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**STANDING COMMITTEE ON
COAL, MINES AND STEEL
(2021-2022)**

SEVENTEENTH LOK SABHA

MINISTRY OF STEEL

**"SKILL DEVELOPMENT IN STEEL
SECTOR"**

THIRTY-SIXTH REPORT



LOK SABHA SECRETARIAT

NEW DELHI

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SECRETARIAT

1.	Shri J.M. Baisakh	-	Joint Secretary
2.	Shri Arvind Sharma	-	Director
3.	Shri Uttam Chand Bharadwaj	-	Additional Director
4.	Smt. Huma Iqbal	-	Executive Officer

DRAFT REPORT

Part-I

A. INTRODUCTORY

1.1 At the time of Independence in 1947, the Country had only three steel plants – the Tata Iron and Steel Company, the Indian Iron and Steel Company and Visveswaraya Iron and Steel Ltd. and a few electric arc furnace-based plants. From the fledgling one million tonne capacity status at the time of independence, India has now risen to be the second largest crude steel producer in the world and the largest producer of sponge iron. From a negligible global presence, the Indian steel industry is now globally acknowledged for its product quality.

1.2 India ranks second in both production of crude steel and consumers of finished steel. Presently around 2.0 million employees direct & indirect are engaged in the Iron & Steel Industry and this is likely to increase in terms of skill and competency requirement as the Country plans to augment the capacity to reach 300 Million Tonnes from the present level of 143 Million Tonnes. India's ambitious target of 300 million tonnes (MTs) of steel production by 2030 gives an insight into the economy's development curve and makes us proud that such an achievement will take the country's industrial sector to new heights. Indeed, increasing crude steel production is one of the essential parameters for our economic growth.

1.3 In today's age of globalization and a technically mutated world, skill building is an important weapon to boost the efficiency and the quality of services for advanced productivity and economic growth. India is today one of the youngest nations in the world with more than 62 per cent of the population in the working-age group (15-59 years), and more than 54 per cent of the total population below 25 years of age. The opportunity of reaping the benefits of the "demographic dividend" can be effectively utilized with a skilled workforce. Apart from meeting its demand, the country has the potential to become the worldwide hub for outsourcing skilled manpower. A major section of the workforce is not directly employable, but trainable. Therefore, the role of skill development becomes critical in enhancing employment opportunities and addressing the demand-supply gap.

1.4 The Committee have been informed that the Government have taken various steps to reduce the dependence on import of steel and enable India to be self reliant to meet the needs of entire domestic consumption of steel. These include:

(i) Notification of the following policies:

- (a) National Steel Policy 2017 which envisages inter alia domestically meeting the entire demand of steel and high-grade automotive steel,
- (b) Domestically Manufactured Iron & Steel Products (DMI&SP) Policy for promoting procurement of Made in India Steel.
- (c) Steel Scrap Recycling Policy to enhance the availability of domestically generated scrap.

1.7 During the evidence meeting of the Committee with the representatives of Ministry of Steel and MSDE held on 7th June, 2022 the Committee was informed that regarding the work force in steel sector, there are about seven and a half lakh work force in the country and these are of two types, . the first one are the regular workforce inducted with basic skill techniques whose skills are only upgraded. The other group involves contractual workforce who are inducted for only a particular job and who also sometimes require skill development training. Further, the Committee was informed that the Ministry of Steel signed an MoU with MSDE in this regard so that quality assurance and certification can be carried out for workforce of Steel CPSEs.

1.8 When asked about any study conducted on skill gap, the Committee have been informed that study conducted by Indian Iron and Steel Sector Skill Council (IISSSC) and National Institute of Secondary Steel Technology (an institution under Ministry of Steel, Government of India) in the year 2020-21, highlights that there is a need to skill and upskill 10,54,110 and 8,13,438 workforce respectively in the iron and steel sector by 2030. To address the aforementioned gap between the demand and supply of manpower, skill development initiatives are being implemented under 'The Skill India Mission', anchored by the Ministry of Skill Development and Entrepreneurship(MSDE).

1.9 The Ministry of Steel signed a Memorandum of Understanding (MoU) on 10.07.2015 with the Ministry of Skill Development & Entrepreneurship (MSDE) to facilitate skill development activities through the CPSEs under its administrative control. Five Central Public Sector Enterprises (CPSEs) viz. Steel Authority of India limited (SAIL) /Rashtriya Ispat Nigam Limited (RINL)/ National Mineral Development Corporation (NMDC)/ Kudremukh Iron Ore Company Limited (KIOCL) / Manganese Ore (India) Limited (MOIL) have thereafter signed MoUs with National Skill Development Corporation (NSDC) to collaborate and support skill development initiatives.

1.10. As regards the other interventions taken by IISSSC : the Committee have been informed of the following initiatives/activities undertaken by Indian Iron and Steel Sector Skill Council (IISSSC):

- During the evidence meeting held with the representatives of Ministry of Steel and MSDE on 7th June, 2022, the Committee was informed that IISSSC has proposed to set up Academies of Excellence with MIDHANI Steel – Hyderabad, JNTVTI – Jamshedpur and Government ITI – Durgapur in collaboration with the Ministry of Steel.
- IISSSC in association with Tata Steel Digie-Shala launched customized learning programs for the iron and steel sector.
- IISSSC is also developing E-content to train the candidates through the digital platform for ease of access to skill training.

1.14 During the evidence meeting held on 7th June, 2022 with the Ministry of Steel and MSDE, the Committee was informed that PMKVY has two parts. One is the short term training programme, and the other is Recognition of prior Learning (RPL) programme. The courses offered are aligned with The National Skill Qualification Council (NSQC). The Committee was also informed that under PMKVY 2 and 3, till date around 50,000 candidates were enrolled out of which 40,000 or more candidates have been certified. It was further informed that there is also an apprentice program of the Ministry which provides training for apprenticeship to suitable candidates.

1.15 Further under PMKVY 2.0 and 3.0, in the steel sector, training has been imparted in 29 job roles including Fitter Electrical Assembly, Bearing Maintenance, Iron & Steel Utility Hand Plant Operations, Gas Tungsten Arc Welding, etc. The detailed list of job role-wise number of trained and certified candidates is given below.

Sector name	Iron and Steel Sector					
Scheme	Training Type	Enrolled	Trained/Oriented	Assessed	Certified	Placed*
PMKVY 2.0	RPL	12,819	12,360	11,184	11,081	NA
	STT	28,716	26,782	25,270	24,055	13,430
PMKVY 3.0	RPL	5,421	5,421	5,231	5,195	NA
	STT	2,273	857	617	570	113
Grand Total		49,229	45,420	42,302	40,901	13543

*Placement opportunities under PMKVY are being provided to STT certified candidates, while RPL does not mandate placements as it recognizes the existing skills of candidate.

1.16 Short term training Programme under Pradhan Mantri Kaushal Vikas Yojna (PMKVY) training already done primarily in 24 States of the country, namely Assam, Andhra Pradesh, Bihar, Chhattisgarh, Gujarat, Goa, Haryana, Himachal Pradesh, Jammu and Kashmir, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Odisha, Punjab, Rajasthan, Sikkim, Tamil Nadu, Telangana, Tripura, Uttar Pradesh, Uttarakhand, West Bengal. A total of 135 Training Centers participated in imparting the training programmes of IISSTC through 55 numbers of Training Partners. The trainings were conducted at remote districts which are backward and underdeveloped. Short Term Training Program (STTR) under PMKVY for last three years are as under:-

Sl. No.	Year	Enrolled	Trained	Assessed	Passed	Certified	Placed
1.	2019-20	8122	8015	7451	6512	6453	3198
2.	2020-21	-	800	2546	2475	2565	1290
3.	2021-22	1324	1324	1190	1140	1140	686

portal, which acts as a central directory of skilled workforce registered and certified under Skill India Portal (SIP), across all schemes at central and state level.

1.20 On being asked whether the content and mechanism for skill training program is PANIndia in nature, the Ministry of Skill Development and Entrepreneurship replied that under PMKVY, training and orientation is being imparted in various National Skills Qualification Framework (NSQF) aligned job roles across the country. Under PMKVY, all skill development activities have to follow guidelines and extant provisions of the schemes which are uniform for all except for some relaxations given for Special Areas and Special Groups defined under scheme guidelines.

1.21 When inquired about the constraints being faced by the Ministry in implementation of its program and schemes for enhancing the skills of workforce in various sectors of the country, the Ministry have stated that with reference to the implementation of the Pradhan Mantri Kaushal Vikas Yojana 3.0 (PMKVY 3.0) scheme, significant core and peripheral reforms were envisaged and undertaken. Some of the core principles of the scheme, for better implementation, were as follows:

- Trainee/learner-centric from the earlier training provider-driven model.
- Demand-driven bottom-up approach to planning, with District-level plans being the fundamental instruments for implementation.
- Enhancing the role of States/UTs in the entire implementation process of the scheme. Strengthening District Skill Committees (DSCs), State Skill Development Missions (SSDMs) /State Directorate of Technical Education or Skill Development through handholding, strategic and funding support.
- Focus on online/digital mode of Training for wider coverage.
- Large scale grass-root Campaigns and Awareness Programs (including Booklet and Pamphlet distribution) are undertaken.

D. Skill Development programmes undertaken by the Ministry of Steel

1.23 The Committee have been informed that the Ministry of Steel has signed Memorandum of Understanding (MoU) on 10.07.2015 with Ministry of Skill Development & Entrepreneurship (MSDE) to facilitate skill development activities through the CPSEs under its administrative control. Five Central Public Sector Enterprises (CPSEs) viz. SAIL/RINL/NMDC/KIOCL/MOIL have thereafter signed MoUs with National Skill Development Corporation (NSDC) to collaborate and support skill development initiatives.

- Training programmes in collaboration with (ANT Steel Engineers Asia) Pvt Ltd at IISCO Steel Plant(ISP)

i. Restructuring And Readjustment of In-House And Outside Training

- SAIL is moving beyond the training linked to organizational need, and focuses now to understand the bigger industry perspective in our in-house and outside training programmes and benchmarking practices against global standards.
- Away from classroom environment employees are given more opportunity to learn through different types of Workshops/Hands-on/Outbound exercise etc
- Assessment centre scope has been broadened and the result is being utilized for the development of the people through targeted intervention.
- Enhancing Employee Engagement through internal competitions specially involving young employees.
- Innovative Communication exercises at every level.
- Culture of Learning through e-Pathshala , e-Abhigyan.
- Gyan-Sopan - Sponsored employees for any training program make a presentation to the department on learning and their implementation.
- Learning from Each Other (LEO)/ Workshops as well as Expert Interactions under various Communities of Practices (COPs)
- Communities of Practice (CoP)- Abhigyan Sampark.
- Technical programs under One SAIL One HRD interventions.
- On Site Learning Opportunity (OSLO).
- Series of Expert Interactions on Effective Planning through PCP & GeM.
- Program on Prima Vera.
- Digital Transformation under the guidance of the Apex committee.
- Capability development workshop for maintenance practices and materials management.
- In the area of Logistics, program with Indian Railway Institute of Transport Management (IRITM) Lucknow.
- SCORM (Sharable Content Object Reference Model), compliant e-modules.
- Mini learning modules in technical domains

1.26 Recognition to Prior Learning (RPL) Programme: Only SAIL employees are being trained under RPL. SAIL has taken the initiative of enhancing the skill and knowledge level of its employees to the set industry norms by establishing a system of Certifying and Recognizing Prior Learning (RPL) for manpower working in SAIL Plants/Units with support of Indian Iron & Steel Sector Skill Council (IIS SSC).

Effect on Skill Ecosystem in Steel Sector

- Recognition of Prior Learning has proved an incentive and motivation for plant personnel.

financial inclusion/Self Help Groups(SHG)/ training for income generation and then empowering them to be part of mainstream.

- SAIL has signed a MoU with National Skill Development Corporation (NSDC) for collaboration to support skill development initiatives. The scope of the collaboration includes establishing Skill Development Centres in the vicinity of Bhilai, Bokaro, Rourkela and Durgapur.

(b) Rashtriya Ispat Nigam Ltd (RINL)

1.30 Budget and expenditure for Technical skill development programmes other than PMKVY for its employees are as follows:

YEAR	Budget allotted (Rs. In Lakhs)	Expenditure (Rs. In Lakhs)
2019-20	214.22	135.38
2020-21	157.8	94.03
2021-22	96.55	75.69

1.31 To meet the organizational needs, customized training modules are developed by RINL in consultation with the training partners. Original Equipment Manufacturers such as M/s SKF India Ltd, M/s Bosch Rexroth Ltd and M/s Siemens Ltd and M/s ABB Limited, M/s Indo German Institute of Advanced Technology (IGIAT) are imparting technical training to enhance the competence of executive and non-executive employees in various technical areas like Advanced Bearing Technology, Industrial Hydraulics, Pneumatics, Programmable Logic Controls (PLCs), Variable Voltage Variable Frequency (VVVF) Drives and Industrial Automation etc. Training on ISO systems' (QMS, EMS, EnMS and OHSMS) Lead / Internal auditors were provided by leading agencies such as TUV, IRCLASS, BV etc.

Training under Recognition to Prior Learning (RPL) Programme:

1.32 A Skill Development Centre with all required facilities was set up in Training Department of RINL and is affiliated to NSDC-IISSSC, Kolkata for providing training to employees and Contractual Workers. RINL entered into MOU with National Skill Development Corporation (NSDC), New Delhi in 2016 for training in the trades of Fitter, Machinist, Turner, Welder, Electrician and Carpentry.

1.33 To enhance industry based skills to engineering students Vocational Training and Project Based Training programmes are being organized as per the requirements of educational institutions. 6704 Students undergone Vocational Training and Project based training and 1967 persons benefitted under Skill development programme through Corporate Social Responsibility and Corporate Environment Responsibility (CSR & CER) during last three years.

1.36 In addition to Vocational training / Skill development under livelihood Generation Programmes, RINL is providing Technical Skill development programs with placement offers to local youth having formal education background at various Institutes viz. MSME Technology Centre, SDI, TLTMI etc. under CSR.

Placement details under RINL CSR during the last 3 years are given below:

FY	Institute	Course	No. of persons given placement
2020-21	The Leprosy mission Trust of India, Vizianagaram	ITI	15
2020-21	Skill Development Institute (SDI) Visakhapatnam Society, Visakhapatnam	Customer Care Executive Relationship Centre	60
2021-22	MSME Tech Centre, Achyutapuram, Visakhapatnam	Master Certificate in CAD/CAM	11

RINL has not taken up any skill training through ITI .However, RINL has extended financial support to Govt. ITI for strengthening of Infrastructure.

(c) NMDC Ltd.

1.37 NMDC Limited (NMDC) and National Skill Development Corporation (NSDC) has entered into MoU on 31.12.2019 for imparting Skill Development training and RPL certification for 400 employees in mining and steel sector. It is to mention that NSDC was unable to implement the signed project due to the unprecent COVID-19 pandemic. Hence, NSDC regretted the implementation of the project due to operational challenges on ground especially during pandemic. Thus, the MoU got cancelled due to pandemic and physical training could not be done.NSDC has again given fresh training proposal as per their new policy covering 1600 employees for 4 years (400 each) to be trained from FY 2020 to FY 2023-24.

1.38 NMDC and NSDC also entered into MoU on 01.11.2021 to impart Skill Development training and Recognition Prior Learning (RPL) Certification by covering 1600 Employees of NMDC in Bacheli, Kirandul, Donimalai, Nagarnar and Panna in Mining and Iron & Steel Sector skills. Major Skill Development initiatives undertaken during last 3 years under NMDC , CSR

Data description	ITI, Bhansi	ITI, Nagarnar
<u>Expenditure in Rs. lakh</u>		
2019-20	126.71	52.43
2020-21	141.96	44.85
2021-22	126.48	55.89
<u>No. of trainees trained</u>		
2018-19	97	20
2019-20	107	20
2020-21	82	10
<u>No. of placements</u>		
2018-19	63	6
2019-20	42	3
2020-21	33	Nil

trainees have got placed in Companies like NMDC Ltd., Maruti Suzuki Ltd., Balaji Motors, Sky Automobiles etc.

(d) MOIL Ltd.

1.42 Upskilling of employees under Skill Development had been initiated in MOIL Limited in the year 2015-16. Till date, MOIL has been training employees, contractual workers and local youth in various trades. The training imparted to the employees as per Recognized Prior Learning (RPL) and is in line with NSQF aligned courses as per the NSDC guidelines. In addition to this, in recent years thrust has been given on the placement of local youth. MOIL has ensured more than 90% placement for the local youth trained under Skill Development Program. The details of the skill development trainings are given below: -

Category	2019-20	2020-21	2021-22
Employees	408	407	400
Local Youth	65	60	0
Contractual Workers	152	53	57
ACTUAL ACHIEVED	625	520	457
TARGET	675	500*	450**

*This was reduced due to COVID restrictions.

**Local Youth programs are not being undertaken this year due to CSR budget restrictions.

1.43 Under Ministry of Skill Development & Entrepreneurship, MOIL has been engaging apprentices under various trades like Mine Mater, Blaster, Mechanic Fitter, Welder, Electrician, Stenographer, Computer Operator and Programming Assistant etc.

(e) KIOCL Ltd.

1.45 KIOCL has a well-established Training & Safety Department caters In House Training which identifies the skilling needs of each employee and identified local agencies for skill development Initiative, and is having the infrastructure (training center) and in house staff to train the local youths on the areas, which are in line with the Steel sector Council. Apart from this KIOCL is providing training to approximately 60 ITI Apprentices, Diploma Apprentices and Graduate Apprentices in various trades. The training provided to various categories of persons during last three years are as under: -

S.No	Year	No of Contract employees trained
1.	2019-20	340
2.	2020-21	403
3.	2021-22	775

For regular employees, on the job training as well as refresher course classes conducted for various trades

S.No	Year	No of man days trained for regular employees
1.	2019-20	2253
2.	2020-21	1521
3.	2021-22	3675

1.46 At present, KIOCL has identified Technical Consultancy Services Organization of Karnataka (TECSOK) A Government of Karnataka Organization to conduct various skill development programs by mobilizing the local youths from the Engineering colleges, Degree Colleges and also Management studies students as per the National Policy on Skill Development. The budgetary provisions are furnished as below: -

Financial Year	Budget Earmarked	Expenditure
2019-20	₹15.00 Lakhs	₹9.50 Lakhs
2020-21	₹15.00 Lakhs	₹8.20 Lakhs
2021-22	₹15.00 Lakhs	₹5.36 Lakhs

~~KIOCL has engaged agencies to conduct employability training program by mobilizing local youths from the various Institutes.~~

(f) MECON Ltd.

1.47 MECON although has not signed MoUs with National Skill Development Corporation (NSDC) however in a systematic way for enhancing the skill (Technical and Managerial) for the employees on the roll of MECON. The organisation provides apprentice training under Apprentice Act 1961 to fresh

Budget & Expenditure during last 3 financial years are furnished below: -

Sl. No.	Financial Year	Budget (in Rs. Lakh)	Expenditure (in Rs. Lakh)	Remarks
1	2019-20	4.14	4.51	
2	2020-21	15.66	15.33	
3	2021-22	7.33	0.00	It was envisaged to provide training to 9 Youths in Welding Technician & Motor cycle Repairing Course at JGTR, Tatisilwai, Ranchi. However, the same could not be taken-up in FY 21-22. Training of the same batch has been planned in FY 2022-23.

The number of Youth trained are indicated below :

Sl. No.	Batch Year	No. of Youth Trained	Vocational Training Program
1	2019-20	6 (Six) Youths of Adopted Village- Sungi, Dist.- Khunti (Aspirational district)	Welding Technician (6 months course) at JGTR, Tatisilwai, Ranchi.
2	2020-21	10 (Ten) Youths of Adopted Villages-Sungi, & Rai, Dist.- Khunti (Aspirational district)	EQ – 10 th Pass
3	2020-21	7 (Seven) Youths of Adopted Villages-Sungi, & Rai, Dist.- Khunti (Aspirational district)	Machine Operator (Plastics Processing/ Injection Moulding) (6 months course) at CIPET, Hehal, Ranchi
			EQ – 8 th Pass

MECON is primarily an executive driven organization and the number of employees in non-executive cadre is very few. However, 8 persons belonging to displaced person category have been awarded employment during the period 2015-2016 to 2021-22.

Part -II

Observations/ Recommendations of the Committee

The Committee note that the country is today one of the youngest nations in the world with more than 62 per cent of the population in the working-age group (15-59 years), and more than 54 per cent of the total population below 25 years of age. The opportunity of reaping the benefits of the "demographic dividend" can be effectively utilized with a skilled workforce. Apart from meeting its demand, the country has the potential to become the worldwide hub for outsourcing skilled manpower. With a major section of the workforce is not directly employable, but trainable, the role of skill development becomes critical in enhancing employment opportunities and addressing the demand-supply gap. The Committee, therefore, feel that bridging the enormous skill gap should be of utmost priority. Undoubtedly, the mismatch between skills versus jobs resulting in massive unemployment of working age group people, impacts the economy and results in social unrest. The Committee, therefore, applaud the Government's response to face this critical challenge by setting up a separate Ministry of Skill Development and Entrepreneurship which have since come out not only with the National Skill Development Policy, 2015 with a vision to promote a culture of innovation based entrepreneurship which can generate wealth and employment so as to ensure sustainable livelihoods for all citizens, but more importantly it has also rolled out time bound action plan for superseding all the training facilities and existing vocational frameworks in terms of National Skill Qualification Framework (NSQF). While appreciating the commendable initiatives of the Government, the Committee hope that the Government will make all out efforts to implement the policy initiatives in a time bound manner so that 500 million people targeted under Skill Mission skilling are skilled. To this end, the Committee desire that the skill initiatives need to be focused on three important parameters i.e. quantity, quality and access. The Committee would like to be apprised of the achievements under Skill Mission so far.

2.The Committee are of the view that skilling programmes need to be scalable, replicable and accessible and must have high degree of inclusivity. Keeping in view that usually the diplomas and certificates with which students graduate, are out of sync with the needs of the industry, the Committee desire that skilling standards developed by the MSDE should ensure clarity of career choices, options and receptivity of the qualification. The Committee further desire that to ensure quality of skills delivered, the Government should create a formal arrangement among the three key stakeholders in the delivery pyramid viz. Government, Industry and skills providers for building skills training as a mainstream and inclusive programme. Keeping in view India's large geographical

State Governments should endeavor to give employment to persons undergoing STT and it may be further extended to persons with RPL also.

5. During the deliberations held by the Committee with the Ministry, the Committee have been informed that the syllabus followed under PMKVY is not uniform throughout the country. The Committee opines that the training provided under PMKVY should be uniform throughout the country so that job offers under the scheme may be accessible to all without any constraints. Standardization of syllabus under different heads for training will eventually grant authenticity and recognition to the trainees and help them in career growth. The Committee recommend that since PMKVY is the flagship scheme of MSDE, all efforts should be made to remove constraints in its implementation, if any. MSDE being the nodal Ministry should also coordinate with the Ministry of Steel and respective State Governments and PSUs to chart out a methodology that makes this very important scheme a grand success.

6 As regards the data provided for training under PMKY, the Committee are happy to note that out of 7451 candidates assessed for the year 2019-20, 6512 passed the training, 6453 got certified while 3198 candidates also secured placement. While for the year 2020-21, the same corresponding figures are 2546, 2475, 2565 and 1290. The Committee are of the view that the number of candidates who were trained under PMKVY has declined from 8015 in 2019-20 to 1324 in 2021-22 due to COVID pandemic. The Committee feel that now since the situation has slowly become normal, the Ministry of Skill development and Entrepreneurship should impart training under PMKVY to a greater number of eligible candidates so that this Skill development/training program is again on the tracks. The Committee think that even after placement of skilled persons, there must be a mechanism in place to keep track of such candidates so that at the end, there must be verifiable inputs as regards number of skilled candidates to decide the success of specific skill development Schemes for steel sector.

7. The Committee have been informed that as on 15.06.2022, 55,09,731 candidates have been certified; out of which 24,12,667 candidates have been provided with the placement including 16,293 candidates from Iron and Steel Sector. In addition, the Ministry has launched Aatmanirbhar skilled employees Employer mapping(ASEEM) portal which acts as a Central directory of skilled workforce registered and certified under Skill India Portal(SIP), across all schemes at Central and State level. The Committee recommend that the ASEEM portal should be given wider publicity so that more and more candidates who have been trained and certified and are registered in the portal may be able to get calls for jobs from different companies across the country. The portal can prove

11. The Committee are happy to note that SAIL imparts vocational and specialized development trainings targeted towards sustainable income generation in numerous fields like nursing, driving, physiotherapy, tailoring , sewing etc through various vocational institutes set up in the periphery of SAIL Plants/ units. These vocational trainings help the local youth by way of financial inclusion/self help groups/training for income generation and then empowering them to be part of mainstream. The Committee recommend that SAIL being a Mahartna Company will continue its good work for the under privileged sections of the society. The Committee may be apprised of the progress made in this regard.

Rashtriya Ispat Nigam Limited(RINL)

12. The Committee have been informed that to meet the organizational needs, customized training modules are developed by RINL in consultation with the training partners and during 2019-20, 2020-21 and 2021-22, Rs, 2,14.22 Lakh, Rs. 157.8lakh and 96.55 lakh respectively were allotted for technical skill development programmes other than PMKVY along with Original Equipment Manufacturers such as M/s SKF India Ltd, M/s Bosch Rexroth Ltd and M/s Siemens Ltd and M/s ABB Limited, M/s Indo German Institute of Advanced Technology (IGIAT) for imparting technical training to enhance the competence of executive and non-executive employees in various technical areas. The Committee find that although RINL is imparting training under various programmes, vocational training /skill development training for livelihood generation , training for displaced persons etc. there is no mention of company imparting in-house training to its employees for skill development or upgrading the skill of its workforce. The Committee ,therefore desire to be apprised of such trainings imparted during the last three years and recommend that RINL should focus more on increasing the expertise of its employees by giving them training in various streams which will not only enhance the productivity of RINL but also bring it at par with other PSUs. The Committee would therefore like to be apprised of the steps taken in this regard.

NMDC Limited

13. The Committee observe that NMDC Limited and National Skill Development Corporation (NSDC) have entered into MoU on 31.12.2019 for imparting Skill Development training and RPL certification for 400 employees in mining and steel sector. Due to the unprecedented COVID, the MoU got cancelled. Again, NMDC Ltd. and NSDC have signed MoU on 01.11.2021 to impart Skill Development training and Recognition of Prior Learning (RPL) to its 1600 employees in next 4 years in Bacheli , kirndaul, Donomalai , Panna and Nagarnar . While expecting that this Skill development programme of NMDC Ltd. with NSDC is going on as per MOU , they recommend that the Company should take more initiatives and aim higher target of trainees for skill enhancement and up gradation to achieve

NMDC Ltd.

- NMDC Ltd. has no specific Scheme for providing placement opportunities for local youth trained in Skill Development initiatives undertaken under its CSR.

The Committee observe that all PSUs/ Steel Industries utilizes the resources available in the area of its establishment, be it minerals, soil, forests, land or manpower of the area. Although, all PSUs have a policy for displaced persons, the Committee also feel that local population should be provided jobs by imparting training and skill development as they are neither technically trained nor have financial capacity to improve their skills. The Committee find that most of the PSU have opened ITIs and are conducting training for these youths. They are also trying to ensure that either the trained youth can set up their own units or they are employed by the PSU or other industries. As PSUs like KIOCL Ltd., MOIL Ltd., NMDC Ltd. have undertaken very few CSR activities in Skill development, the Committee recommend that the Ministry of Steel in coordination with Ministries of Skill Development and Entrepreneurship and Company Affairs should give a new impetus to CSR policy by ensuring that all companies be in public or private sector should allot adequate amount of funds for vocational training and skill development training to local youths and also to see that these funds are not left unutilized.

Green Steel

15. The Committee have been given to understand that presently, considerable gap exist in production of green steel due to lack of proven technologies such as Carbon Capture Utilization (CCU) and availability of alternate reluctant/ fuel such as Green Hydrogen. The steel sector is also ready to adopt the low carbon technologies such as CCU, as and when these are commercially available. In order to achieve the targets for production of green steel, the technologies shall be adopted in large scale by the steel plants which will enable the steel industry to produce green steel in the near future. The Committee note that the required training will have to be imparted by the steel industry when these technologies are implemented in the steel plants. The Committee do hope that latest developments in the field are well known to the Ministry and they maybe preparing the steel industry to take desired action in advance. The Committee recommend the Ministry to facilitate up- gradation of the technological skills of employees of steel manufacturing units both in Public and Private sector keeping in mind the production of green steel in future using latest technology and equipments. The steps taken in this regard may be apprised to the Committee.

NEW DELHI;
02 August, 2022
(1) Sravana, 1943(Saka)

RAKESH SINGH
Chairperson,
Standing Committee on
Coal, Mines and Steel

MINUTES OF THE NINTH SITTING OF THE STANDING COMMITTEE ON COAL, MINES AND STEEL (2021-2022) HELD ON TUESDAY, THE 07 JUNE, 2022 IN COMMITTEE ROOM No. '2', BLOCK-A, FIRST FLOOR, PARLIAMENT HOUSE ANNEXE EXTENSION, NEW DELHI.

The Committee sat from 1230 hrs. to 1415 hrs.

PRESENT

Shri Rakesh Singh- Chairperson

Lok Sabha

1. Shri Kunar Hembram
2. Shri S. Muniswamy
3. Shri Ajay Nishad
4. Smt. Riti Pathak
5. Shri Chunni Lal Sahu
6. Shri Pashupati Nath Singh
7. Shri Sunil Kumar Singh
8. Shri Ashok Kumar Yadav

Rajya Sabha

9. Dr. Prashanta Nanda
10. Shri Dhiraj Prasad Sahu
11. Shri B. Lingaiah Yadav

SECRETARIAT

1. Shri Arvind Sharma - Director
2. Smt. Savita Bhatia - Deputy Secretary

WITNESSES

MINISTRY OF STEEL

- Smt. Rasika Chaube, Additional Secretary
- Smt. Ruchika Chaudhry Govil, Additional Secretary
- Shri Abhijit Narendra, Joint Secretary, Ministry of Steel

STEEL PSUs

- Shri V S Chakravarthy, Director, SAIL
- Shri Atul Bhatt CMD, RINL
- Shri D K Mohanty, Director, NMDC
- Shri M.P. Chaudhari CMD, MOIL
- Shri Salil Kumar CMD, MECON
- Shri Surinder Kumar Gupta CMD, MSTC
- Shri T. Saminathan CMD, KIOCL

5. The representatives of the Ministry replied to some of the queries of the Members. The Chairperson then directed the representatives of the Ministry of Steel and Ministry of Skill Development and Entrepreneurship to furnish written replies to the queries raised by the Members which remained unanswered during the sitting of the Committee within seven days.

6. Hon'ble Chairperson thanked the members of the Committee and officials of the Ministries and PSUs for their active participation in the sitting of the Committee.

A copy of verbatim record of the sitting has been kept separately.

The Committee then adjourned.

SECRETARIAT

1. Shri J.M. Baisakh - Joint Secretary
2. Shri Arvind Sharma - Director
3. Shri Uttam Chand Bharadwaj - Additional Director

In the absence of Hon'ble Chairperson, the Committee chose Shri Sunil Kumar Singh, MP to preside over the sitting of the Committee under rule 258(3) of the 'Rules of Procedure and Conduct of Business in Lok Sabha'.

2. The Committee, thereafter, considered and adopted the following draft Reports without any amendments/changes:-

(i) **** **** **** **** ****

(ii) **** **** **** **** ****

(iii) **** **** **** **** ****

(iv) **** **** **** **** ****

(v) Draft Report on the subject "Skill Development in Steel Sector" relating to the Ministry of Steel.

3. The Committee then authorized the Chairperson to finalise the Report at SI No. (v) above in the light of factual verification received from the Ministries of Steel/Ministry of Skill Development and Entrepreneurship.

4. The Committee also authorised the Chairperson to finalise other 4 Action Taken Reports and present/lay all the five Reports in both the Houses of Parliament.

5. **** **** **** **** ****

The Committee, then, adjourned.

***Not related to the Report.**