

WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES

17.1 In line with the general policy of the Government, the Ministry of Labour has formulated several special schemes, which provide various benefits to the members of Scheduled Castes and Scheduled Tribes.

SPECIAL SCHEMES FOR SCHEDULED CASTES/TRIBES

- Coaching-cum-Guidance Centre for Scheduled Castes and Scheduled Tribes.
- Special Coaching Schemes.
- Labour Welfare Funds/Schemes
- Rehabilitation of Bonded Labour
- Survey and Research Studies.

COACHING-CUM-GUIDANCE CENTRE FOR SCHEDULED CASTES AND SCHEDULED TRIBES.

17.2 The scheme was launched in 1969-70 in 4 Centres on pilot basis. Keeping in view the success of the scheme it was extended to another eighteen States. At present twenty-two Coaching-cum-Guidance Centres have been functioning in twenty two States/Union Territories (one of them at Jowai is still in the process of being made fully functional). These centres provide Occupational Information, Individual Guidance and organise Confidence Building programme for the benefit of the job seekers belonging to Scheduled Castes and Scheduled Tribes and review of the Old Cases. The applicants are provided guidance at the time of their registration with the Employment Exchange and also when they are sponsored against notified vacancies. The Centres also follow up with the employers for placement against vacancies reserved for the Scheduled Castes and Scheduled Tribes candidates.

In addition thirteen of these centres provide facilities for training in Shorthand and Typing. The physical achievements by various Coaching-cum-Guidance Centres from January 2003 to December, 2003 are given below:-

<u>ACTIVITY</u>	<u>NO. OF CANDIDATES COVERED</u>
Registration Guidance	25828
Pre-Submission Guidance	4834
Confidence Building Programme	21204
Training in Typing and Shorthand	9551
Pre-Recruitment Training (PRT)	2417

SPECIAL COACHING SCHEME

17.3 To facilitate the recruitment against reserved vacancies in various Central Government Ministries/Departments the Directorate General of Employment and Training has launched another scheme namely "Special Coaching Scheme" for Scheduled Castes and Scheduled Tribes so as to enable SC/ST job-seekers to appear in Competitive Examination conducted by Staff Selection Commission and other Recruitment Boards for recruitment to Group 'C' posts. This scheme was launched in 1973 on pilot basis at Delhi and Ghaziabad and so far 20 Phases of this Scheme have been completed and the 21st Phase is in progress w.e.f. 1-7-2003.

17.4 Encouraged with the success of the above scheme, the scheme has been extended to 12 more places through the Coaching-cum-Guidance Centres located at Bangalore, Calcutta, Hyderabad, Ranchi, Surat and Kanpur w.e.f. 1992 and at Guwahati, Imphal, Hissar, Jabalpur, Chennai and Thiruvananthapuram w.e.f. 1999. Under the Special Coaching Scheme, 8377 SC/ST candidates have successfully completed the training.

LABOUR WELFARE FUNDS/SCHEMES

17.5 A number of schemes providing medical, housing, educational, recreational, water supply and family welfare benefits are being implemented for workers engaged in mica mines, iron ore, manganese ore, chrome ore, limestone and dolomite mines, cine and beedi sector under the five Labour Welfare Funds, set up by the Acts of Parliament. Some of these schemes have special dispensation for the Scheduled Castes and Scheduled Tribes Workers.

REHABILITATION OF BONDED LABOUR

17.6 The system of debt bondage in India is an outcome of certain categories of indebtedness involving certain economically exploited, helpless and weaker sections of the society. This system originated from the uneven social structure characterised by inequitable distribution of land and assets. It has been observed that very large number of identified and released bonded labourers belong to the Scheduled Castes and Scheduled Tribes Categories. Accordingly, the State Governments have also been advised to integrate/dovetail the Centrally Sponsored Scheme for rehabilitation of bonded labourer with other ongoing poverty alleviation schemes such as Swaran Jayanti Gram Sewa Rojgar Yojana (SJGSRY), Special Component Plan for SC, Tribal Sub Plan etc. so as to pool the resources for meaningful rehabilitation of bonded labourers.

SURVEYS AND RESEARCH STUDIES

17.7 Labour Bureau conducts two types of Studies on Scheduled Castes and Scheduled Tribes workers:-

- (i) Living and Working Conditions of the Scheduled Castes Workers engaged in four groups of unclean occupations viz, Sweeping and Scavenging, Flaying and Tanning, Bone-crushing and Shoe making in Urban areas.
- (ii) Socio-economic conditions of Scheduled Tribes Labour in Industrial Cities at selected Centres.

17.8 Bureau has so far conducted surveys in 8 Scheduled Caste Centres and in 7 Schedule Tribe Centres. The reports for these have already been released. The report on Barbil – Joda (ST Centres) was released during the current year.

17.9 The Inter Departmental Direction Committee to conduct the survey on the Working and Living Conditions of the Scheduled Castes Workers recently decided to cover clean occupations as well. Consequently during the main survey at Jaipur (SC) Centre these occupations were also covered and the study was completed during January, 2003 to March, 2003 and processing of data is in progress.

RESERVATION IN THE MINISTRY OF LABOUR

17.10 Data on representation of SC/ST employment in the Ministry of Labour is furnished in Table given below:-

Table

SC/ST REPRESENTATION IN THE MINISTRY OF LABOUR							
Category of Employees	Staff in Position	Due as per Reservation		In position		Surplus(+) Shortfall(-)	
		SC	ST	SC	ST	SC	ST
Group "A" *	934	140	70	156	53	+16	-17
Group "B"	1061	159	80	196	56	+37	-24
Group "C"	4402	660	330	900	297	+240	-33
Group "D"	2936	440	220	912	201	+472	-19
Total	9333	1399	700	2164	607	+765	-93

* Reservation is applicable to the lower rung of Group 'A'.

17.11 From the above it may be seen that over all reservation for SC/ST in the employment of Ministry of Labour is 23.19% & 6.5% respectively. Shortfall of 1% in the case of vacancies reserved for Scheduled Tribes is largely on account of the non-availability of candidates.

17.12 The Government of India had issued an Office Memorandum on 8th September, 1993 providing for reservation of 27 percent of vacancies in Civil Posts and services under them for the Other Backward Classes (OBCs), subject to the exclusion of the Creamy layer.

17.13 As per the requirement of the 'Persons with Disabilities(Equal Opportunities, Protection of Rights and Full Participation) Act, 1995', 3% posts are to be reserved for Physically Handicapped Disabled Persons. The Data relating to posts identified for the persons with disabilities and filled up during the year 2002 is furnished below:

Table

Categories of employees	No. of sanctioned posts identified for Persons with Disabilities	No. of posts held by disabled persons
Group "A"	16	02
Group "B"	407	06
Group "C"	1524	71
Group "D"	1145	44

BOARD OF ARBITRATION (JOINT CONSULTATIVE MACHINERY)

The Government of India had introduced in 1966 a Scheme for Joint Consultative Machinery and Compulsory Arbitration for resolving differences between the Government as an employer and the general body of its employees.

The Scheme provides for compulsory arbitration on Pay and Allowances, weekly hours of work and leave of a class or grade of employees.

Under the Scheme the Board of Arbitration (JCM) was set up in July, 1968. The Board consists of a Chairman and two other members. The Chairman is a whole time person. The other two members are appointed by the Ministry of Labour at the time of referring the dispute to the Board out of a panel of members both from the Staff Side as well as from the Official Side maintained by it.

Till 31st March, 2004, 252 cases had been referred to the Board and the Board has disposed of 248 Cases.

