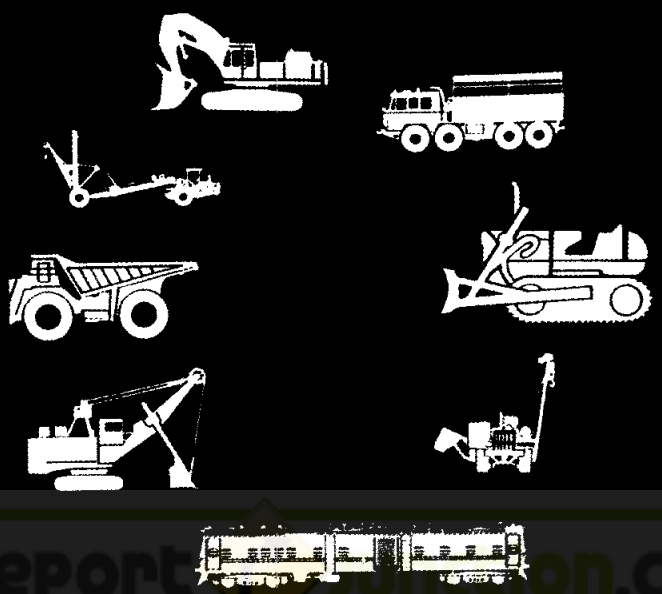
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Bharat Earth Movers Limited

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Contents

Board of Directors 1

Financial Statistics / Funds Flow 2

Notice 3

Directors' Report 5

Review of Accounts by the Comptroller & Auditor General of India 13

Significant Accounting Policies 20

Balance Sheet 22

Profit & Loss Account 23

Schedules to Financial Statements 24

Expenditure on Social Overheads 37

Balance Sheet Abstract and Company's General Business Profile 39

Cash Flow Statement 40

SSI's to whom Rupees One Lakh and above are due for more than 30 days 42

Auditor's Report 43

Comments of the Comptroller & Auditor General of India 49

Statement on Subsidiary Company 51

Vignyan Industries Limited 53

Corporate Data 77

Admission Slip / Proxy Form 79

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37th Annual Report
Bharat Earth Movers Limited

Board of Directors*

Dr. K. Aprameyan
Chairman & Managing Director

Shri J.B. Diwale
Director (Finance)

Shri K.R. Anantharaman
Director (Marketing)

Shri B.V. Ramanna
Director (HRD)

Shri V.S. Venkatanathan
Director (R&D)

Shri R.C. Suthar
Director (Production)

Shri Om Prakash
Jt. Secretary (Export)
Department of Defence Production
& Supplies
Ministry of Defence

Shri Abhijit Basu
Additional Financial Adviser &
Joint Secretary
Ministry of Defence

Dr. A. Ravindra
Additional Chief Secretary
Government of Karnataka

Shri Romesh Kumar
Addl. Member (PU)
Railway Board,
Ministry of Railways

Shri Devdas Chhotray
Joint Secretary
Ministry of Coal

*As on 21/8/01

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Financial Statistics

(Rs. in Lakhs)

	1965-66	81 - 82	86 - 87	92 - 93	93 - 94	95 - 96	96 - 97	97-98	98-99	99-2000	2000-01
CAPITAL											
Equity Capital	681	1,200	3,000	3,000	3,000	3,686	3,687	3,687	3,687	3,687	**3,687**
Reserves and Surplus	40	5,126	16,056	38,260	41,755	53,615	54,620	54,877	54,937	55,497	**55,689**
Net Worth	653	6,326	18,901	41,260	44,151	55,622	56,802	56,922	57,752	57,774	**55,700**
Loans from Government of India	-	1,992	6,616	8,710	8,330	4,825	3,660	2,525	1,440	NIL	NIL
Loans from Banks	-	4,577	14,047	29,571	28,977	35,842	42,419	41,466	47,305	37,537	**23,471**
Other Loans	-	-	6,489	28,740	36,303	26,562	25,780	27,247	22,951	10,855	**6,288**
Gross Block	236	5,010	16,492	41,696	43,100	44,792	45,815	49,708	50,618	52,199	**52,695**
Depreciation	27	2,404	4,917	16,261	18,835	23,761	26,267	28,613	31,058	33,509	**35,805**
Inventories	339	9,529	20,930	48,794	54,179	62,267	60,605	65,732	67,961	61,076	**63,868**
Sundry Debtors	119	3,733	19,719	48,622	48,544	60,199	71,443	61,882	60,665	52,016	**52,067**
Working Capital	447	10,212	33,804	81,407	92,923	101,287	107,298	106,510	108,655	86,552	**67,512**
Capital Employed	656	12,817	45,379	106,842	117,188	122,317	126,846	127,605	128,215	105,242	**84,402**
REVENUE											
Sales	517	22,193	50,615	90,066	90,239	101,110	116,979	125,971	121,262	131,709	**134,740**
Value of Production	523	22,520	51,487	94,894	96,124	103,207	118,207	128,596	124,415	129,385	**134,317**
Value Added	243	7,800	22,636	42,234	39,229	42,691	47,779	53,809	50,677	51,700	**54,777**
Surplus before depreciation & Interest	61	4,158	8,799	17,720	17,386	15,030	16,661	14,137	11,722	11,438	**6,525**
Depreciation	21	284	837	2,952	2,689	2,540	2,541	2,458	2,572	2,679	**2,340**
Surplus before Interest & Tax	40	3,874	7,962	14,768	14,697	12,490	14,120	11,679	9,150	8,759	**4,185**
Interest	-	886	3,361	9,874	10,094	10,244	11,004	10,074	8,878	6,399	**3,120**
Profit before Tax	40	2,988	4,601	4,894	4,603	2,246	3,116	1,605	272	2,360	**1,065**
Provision for Tax	8	1,775	1,000	1,250	650	800	1,300	540	210	900	**465**
Profit after Tax	32	1,213	3,601	3,644	3,953	1,446	1,816	1,065	62	1,460	**600**
Debenture Redemption Reserve	-	-	500	-	-	475	475	147	-	-	-
Dividend	-	72	300	450	450	553	811	811	-	897	**405**
RATIOS											
Turnover to Capital Employed	78.82	173.05	111.54	84.30	77.00	82.66	92.22	98.72	94.58	125.15	**159.64**
PBIT to Capital Employed	6.06	30.22	17.55	13.82	12.54	10.21	11.13	9.15	7.14	8.32	**4.96**
Profit before Tax to Sales	7.69	13.46	9.09	5.43	5.10	2.22	2.66	1.27	0.22	1.79	**0.79**
Profit after Tax to Net Worth	4.86	19.17	19.05	8.83	8.95	2.60	3.20	1.87	0.11	2.53	**1.08**
Value of Production to Inventories (Mean)	156.30	240.12	249.41	205.27	186.70	185.10	192.41	203.58	186.12	200.54	**215.00**

Funds Flow

(Rs. in Lakhs)

	92 - 93	93 - 94	95 - 96	96 - 97	97-98	98-99	99-2000	2000-01
SOURCES OF FUNDS								
Profit after Tax	3,644	3,953	1,446	1,816	1,065	62	1,460	**600**
Depreciation	2,925	2,574	2,437	2,506	2,346	2,445	2,451	**2,296**
Increase in Share Capital	-	-	4	-	-	-	-	-
Share Premium	-	-	83	4	6	1	-	-
Increase in Borrowings	10,420	6,589	769	4,629	-	459	-	-
Decrease in Working Capital	-	-	-	-	788	-	22,103	**19,039**
Others	-	-	-	171	-	774	-	
	16,989	**13,116**	**4,739**	**9,126**	**4,205**	**3,741**	**26,014**	**21,935**
UTILISATION OF FUNDS								
Fixed Assets	3,059	529	905	2,059	2,634	1,596	986	**419**
Increase in Working Capital	13,446	11,515	2,725	6,012	-	2,145	-	-
Decrease in Borrowings	-	-	-	-	621	-	23,305	**18,634**
Dividend & tax thereon	450	450	553	811	811	-	897	**405**
Investments	-	10	-	244	-	-	287	**210**
Others	34	612	556	-	139	-	539	**2,267**
	16,989	**13,116**	**4,739**	**9,126**	**4,205**	**3,741**	**26,014**	**21,935**

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Notice

NOTICE is hereby given that the 37th Annual General Meeting of Bharat Earth Movers Limited will be held on Friday, the 28th September, 2001 at 1000 hrs. at the 'Khincha Auditorium', Bharatiya Vidya Bhavan, Race Course Road, Bangalore-560 001, to transact the following business :-

I. ORDINARY BUSINESS

1. To receive and adopt the Directors' Report and Audited Profit and Loss Account for the year ended 31st March, 2001 and the Balance Sheet as at that date and Auditors' Report thereon.
2. To declare a Dividend
3. To elect a Director in place of Dr. A. Ravindra, who retires by rotation and being eligible, offers himself for re-appointment.
4. To elect a Director in place of Shri Abhijit Basu, who retires by rotation and being eligible, offers himself for re-appointment.
5. To elect a Director in place of Shri B.V. Ramanna, who retires by rotation and being eligible, offers himself for re-appointment.
6. To fix remuneration of the Statutory Auditors

II. SPECIAL BUSINESS

7. Appointment of Directors

(a) To consider and, if thought fit, to pass with or without modifications, the following resolution as an Ordinary Resolution :-

"RESOLVED that Shri V.S. Venkatanathan, be and is hereby appointed as Director(R&D) of the Company with effect from 1st April, 2001."

(b) To consider and, if thought fit, to pass with or without modifications, the following resolution as an Ordinary Resolution :-

"RESOLVED that Shri Om Prakash, be and is hereby appointed as Director of the Company with effect from 6th June, 2001."

(c) To consider and, if thought fit, to pass with or without modifications, the following resolution as an Ordinary Resolution :-

"RESOLVED that Shri R.C. Suthar, be and is hereby appointed as Director (Production) of the Company with effect from 1st July, 2001."

By order of the Board
for **Bharat Earth Movers Limited**

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Bangalore - 560 027
Date : 29th August 2001

K.C. Medapa
Company Secretary

NOTES:

1. A Member entitled to attend and vote at the meeting is entitled to appoint a proxy/proxies to attend and vote instead of himself/herself and a proxy need not be a member of the Company.
2. Proxy form is attached. The Proxy form should be deposited at the Registered Office of the Company not less than 48 hours before commencement of the meeting.
3. The Register of Members and Share Transfer Book will remain closed from 14th to 28th September, 2001 (both days inclusive).
4. Dividend, if any, approved at the 37th Annual General Meeting of the Company will be paid to those shareholders, whose names appear -
   a) As beneficial owners as at the end of the business hours on 13th September, 2001 as per the list to be furnished by the Depositories in respect of the shares held in electronic form, and
   b) As Members in the Register of Members of the Company after giving effect to all valid share transfers in physical form lodged with the Registrar and Transfer Agents of the Company at the addresss given below on or before 13th September, 2001.

      M/s. Karvy Consultants Limited,
      No. 51/2, T.K.N. Complex, Vanivilas Road,
      Opp. National College, Basavanagudi,
      Bangalore-560 004.

   Intimation for change of address, Dividend mandates, if any, in case of physical shares should be lodged with the Registrar and Transfer Agents of the Company at the address given above.

   In case of dematerialised shares, the change of address requests, dividend mandates, etc. should be directly sent to the concerned Depositary Participants(DPs).
5. The Explanatory statement as required under the Companies Act, 1956 is enclosed.
6. Member/Proxy holder must bring the Attendance Slip to the Meeting and hand it over at the entrance duly signed.
7. Members who are holding shares in more than one folio are requested to intimate to the Registrar and Transfer Agents the details of all their folio numbers for consolidation into a single folio.
8. Members are requested to bring their copies of the Annual Report to the meeting.

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Notes

Explanatory statement pursuant to section 173 of the Companies Act, 1956 relating to special business

(7) Appointment of Directors:

The existing Articles of Association of the Company provides for appointment of all the Directors by the President of India. Consequent upon disinvestment of shares of BEML by the Government of India, the Company's status has changed from 'Wholly owned Government Company' to a 'Partly owned Government Company' and the exemptions granted to Wholly owned Government Company are no longer available. The Government of India holds over 60% of Equity Shares in the Company and is a majority shareholder. The President has appointed Shri V.S. Venkatanathan, as Director(R&D) of the Company with effect from 1st April, 2001 vide Ministry of Defence Letter No. 10(1)/2000-D(BEML) dated 31.1.2001. The President of India has also appointed Shri Om Prakash, Joint Secretary(Export), Deptt. of Defence Production & Supplies, Ministry of Defence as part-time Official Director, with effect from 6.6.2001, vide Ministry of Defence letter No. 24(9)/84/D(BEML) Dated 6.6.2001 and Shri R.C. Suthar, as Director(Production), with effect from 1st July, 2001 vide Ministry of Defence letter No. 10(3)/2000-D(BEML) dated 2.2.2001, under the powers vested in the Articles of Association of the Company and secure the consent of the members for the appointment of the aforementioned Directors with effect from the date of their respective appointments as aforesaid. In view of the provisions of the Companies Act, relating to appointment of Directors, it has become necessary to place these items before the members of the Company.

Shri V.S. Venkatanathan, Director(R&D)

Shri Venkatanathan holds a Master's Degree in Mechanical Engineering from the Indian Institute of Science, Bangalore. He commenced his career in BEML in the R&D Division during March, 1975 and rose to the level of General Manager(R&D). He was elevated to the post of Chief General Manager, KGF Complex, during 1995. In the sphere of R&D, he was responsible for the indigenous development of 10T Class Excavator both Wheeled and Crawler versions as also the updation of the BD 155 Dozer to BD155X incorporating the latest state-of-the-art pilot control system for steering and work attachment. These equipments have found wide spread acceptance of customers. He was instrumental in designing and development of the Wheeled version of 460 HP Dozer. On elevation to the post of Executive Director, he took charge of the Truck Division, Mysore. Thrust was given to reduce re-work, elimination of waste and on cost reduction/ productivity improvement exercises keeping in view the product quality. As head of the Mysore Complex, he was able to increase productivity as also reduce cost coupled with accelerated indigenisation. He is a Fellow of the Institute of Engineers(India), Life Member, Indian Institute of Metals, Life Member, Institute of Standards Engineers and Member of Indian Institute of Materials Management.

Shri Om Prakash, part-time official Director

Shri Om Prakash is a Graduate in Mechanical Engineering. He belongs to Indian Supply Service. During his service, he held various important posts prior to becoming Joint Secretary(Export) in the Department of Defence Production and Supplies, Ministry of Defence, New Delhi. In his position as Joint Secretary, he plays a very vital role in planning the future of the Company in presenting the Company's point of view in inter-ministerial meetings as also obtaining orders.

Shri R.C. Suthar, Director(Production)

Shri R.C. Suthar is an Engineering Graduate(Hons.) from Regional Engineering College, Jaipur. He did post graduation in Industrial Quality Control from Yamanashi University of Japan and also acquired Diploma in Japanese Lanaguage from Osaka University of Foreign Studies, Osaka. He underwent training at M/s. Komatsu, Hino, Toyoto & Nissan Automobiles in Japan, Rolls-Royce in UK and Turbomeca in France.

Shri Suthar started his career as lecturer and later joined M/s. HAL and served there over two decades covering areas of Manufacturing, Planning and Project work in various capacities. He joined BEML in 1989 as Deputy General Manager and rose to the level of General Manager during 1992, in-charge of Production and thereafter Planning in KGF Complex. He became the Chief General Manager during 1995 in-charge of KGF Complex. He was elevated to the level of Executive Director during 1997. He has vast experience in Planning and Production. He was elevated/ appointed as Director(Production) with effect from 1st July, 2001.

None of the Directors of the Company except Shri V.S. Venkatanathan, Shri Om Prakash and Shri R.C. Suthar are interested in these Resolutions.

The Directors recommend the resolution set out in the meeting notice to the members for their approval.

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Directors' Report

The Directors have pleasure in presenting the 37th Annual Report and Audited Accounts for the year ended 31st March, 2001.

FINANCIAL RESULTS

Rs. in lakhs

	2000-01	99-2000
Sales	**1,34,740**	1,31,709
Values of Production	**1,34,317**	1,29,385
Profit before Depreciation, Interest and Tax	**6,525**	11,438
Interest	**3,120**	6,399
Depreciation	**2,340**	2,679
Profit before tax	**1,065**	2,360
Provision for taxation	**465**	900
Profit after tax	**600**	1,460
APPROPRIATIONS		
Proposed Dividend	**368**	735
Tax on Dividend	**37**	162
General Reserve	**100**	500
Profit & Loss Account	**213**	118
Net Worth	**55,700**	57,774

DIVIDEND

The need to support the investors with a sustained and stable return is of primary concern to the Company. The amount available for distribution is small. It has, therefore, been recommended to declare a Dividend of 10% for the year 2000-01.

TURNOVER AND PROFITABILITY

The financial year 2000-01was yet another difficult year specially for Engineering Industry. The demand for earthmoving equipment did not pick up due to continuous down turn in Construction and Mining sector as also off-take by our important customers. Inspite of many adversities such as lack of committed growth in infrastructure sector, intense competition in earthmoving sector, etc., the Company's performance was good and registered a growth of 2.30% in turnover and 3.81% in VOP. The pre-tax profit stood at Rs.1065 lakhs. The long outstanding wage settlement with employees was concluded amicably necessitating the Company to pay wage arrears commencing 1-1-1997. The additional burden towards this as also Voluntary Retirement Scheme introduced have been met out of the profit for the year which has resulted in the profit falling steeply. Several measures taken by the Company for cost reduction and interest savings have yielded results enabling the Company to meet the additional burden.

The Company has three segments in its product range. They are Earthmoving equipments and its spares catering to core sector, Railway Rolling Stock and Defence Equipments exclusively produced for Defence applications. In the segment wise performance, targets fixed have been largely met. However, the outlook for earthmoving equipments largely depends on growth of core sectors and investments in infrastructure. Both these segments are showing down trend coupled with increasing competition. In the Railway segment, there was no off-take of coaches during the year. A small number of AC-EMUs were delivered during the year.

During the year, BEML's contribution to defence increased to 33% Major supplies from BEML included military equipment like Tatra 8x8, 6x6, 4x4 trucks, Tank transportation trailers, Heavy recovery vehicles, Armoured recovery vehicles, Engineering Mine Ploughs and other defence aggregates.

EXPORTS

The Company posted a turnover of Rs.14980 lakhs of this Rs.4524 lakhs were from physical exports comprising supplies of in-house developed BH-60 Dumpers to Syria, BG-605 motorgrader to Iraq in addition to execution of World Bank contracts within the country.

PROSPECTS

The growth of the Company is linked to development of core sector and infrastructure. In keeping with the impetus on road infrastructure, the Company has planned to introduce several products such as vibratory compactors, crushing equipment, batching plants, asphalt pavers with an eye to get a good share of market for these equipments required to construction activity in Golden Quadrilateral Project, North-South-East-West Corridor Project and Pradhan Mantri Gram Sadak Yojana.

With a view to addressing itself to national interests, BEML has tied up with Technology Information Forecasting & Assessment Council (TIFAC) for manufacturing specialised equipment to be used in disaster management and is planning to productionise them for deployment in hazardous situations.

The Company will be commissioning the multicrore Walking Dragline at Dudichua project in Northern Coalfields, Madhya Pradesh. This order was bagged under World Bank Tender

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Directors' Report

and will enable Coal India Limited to set pace for high mechanisation in its opencast mines. Two more Draglines at NCL projects would be erected during the ensuing years. The Company is actively discussing on joint ventures for mining operations with key customers like CIL, NLC, SCCL, GACL, etc. The Company has carry-forward orders valued at Rs. 108690 Lakhs.

The Company is exploring the possibility of extending its operations to maintenance of earthmoving equipments at project areas of customers ensuring high availability of equipment.

INFORMATION TECHNOLOGY

The Company has taken major initiatives on corporate governance as well as e-governance in keeping with the guidelines of the Government. Steps have been taken to link up all Regional/District offices and production units with the Headquarters through a wide area network besides measures on customer interface programmes. This will help in better interaction within the organisation bringing about economy in communication.

QUALITY

All divisions of BEML continue to hold accreditation to ISO 9001/ISO 9002 certification. Action is on hand to update these systems to meet requirements of ISO 9000-2000 revision.

- Development of vendors through systematic study, guidance and periodic audits.
- All existing vendors are reassessed periodically to ensure their continuing suitability.
- Selected vendors involved in supply of critical aggregates are persued and guided to develop Quality system and seek ISO 9001/9002 certification.
- SPC studies are priority areas and conducted periodically both at vendors and in-house to evaluate process capability and enhance process control.

RESEARCH & DEVELOPMENT

R&D is the backbone for growth of any industry. As an on going measure, existing products are continuously upgraded to meet the growing need of the customers. The Company has successfully productionised BH60 and BH70 Dump Truck, BD 45W Wheel Dozer, BE60 Excavator and various models of Gen. Sets. Action is on hand to develop higher capacity Wheel Loader (5.5M3), Side Discharge Loader and BE1600 Hydraulic Excavator.

The information on R&D, Technology Absorption, Adaptation and Innovation is at **Annexure I.**

FINANCE

The Working Capital requirement was met from internal sources, Cash Credit from Banks and intercorporate borrowings. There was no overdue instalment of principal/ interest. High cost Debts were repaid wherever possible. The Second instalment of redemption of Debentures issued to Public was completed. The first instalment of redemption of privately placed Debentures with Army Group Insurance Fund was paid during the year. No fresh debts were raised. By closely monitoring the funds position, swaping high cost debts to low cost debts,improving realisation, the interest burden in the year has come down by Rs. 3279 lakhs.

The Company's contribution to the Exchequer was of the order of Rs.17177 lakhs during 2000-01 by way of Excise Duty, Customs Duty, Sales Tax and Income-tax.

FOREIGN EXCHANGE EARNINGS AND OUTGO

During the year, the Company's export earning stood at Rs.4169 lakhs.The total foreign exchange utilised during the year was Rs.43,754 lakhs.

FIXED DEPOSITS

At the end of the financial year Fixed Deposits accepted/ renewed from the public stood at Rs.2197 lakhs. Fixed Deposits aggregating to Rs.7.10 lakhs remained unclaimed.

VIGILANCE

An elaborate and well structured Vigilance system has been established covering all areas of operations. The Vigilance Department scrutinises/checks selectively records/ documents to ensure that systems established are strictly followed. Periodical meetings of Vigilance Officers are held and reports submitted to various agencies including Central Vigilance Commission.

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Directors' Report

CORPORATE GOVERNANCE

The amendments to the Companies Act, 1956 and the listing Agreement with the Stock Exchanges require compliance with specified Corporate Governance practices. Although the requirements of the Listing Agreement are applicable to the Company for the period commencing 1st April, 2001, the stipulations made have been introduced and are in practice. A report on the Corporate Governance prevalent is annexed.

PARTICULARS OF EMPLOYEES

There was no employee of the Company who received remuneration in excess of the limits prescribed under Section 217(2A) of the Companies Act, read with the Companies (Particulars of Employees) Rules, 1975.

SUBSIDIARY COMPANY

M/s. Vignyan Industries Limited, Tarikere, has with concerted efforts reported improved results. The Company's turnover for the year ended 31.3.2001 stood at Rs.1217.34 lakhs as against Rs.970.81 lakhs in the previous year registering a growth of 25.39%. The profit before tax stood at Rs. 15.52 lakhs, showing a quantum jump over that of previous year profit. This has been attained by improving productivity coupled with cost control measures pursued. The order book position for the financial year 2001-02 is comfortable.

The statement and particulars relating to M/s. Vignyan Industries Limited, Tarikere, pursuant to Section 212 of the Companies Act, 1956 are attached.

SMALL SCALE AND ANCILLARY INDUSTRIES

The Small Scale and Ancillary Units continue to get support and preference from BEML wherever there is shortage of in-house capacity. The Company extends technical guidance and requisite support to these industries wherever required. Our Quality Control personnel visit the industries to assist and ensure that quality of the products meet the requisite standard. During 2000-01, the Company procured items worth Rs. 2751.01 lakhs from these Units.

RAJBHASHA

Efforts are continuously made to accelerate the use of Hindi in official work. The Company gives utmost importance to Hindi Training. Various incentive schemes for learning Hindi during service have been introduced. The scheme of 'Learn a word in Hindi' is being continued in all the Divisions. Important documents are published both in Hindi and English. 'Hindi Diwas' was celebrated during September, 2000 in all the Divisions. Hindi Workshops were organized in all the Divisions during October-November, 2000.

The First Sub Committee of Parliament on Official Language inspected our Bombay Office on 9.6.2000 and Ranchi Office on 11.1.2001 and appreciated the progress made in implementation of Official Language Policy and suggested certain improvements which are being implemented.

AWARDS

During the year, the following awards were received:-

- Engine Division of Mysore Complex bagged three National Safety Awards for industrial safety for achieving the longest accident free period and the lowest average frequency rate of accidents for the years 1995, 1996 and 1997.
- Equipment Division of Mysore Complex won the National Safety Award for attaining the lowest frequency rate of accidents during 1995 and 1998.
- The Bangalore Complex bagged National Award during 1995 to 1997. This is the 15th time the Unit has won the safety award for attaining lowest frequency rate of accidents.

MANPOWER & INDUSTRIAL RELATIONS

The manpower strength as on 31st March, 2001 stood at 14357. Several measures have been taken for reducing the work-force wherever necessary. In most cases, attritions are not filled up and Voluntary Retirement Scheme was implemented to enable surplus work-force to avail premature retirement. During the year, 577 personnel availed Voluntary Retirement at an expenditure of Rs.3050 lakhs met internally. Manpower rationalisation through VR Scheme will be pursued during 2001-2002 also.

The long outstanding wage settlement covering a period of ten years effective 1st January, 1997 was completed

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Directors' Report

amicably during the year necessitating payment of arrears aggregating to about Rs.68 crores which was met out of profits of the Company. This was made possible with the co-operation of the entire workforce taking several measures to cut costs, improve productivity and ensure better realisation.

The overall industrial relations situation was generally peaceful at all the Divisions of the Company.

Representation of SC/ST and Ex-Servicemen category-wise as on 1.1.2001 and recruitments made during 2000 are as under:-

REPRESENTATION OF SC/ST/EX-SERVICEMEN AS ON 1.1.2001

Category/ Group	Total Strength As on		No. of SC/ST and Ex-servicemen					
			Scheduled Caste		Scheduled Tribe		Ex-service men	
	1.1.00	1.1.01	1.1.00	1.1.01	1.1.00	1.1.01	1.1.00	1.1.01
Group 'A'	1416	1453	146	154	26	31	13	10
Group 'B'	1402	1284	183	180	36	31	24	23
Group 'C'	11831	11642	2546	2480	396	380	902	878
Group 'D' (ESH)	321	265	117	78	18	16	24	21
Group 'D' (SH)	12	12	9	8	-	-	-	-
MREs	363	274	100	87	11	8	-	-
Total	**15345**	**14930**	**3101**	**2987**	**487**	**466**	**963**	**932**

Recruitment during 2000

Group	General	SC	ST	EX-S	OBC
Group-A	3	-	-	-	-
Group-B	51	20	4	-	6
Group-C	123	21	4	1	11
Group-D	-	-	-	-	-

HUMAN RESOURCES DEVELOPMENT

The HRD department took several initiatives for updating Technical/Professional skills of employees and for improving work culture. Towards this end, the Company organised several training programmes which were attended to by Officers and employees. The training volume delivered during the year was 13457 mandays.

SOCIAL OBLIGATIONS

WORLD DISABLED DAY

The World Disabled Day was organised in co-ordination with BEML Physically Handicapped Association at Kolar during the year. The President, District Disabled Welfare Association and also General Secretary of BEML Disabled Welfare Association highlighted the activities undertaken for the welfare of the handicapped. Over 1000 disabled personnel participated.

FAMILY WELFARE PROGRAMME

Family Welfare Programmes, viz., Laparoscopic sterilisation/vasectomy operations were conducted in the adopted villages in an around the factory units at KGF/ Bangalore/Mysore. About 301 personnel were benefitted from these programmes.

ENVIRONMENT & POLLUTION CONTROL

Towards abatement of pollution, extensive planting of tree saplings/afforestation programmes were organised. The Company also has adequate number of water treatment plants to recirculate the treated industrial waste water. Measures to minimise pollution as per Pollution Control Act have been taken.

Necessary facilities have been created to control Air Pollution through various measures as recommended by the Pollution Control Board and consent obtained from them periodically.

ENERGY CONSERVATION

The Company continues to lay emphasis on conservation of energy. The efficiency of energy utilisation is closely monitored to attain a high level of effective conservation. Some of the ongoing measures adopted for energy conservation are-

- Provision of vaporex Steam Generators in place of electrically heated steam generators in canteens.
- Decentralisation of compressed air system by providing portable compressors, wherever possible.
- Provision of time switch control system for roof lighting and roof extractors in hangars to control ON and OFF of the system to optimum required level.
- Regulating DG set operations based on the load requirements.
- Installation of Compact Fluorescent Lamp in place of Incandiscent lampand Fluorescent tube in some places.

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