate that forms a chamber with another stationary plate of appropriate dimensions. The compressed air available in the plant network at 4-5 atm is the driving medium for the power cylinder. The oil filter press is used successfully to press out the oil from the used oil filters to bring down the oil content less than 0.5%.The pressed used oil filters are subsequently fed to high temperature steel making furnace operating at 1600-1700^{o} C for its final disposal without any risk of explosion. This initiative is one of the many ways where our committed work force is bringing in eco-friendliness in their work environment.

Benefits:

- An eco-friendly disposal of oil filters complying with Hazardous Waste Rules.
- Recovery of about 100 L of oil every year from the filters & use as fuel in the furnaces.

The oil filter press at Loco Repair Shop (LRS)

The pressed oil filters - ready to be fed in the furnaces

Amla Plantation at BSP

Plantation is one of most popular means of restoring the ecological balance in the region. Due to the heavy pressure of industrialisation, earth's forest cover is depleting at a fast pace. This has become alarming now. Depletion of green cover not only decreases rainfall but also increases soil erosion and other related ecological hazards which impact the entire biosphere. Hence, plantation is the most effective way to console the barren earth crust. Keeping it in mind, BSP, initiated plantation programmes to restore the ecological balance in its operational region. However, success of a plantation programme depends upon the post - plantation activities when saplings are required to be taken care to grow. In drought-prone areas, therefore, plantation is not very successful in India so far, as most of the saplings die within 4 to 5 weeks of planting due to lack of water.

Keeping the problem in mind, BSP decided to undertake plantation with climate conducive species where the success rate would be high. After discussing with National Medicinal Plantation Board, SAIL identified the *Amla* plant for plantation at BSP, since it would suit the climate of Bhilai. Being one of the most extensively used fruits for preparation of herbal medicines in India, *Amla* has a huge market in the pharma industry. In October, 2002, BSP planted 1,000 saplings all around the Bhilai plant, mines and townships. The survival rate was 82.82% which is the highest plantation success rate in India so far.

Aushadi Vatika (Dalli-Rajhara Mines)

Extensive plantations have been carried out in SAIL plants and mines. While initial efforts were towards setting up of parks, gardens and developing avenue plantations, more scientific green-belt development programmes are under implementation. The green belt so developed acts as a dust and noise barrier in addition to adding aesthetic value to the environment.

Aushadi Vatika at Dalli Rajhara Mines

The Saptagiri Park of Dalli Rajhara Mines has developed a major area within the park as 'Aushadhi Vatika'. Eco Club, Rajhara (BSP Higher Secondary School) adopted this garden for one year. During this period, the Eco Club members collected, planted and enlisted the medicinal plants from the surrounding areas, imparting awareness regarding the usefulness of the herbs to the general public of the region.

Damayanthi Bird Sanctuary at Salem Steel Plant

In the process of maintaining the ecological balance in the operational region of Salem Steel Plant, SAIL has developed a bird sanctuary using the vast land of almost 5 hectares adjacent to the plant's cold rolling mills. During the industrialisation process, the regional biosphere loses many native species which is very difficult to restore in the same place. SAIL made an attempt to do so by converting the local unused land into an artificial water tank with a depth of 1 metre. This water reservoir has now become a habitat for more than 75 bird species out of which 30 are water birds, 7 species of fishes and amphibians, 16 species of reptiles and 5 species of mammals confirmed by the Salim Ali Centre for Ornithology and Natural History, Coimbatore. Thus, Salem Steel Plant set an example by taking the initiatives to ensure a cleaner environment for employees within the factory premises as well as restoring the ecology of the area. SAIL is also considering the recommendations by the Salim Ali Center to improve the bird habitat in the sanctuary by incorporating additional varieties of trees, mounds etc in a phased manner without disturbing the birds.

Vermiculture at DSP & RSP

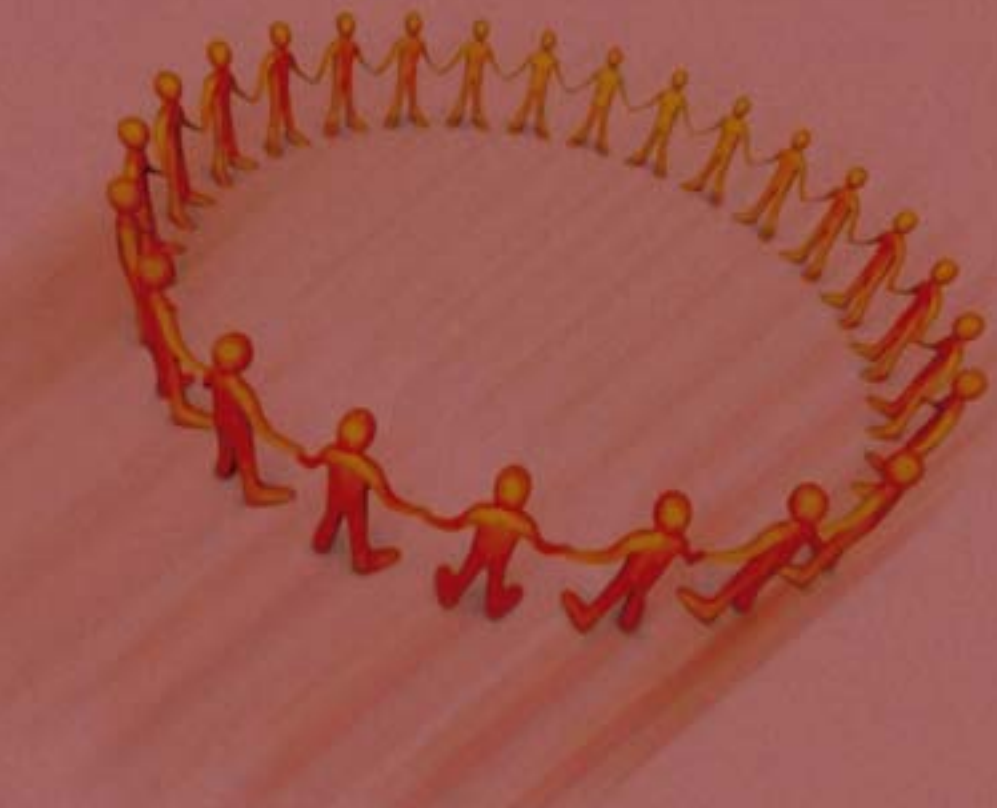
So far as commercial scale of a vermipit is concerned, an experimental study has been conducted by EMD at Durgapur township. At the premises of Durgapur House Canteen, an area of 8'X 4' with a depth of about 1' was dug. Coconut husk was placed at the bottom of the pit. After this layer, tea leaves, earthworm and soil were added followed by the layer of dry cowdung. The top layer consisted of infertile soil. The bed is being regularly fed with material like leaves of tea, green leaves, fruits, vegetables, waste potatoes, rice and other such canteen wastes. The outcome is being monitored and the compost formed can be used as fertiliser. A similar project has also been taken up at RSP.

Thus, in conclusion, by being responsible for the environment whilst at the same time increasing production, SAIL has ushered in a new era of responsible competitiveness.

SAIL - touching lives of the people (BSP)

Social Performance

Contents



Education

India has over 287 million illiterate people (from the age of five)-the largest in any country. Millions of underprivileged youth have no access whatsoever to any form of schooling: of the 460 million between 6 and 24 years, 170 million are not in the educational system. The drop-out rate is depressing: a staggering 90% don't make it to the college. Reflecting these shortcomings, one quarter of adults in the developing world cannot read or write, and of the world's 879 million illiterate adults, two thirds are women.

Children enjoying themselves at Bhilai Ispat Kalyan Vidyalaya (BSP)

> Education is the most powerful weapon which you can use to change the world
>
> *– Nelson Mandela*

Several studies have shown that educational attainment is not only an important precondition for sustained economic growth, but also a critical factor contributing to lowered fertility, infant and child mortality rates; better nutritional, hygiene and health status of people, improved reproductive health and empowerment of women; social mobility and political freedom.

Thus, it is evident that education, alongwith health, is a basic constituent of human development.

SAIL: Taking education to the masses

Recognizing that education is an integral part of human development and accepting the constitutional right of every Indian to education, SAIL has been contributing to increasing the literacy rates in the areas of its operations. Since the very beginning its efforts in imparting education to its employees and communities have strategically tried to address the developing countries issues of limited resources, inequity and inefficiency. SAIL'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.

Reducing Inequity

For instance, in order to reduce inequity and to make quality education affordable to all across its plants and mines, SAIL has employed the following strategies:

1. SAIL communities are offered quality education in at subsidized fees, which could be upto 50% lower as compared to the fees structure of other private institutions operating in the same area.

2. Primary education in Hindi and vernacular medium schools is provided gratis in several SAIL schools since inception and survival rate in these schools is 90%.

3. Since the plants and mines have been established in greenfield and remote areas, education to children belonging to SC/ST communities and economically weaker sections has been made free.

4. A system of scholarships based on merit as well as merit-cum-means is well established across all the plants and mines. Both academic performances as well as family incomes are used as decision-making criteria in awarding these scholarships.

5. 114 children belonging to SC/ST community have been adopted by BSP and their entire education, boarding, lodging is provided free of cost. Four (4) girls student have been adopted by BSP for Nursing course.

6. 14 children from nearly extinct Birhor Tribe of Jharkhand have been adopted by Bokaro Steel Plant.

7. Special scholarship scheme is being run for providing assistance to undergraduate SC/ST engineering students in premier technical institutes of the country.

8. 51 tribal students are taught free of cost in company sponsored DAV school at Chiria Mines, Jharkhand.

9. Most importantly, a majority of the schools are within 1-2 km of the target population, thus making education easily accessible to the children.

Highlights

- SAIL is running more than 130 schools in the steel townships and imparting education to more than 73,000 children.
- SAIL has achieved a Girl: Boy ratio of 1:1 for all levels of education.
- Survival rate i.e. rate of retaining enrolled students :
  - 90% in SAIL secondary schools.
  - 95% in SAIL primary schools.
- Special Schools are being run at the five integrated steel plant locations exclusively for poor, underprivileged children from below poverty line (BPL) families. These schools, which cater to over 1400 children, are providing the following free of cost:
  - Education
  - Mid day meals
  - Uniform including shoes
  - Text books
  - Stationary items
  - School bag & water bottles etc.

Improving efficiency

SAIL has been conscious of the need to provide well-equipped schools in order to retain its students. Towards this end, SAIL has adopted a three-pronged strategy that includes:

1. Provision of basic infrastructure including schools with airy classrooms, drinking water and sanitation facilities, electricity, well-developed playgrounds, computers, etc.

2. Availability of trained teachers and high grade learning equipments to make learning a pleasurable experience and to increase retention of students.

3. In keeping with global trends, Information Technology (IT) based education is also imparted at several schools. As a result, the students are computer-literate and can easily adapt to IT based higher learning as well as have access to IT jobs.

"Akshay Patra" Mid-day Meal Scheme

The Akshaya Patra Foundation (APF), a trust formed under the Indian Trust Act-1881, and having its office at Bangalore, has embarked upon an ambitious programme called the "Akshaya Patra' under which they have been preparing food in a centralised kitchen facility, transporting the same to distant schools by a customised vehicle and providing free mid-day meals to over 8,14,440 children studying in various Govt.-aided and corporation-run schools in Bangalore.

Bhilai Steel Plant joined hands with APF for providing free mid-day meals to 25,000 under-privileged children in and around Bhilai, with the support of State Govt. of Chhattisgarh. A Memorandum of Understanding was signed between SAIL & APF and as part of the undertaking the Chhattisgarh State Govt. will be providing subsidy and food grain etc. for 5 years and BSP will provide 50% of the cost of the meal i.e. Rs. 3/- per meal.

The programme was started on 27th January 2009 and by 1st April 2009 the scheme was covering 25,000 children.

Currently a temporary centralised kitchen set-up by BSP is supplying midday meal to 123 Govt. schools, including both primary & upper primary, and covering more than 30,000 children enrolled in these schools.

An MOU has been recently signed between APF and the Chattisgarh State Govt. in which the State Govt. has agreed to provide 5 acres of land to APF to start construction of a permanent kitchen at Bhilai/Raipur region which would help in catering to 50,000 children. The capital expenditure required for setting-up the permanent kitchen will be borne by BSP.

Customised vehicle used for transporting the free mid-day meals

School over, children rushing to their homes (BSL)

With the above-mentioned strategies in mind, SAIL units have built and managed several primary, middle and higher secondary schools and colleges that cater to both employees' dependents and surrounding populations.

SAIL schools have ensured high level of literacy rates which are higher than national average in the steel townships as well as of those students coming from homes within 20 km of these townships. Hence, several thousand beneficiaries per year have been receiving quality education at these schools. Of these beneficiaries, approximately half belong to SAIL employees and their dependents and the remaining half are represented by the SAIL's communities within 20 kms of the townships.

In doing so, SAIL has not only made a significant contribution to national efforts to raise literacy levels but also to Millennium Development Goals of Achieving Universal Primary Education (Goal 2) and Promoting Gender Equality and Empowering Women (Goal 3).

Net Enrolment in Primary Schools

Primary enrolment in schools provides an insight into current flow and spread of education. It is used as an indicator for monitoring progress toward the goal of achieving universal

Promoting Computer Literacy

As a part of its strategy of promoting computer literacy amongst students from disadvantaged families, SAIL has joined hands with various non-government organisations (NGOs). Under this scheme, personal computers (PCs) are distributed to different NGOs who provide computer education to the students.

primary education, identified in both the Millennium Development Goals and Education for All initiatives. It has been estimated that in developing countries, one child in three is not able to complete five years of schooling.

Giving Primary Education its due, Sarva Shiksha Abhiyan, a time-bound initiative of the Central Govt., in partnership with the states, the local Govt.s and the community, has been initiated. This initiative aims to provide elementary education to all children in the age group 6-14 years by 2010. It embodies some of the past programs such as the Total Literacy Campaign, and District Primary Education Programme (DPEP).

Completion of Primary Education

The *proportion of pupils starting grade 1 who reach grade 5,* known as the **survival rate to grade 5,** measures an education system's success in retaining students from one grade to the next as well as its internal efficiency. Survival rates provide an estimation of the wastage of school education and how it weakens the benefits of increased primary enrolment.

Various factors account for poor performance on this indicator, including low quality of schooling, discouragement over poor performance and the direct and indirect costs of schooling. Students' progress to higher grades may also be limited by the availability of teachers, classrooms and educational materials.

In this regard, SAIL has a distinguished record of providing high quality primary education that has enabled the retention of students that enroll in grade 1 till grade 5 and beyond. Accordingly, the survival rate to grade 5 has been 95.8% at all SAIL schools. This is significantly higher when compared to the national average of 60% in 1999-00.Though the survival rate of India is gradually increasing, the latest estimates from Ministry of Human Resource Development reveal that of the students enrolled in primary school, the survival rates were only 41.3% in 1980-81 and 35% in 1960-61. It is believed that providing primary education remains a great challenge as well as an opportunity. Whilst its success may allow millions to rise out of poverty, its failure is bound to lead to an educational and social crisis in the coming years.

Education for All

Special Schools were started at five integrated steel plant locations viz Bhilai, Durgapur, Rourkela, Bokaro & Burnpur in 2007-08 exclusively for poor, underprivileged children. The facilities provided in these schools include free education, mid-day meals, uniforms (including shoes), text books, stationary items, school bag, water bottles and transportation in some cases. These special schools which had around 700 hundred students in 2007-08, provided education to more than 1400 children in 2008-09.

A number of benefits are being provided to the SC/ST children. These include scholarships to deserving SC/ST undergraduate engineering students, adoption by BSP of 114 children belonging to SC/ST community and four (4) girls student for Nursing course and adoption of 14 children from nearly extinct Birhor Tribe of Jharkhand by BSL Free education, boarding and lodging facilities, etc. are being provided to them. In BSP, no tuition fee is charged by the company schools from SC/ST students irrespective of their parents' economic status.

Providing education to rescued children, earlier being exploited as child labour (SSP)

Listening attentively to the teacher on their first day in the school (BSP)

Learn to Read (L 2 R) - Learn to read programme started in association with Orissa Govt. for improving standard of education in primary classess by RSP in October, 2008

Ratio of Girls to Boys in Primary, Secondary and Tertiary Education

This indicator of equality of educational opportunity, measured in terms of school enrolment, is a measure of both fairness and efficiency. It targets elimination of gender disparity at all levels of education that in turn would help to increase the status and capabilities of women. Female education is also an important determinant of economic development and is also an MDG for promoting gender equality and empowering women.

SAIL schools have consistently maintained an average ratio of girls to boys of nearly 1:1 for all levels of education. Further, in line with the Govt.'s *Mahila Samakhya* program, SAIL schools have adopted several proactive steps to ensure the enrolment and continuation of the girl child in its schools.

Completion of Formal Education

The Planning Commission of India has devised this indicator to capture current progress in spread of formal education among school going children. The indicator not only values education in early years of an individual's life (as it looks at children in the school going age-group) but it also lays importance on a structured formal system of education (unlike non-formal education as is generally the case with adult literacy) and, more importantly, weighs progressively the capacity of the education system to retain enrolled students over successive classes from class I to XII.

Shiksha Protsahan Yojna

As part of Shiksha Protsahan Yojna of Bokaro Steel Plant:

- 10 non-BSL students, selected on merit-cum-means basis are getting scholarship, tuition fee waiver and book help from Class XI onwards which shall be extended up to completion of their technical education.
- 10 topper students each, from JAC & CBSE streams have been given referral books.

Accordingly, of the children that enroll in SAIL's schools offering secondary education, the survival rates have been over 90%.

Thus, it is evident that SAIL's contribution to education, which is essential to human development, has been immense. SAIL's school are not only imparting education to more than 73,000 students, but are also maintaining an impressive record of retaining the children, boys and girls alike, for achieving secondary education. There are two important reasons why SAIL's record on survival rate and intensity of formal education has been so spectacular:

1. The quality of education and school infrastructure has not only ensured retention of students but blossoming of talents as well.
2. The accessibility of schools within less than a kilometer has attracted students from peripheral areas thus contributing to the overall improved literacy levels of the region.

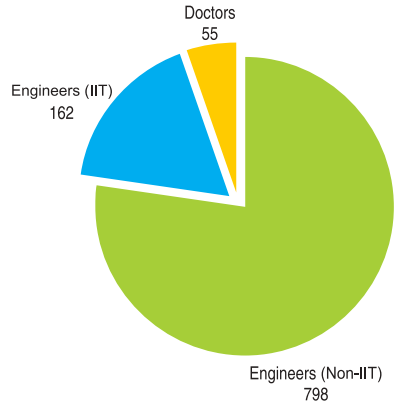
It is no wonder then SAIL schools have been contributing to the national economy through its various professionals in the fields of engineering, medicine, civil services etc.

As part of the consistent endeavour to bring in meaningful changes in the life of people residing in the mines and surrounding areas, Raw Materials Division (RMD), SAIL has developed an Industrial Training Institute (ITI) at Gua mines in Jharkhand. Responding to the increasing need of a vocational training institute in the remote area of Jharkhand, RMD was quick to act on the proposal from the State Govt. for setting up the ITI.

The foundation stone for setting up an ITI at Samstipur, Bihar was laid on 1st March 2009.

SAIL is working in tandem with Chattisgarh state Govt. for establishing a technical university at Bhilai, Chattisgarh.

Professionals from SAIL Schools



Professionals from SAIL Schools

RDCIS, Ranchi, adopted two schools which are imparting education to the children from very poor families.

- Mahatma Gandhi Smarak Madhya Sah Uchcha Vidyalaya, Hatia, Ranchi,
- Samajik Madhya Sah Uchcha Vidyalaya' Check post-IV, Hatia, Ranchi

The school buildings of the above schools were in very bad condition. RDCIS, after adopting the schools, took-up the jobs of construction/repairing of class rooms, construction of toilets separately for girls and boys, barbed wire fencing, erection of Arch Gates, provision of drinking water facilities, provision of bench-desk sets, free distribution of books, exercise copies and other study material, etc.

SAIL Kanya Shiksha Niketan - A success story

SAIL Kanya Shiksha Niketan, an institution dedicated to the cause of educating "the girl child" came into existence on 3rd July, 2007. The school is an outcome of SAIL's commitment under CSR to serve the underprivileged and the weaker section of the society. DSP Mahila Samaj was chosen by Durgpur Steel Plant to run the school exclusively for the "girl child" belonging to the BPL families.

On the occasion of the 1st Foundation cum Annual Day Function of the school, there was happiness, enthusiasm and excitement among the kids who were all dressed in bright costumes to put up the first performance of their life: and the anxiety and involvement of the parents was palpable. For some of the parents, it was a reality they perhaps may not have dreamt of and so they stood speechless with mixed feelings of joy and gratitude. DSP Mahila Samaj and the dedicated teachers of the SAIL Kanya Shiksha Niketan have tried to create a significant difference in the lives of these students.

The school started with 60 students in Class-I and now there are 180 students studying in Class I to Class IV. The students are provided with books, uniforms, educational kits and all stationery items free of cost. A hot nourishing meal is provided to them daily. Apart from regular academic classes, audio visual aids are used to make learning enjoyable. Regular computer classes, yoga, sports and games classes have been introduced for comprehensive and all round development of the students.

Reema Mahato, a student of this school, won the 2nd Prize at the "Sit and Draw" competition organised by the Department of Safety & Fire Services, DSP.

SAIL shares the joy and happiness of the students of the school and their parents.

The social dividend from female literacy tends to be very high. High female literacy is associated with lower infant mortality, better family nutrition, reduced fertility and lower population growth rates.

Destitute children at Bal Bhawan, Greater Noida

SAIL & Snehi: Spreading smiles

Rambabu is nine years old. He had been caught lying and stealing at school. The school issued warnings and the caregiver at the Bal Bhawan, Greater Noida, was perplexed. She had no complaints about Rambabu, but she was hassled by his changed behaviour. Then one day, it was time for a group activity by the Snehi team which is providing 'Trauma and Mental Health Care' to destitute children.

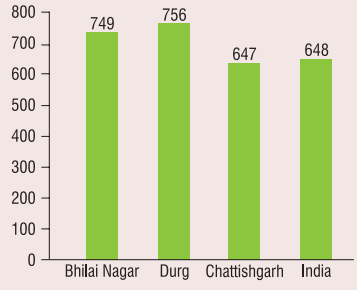
The activity was a simple story telling session with the objective of teaching the children life skills. It was only a coincidence, but that day the counsellor chose to tell the story of a puppy who fell into the traps of temptation and began stealing from his friend. The story moved on to explain the traps of temptations, the consequences of stealing and the need to set high values in life. That evening, Rambabu went up to his caregiver and said "Mummy, I am a strong boy and I can control my temptation just like I control my anger. I think I will try doing it!"

Since then there have been no complains about Rambabu stealing or lying.

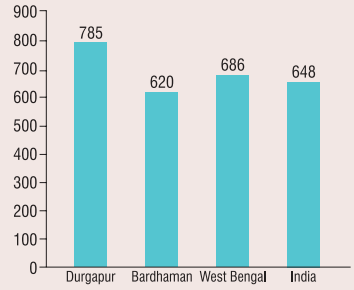
This is just one of the many anecdotes that have happened since SAIL has joined hands with Snehi, for this noble cause at Bal Bhawan, Greater Noida.

Rambabu with friends

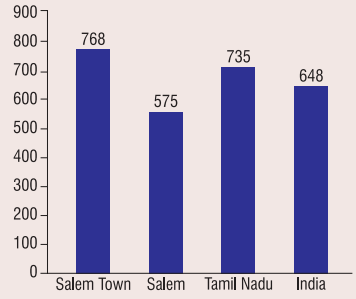
Bhilai Steel Plant
Literates per '000 Population



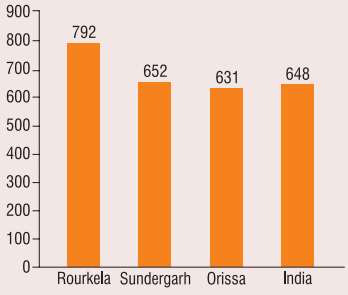
Durgapur Steel Plant
Literates per '000 Population



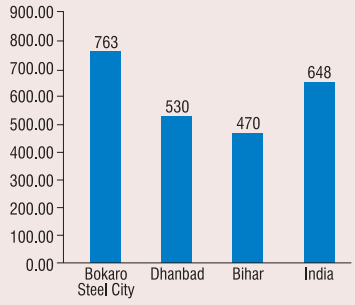
Salem Steel Plant
Literates per '000 Population



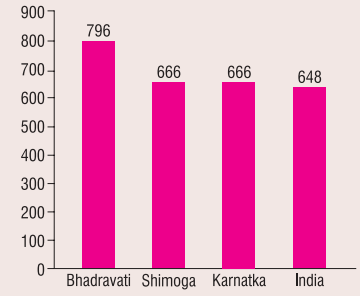
Rourkela Steel Plant
Literates per '000 Population



Bokaro Steel Plant
Literates per '000 Population



Visvesvaraya Iron & Steel Plant
Literates per '000 Population



SAIL Scorecard: Education

Survival Rate in Primary School	:	95.83%
Ratio of Girls : Boys (Overall)	:	1 : 1
Number of Adult Education Centres constructed during the year	:	24
Number of additional class rooms built during the year	:	203
Total Number of additional class rooms built	:	719

Schools within township	Number	Students
Primary	37	16,968
Secondary	59	36,220
Tertiary	42	20,737
Total	**138**	**73,925**

Schools outside township	Number	Students
Primary	183	33,954
Secondary	73	18,859
Tertiary	13	3026
Total	**269**	**55,839**

Table 7 : SAIL Scorecard: Education

Health & Medical care

Access to health is a precondition for societal prosperity. The benefits of access to health may outweigh the costs for two reasons: first, survival and improved health has an intrinsic positive value, and second, health improves the productive national capacity by realizing a human and national potential that otherwise would be wasted through sickness or death.

Polio drops being administered to a child (BSP)

> Health is a fundamental right– and an essential ingredient of development
>
> – *Dr. Manmohan Singh*

It is also true that in a developing country like India, access to health remains a major concern for the people. There are significant disparities in the urban and rural populations for various indicators for morbidity, mortality and health.

Realising this early on since it was located in backward areas, SAIL took upon itself the arduous yet essential task of setting up primary health care centers, reproductive and child health centers, as well as super specialty hospitals, in its areas of operations.

The beginning was modest, but after three decades of perseverance SAIL's efforts have resulted in establishing 61 primary health centers, 8 reproductive and child health centers, 18 hospitals and 6 super specialty hospitals. These have resulted in access to improved health infrastructure for over 26.7 million people for ailments from common cold to measles, diabetes, reproductive and child health care, open heart surgery, neuro-surgery, kidney transplantation, etc.

SAIL has been an active participant in the National RCH programme across all since 1995. All SAIL hospitals have participated in the National RCH program. SAIL is also participating in other

National Health Programmes like National Tuberculosis Program, anti-Malaria, Anti Leprosy Program etc. There are 24 hospitals including 6 speciality hospitals situated throughout the country having a total strength of more than 4056 beds for the benefit of employees, their dependents and the peripheral population and are managed by trained medical staff of around 4300 people. Various welfare activities under as part of Reproductory and Child Health Care (RCH) are-tubectomy, vasectomy, deliveries and immunization.

SAIL has promoted the Government's Small Family Norms. A scheme for promoting small family norms have been in place since 1994. In the scheme for promoting family planning, an incentive of Rs. 400 is being provided for a tubectomy operation; Rs. 500 for a vasectomy operation and Rs. 50 to family planning motivator for each case. These incentives are being provided to both employees and non-employees and these are over and above the incentives being given by the Government. Also, there is a scheme for employees with two or less children, in which Rs. 2000/- are given to an employee (or spouse) for a sterilisation operation.

Various Health camps have been organised at hospitals of all plant/units like Tuberculosis Camp, Anti Leprocy Camp etc. To combat the threat of Tuberculosis and Leprocy, DOTS (Directly Observed Treatment) therapy and Anti Leprocy MDT has been made available free of cost at all Primary Health Centres etc.

Highlights

- Health Centres at Bhilai, Durgapur, Rourkela, Bokaro, and Burnpur set up to provide medical care to the poor and the needy, where free treatment is being provided including medicines, etc.
- Ten (10) Mobile Medicare Units were provided in each of the years 2007-08 and 2008-09 to different organisations such as Bharat Sewa Foundation, Helpage India, Jharkhand Govt., Global Cancer Concern India, etc.
- Around 2200 Health camps (including regular camps in the Model Steel Villages and peripheral areas) were organised in 2008-09 where free health check-up, path lab treatment, medicine, immunisation, etc. was provided to over 10 lakh needy people and 475 medical camps were held during 2007-08 in 12 states benefiting over 5 lakh needy persons.

Preliminary eye check-up (BSL)

Project Bal Jyoti

In order to treat child blindness, juvenile cataract, squint etc., project Bal Jyoti has been launched in May' 08 at Hathikala block, district Sundargarh, Orissa by RSP. Preliminary check up camps are held and then after final testing, children are recommended eye surgery which is performed at Ispat General Hospital (IGM), Rourkela.

Home Away from Home

India has only a few specialized cancer centers and All India Institute of Medical Sciences in New Delhi is one of them. Every year hundreds of new cases of children with cancer come to the Institute Rotary Cancer Hospital and pediatric unit of AIIMS from various places of India .Most of the families are economically disadvantaged which limits their access to accommodation and in worst cases they stay on footpaths.

Keeping the above in mind CANKIDS, an NGO, thought of starting the Home Away from Home (HAH) project and SAIL came forward to support the running & maintenance of HAH along with cost of transportation of patients and their families between AIIMS & Home Away from Home.

The HAH provides outstation families with affordable, child appropriate accommodation during treatment and during the last one year 675 family stays have been recorded in the Home Away from Home. It has been successful in creating a low-cost option near the hospital, without substantial investment and low running and maintenance costs. "Home Away from Home" provides lodging, parent kits (bedding , utensils , etc.), food services and runs various programs for the children so that they do not lose out on the studies during their treatment. Apart from taking care of their education, the health and nutritional aspects of the children is also emphasised.