

APPENDIX 1

YAZDANI INTERNATIONAL PRIVATE LIMITED

Rehabilitation and Resettlement of Project Affected Persons

Marki Mangli II Coal Block

R AND R POLICY STATEMENT FOR LAND OUSTEES

Yazdani International Company Private Limited, developed comprehensive policy of rehabilitation and resettlement of project affected families (PAP) affected due to acquisition of land in a lease area allocated for mining of coal in Marki Mangli II Coal Block

Scope and Coverage:

This Statement deals with the policy framework for following

1. Land Acquisition legal framework and fair compensation
2. Employment/ livelihood
3. Skills Development to enhance the employability or self-employment.
4. Environment and Eco-system
5. Socio-economic development of the affected area

1. LAND ACQUISITION AND COMPENSATION:

Land acquisition for upcoming projects shall be undertaken by following all the guidelines and procedures laid down under **Right to fair compensation and Transparency in Land Acquisition, Resettlement and Rehabilitation Act, 2013(LARR Act, 2013)** and amendments thereof. Also, the Notifications/Guidelines issued by respective State Govt. will be complied with. The definition of 'affected families' is as defined in the Act.

Compensation of the land being acquired will as defined and calculated under section 26 of the RFCTLR Act 2013 or section 108 with mutual consent. Company is committed to disburse the payment as per Award Statement within specified time period in RFCTLARR 2013.

2. EMPLOYMENT/ LIVELIHOOD :

2.1 EMPLOYMENT TO LAND OUSTEE: Project has a potential to create employment opportunities as per annexure 1 with desired qualification and skills in phased manner. Subject to vacancy and need company makes a provision of providing employment to one eligible member of the project affected family losing land and accepting compensation as awarded under RFCTLARR 2013. The employment to one of the members of the affected family is subject to following

- His/her age should be below 35 years.
- Qualification: As required for job
- His/her readiness to acquire skills that is required for the jobs created in the company.
- His /her employment will be confirmed after attaining skills through training and practical working for 12 months for which he/ she is entitled to receive stipend of Rs. 5000/- per month in addition to cost of the skill training .
- **Minimum Wages:** Provisions of Minimum Wages Act 1948 and amendments thereof, and also guidelines issued by Ministry of Labor & Employment will be abided. All social security instruments like PF/Gratuity/ EPF CMPF etc would be applicable would be ensured.

2.1 ONE TIME FINANCIAL ASSISTANCE IN LIEU OF EMPLOYMENT:

Company makes a provision of one-time cash compensation in lieu of job/ employment to one of the family members. Company will provide one-time cash payment of Rs. 5 lacs besides compensation awarded under the Act.

2.2 OPPORTUNITIES FOR JOBS WITH CONTRACTORS:

Lots of employment opportunities would be created with mining contractor or petty contractors. Preferential employment opportunities will be given to one of the family members of land ousted subject to acquiring skills required for the job. Second preference would be given to local youths if they are willing to acquire skills as required for the jobs.

2.3 SELF EMPLOYMENT OPPORTUNITIES:

Company would promote preferential offer to local youths preferably whose lands are acquired for the project to work as petty contractor like running mess, engaging their taxies, workshops, cleaning etc.

3 SKILLS TRAINING:

It is mandatory for all candidates opting for employment as per vacancy in the company to undergo and successfully complete mandatory skill development training through selected Skill Training. Centre Company will identify skill training organisations for required skills to enhance the employability in reputed training institute with accreditation under National Skill Development Programme, Government of India. The cost of training would be borne by company for complete training including transport, lodging, and boarding.

Annexure 1

Statutory Manpower		
Sr No	Designation	No of manpower required
1	Agent (in GM Rank)	1
2	Mine Manager	1
3	Safety Officer	1
4	Blasting Officer	1
5	Personnel/Welfare Officer	1
6	Assistant Manager (Mining)	6
7	Overman	6
8	Mining Sirdar	6
9	Survey Officer	1
10	Surveyors	1
11	Engineer Incharge	1
	Total	26
E&M Department Manpower		
1	Engineer Incharge	1
2	Excavation Engineer	1
3	Foremen (Excavation)	1
4	Foremen (E&M)	1
	Total	4
General Administrative Manpower		
1	Sales Officer	1
2	Finance Officer	1
3	Environment Officer	1
4	Quality Inspector	2
5	Dispatch Clerk	3
6	Clerk (Agent Office)	3
7	Peon	1
8	Accountant	1
9	Survey Mazdoor/Helpers	2
	Total	15

Manpower required for security of Mines		
Sr No	Designation	No of manpower required
1	Security Incharge	1
2	Shift Incharge security	3
3	Security Guards per shift 6 Nos for three shifts	18
	Total	22

Manpower required for Environment ,Horticulture and Plantation		
Sr No	Designation	Manpower required
1	Horticulture supervisor	1
2	Raw Mazdoor	12
	Total	13

Manpower required for Solar Plant		
Sr No	Designation	Manpower required
1	Plant manager	1
2	Technician	4
3	Helpers	2
	Total	7

Total employment to be created with company:

1. Statutory:	26
2. E&M:	04
3. General Administration:	15
4. Solar unit:	07
Total:	42

Employment to be outsourced /Hiring of manpower-by-Manpower supply Agency:

1. Security:	22
2. Bio reclamation/Plantation	13

Total:	35
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Employment Opportunities with Mining Operator Contractor:

Manpower required for Coal,OB production and reclamation work (Mine operation part)				
S.No	Type of HEMM	Capacity (Tonne/Cu.m/Lit)	No.s/Units	Operators required
1	Surface Minor 2200 Cu M	10000 Tonnes/Day	1	2
2	Diesel Backhoe	0.9 m3	3	8
3	Diesel Shovel	2.5 m3	5	15
4	Diesel Drill 250mm	250mm	3	9
5	Diesel Drill 100mm dia	100mm	2	6
6	Rear Discharge Dumper	35 t	26	76
7	Rear Diesel Charge Dumper	25 t	4	12
8	Tipping Truck	8T	2	6
9	Dump Truck	12-15T	6	18
10	Dozer	320 HP	7	21
11	FE Loader	2-3 m3	3	9
12	Wheel Dozer	180 HP	4	12
13	Motor Grader	145 HP	2	6
14	Tractor with trailer combination	100-120CFT	2	4
15	Mobile Crane	10T	1	2
16	Mobile Crane	5 T	1	2
17	Explosive Van	3T	1	2
18	Water Sprinkler	10 KI	2	8
19	Water Sprinkler mist spray	28 KI	3	8
20	Diesel Browser	16 KI	2	4
21	Fire Tender	10000 litres	2	6
22	Hyd. Rock Breaker	10 T	1	2
23	Cable Handler	8000Kg	2	6
24	Feeder breaker with hopper system(Mobile crusher)	300 TPH	1	2
25	Helper for Feeder breaker			8
26	Tyre Handler	9300 Kg	2	4
27	Clerical Supervisory and Managerial Manpower on contractor roles			15
Total			88	273



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