

Chapter-17

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 1969-1970 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 organize 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.

17.3 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 2004 to September 2004 are given below:-

Activity	Number of Candidates covered
Registration Guidance	18437
Pre-Submission Guidance	3643
Confidence Building Programme	15744
Training in Typing and Shorthand	8756
Pre-Recruitment Training	1912

SPECIAL COACHING SCHEME

17.4 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 21 Phases of this Scheme have been completed and the 22nd Phase is in progress w.e.f. 1-7-2004.

17.5 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, 8890 SC/ST candidates have successfully completed the training.

INTRODUCTION OF NEW SCHEME

17.6 This Scheme has been introduced with effect from February 2004, to impart 6 months computer training to SC/ST educated Job seekers through Coaching-cum-Guidance Centres and APTECH Ltd., located at Bangalore, Bhubaneswar, Delhi, Guwahati, Hissar, Hyderabad, Jaipur, Jabalpur, Kolkata, Nagpur and Surat. So far 467 SC/ST candidates benefited.

LABOUR WELFARE FUNDS/SCHEMES

17.7 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

17.8 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.

17.9 In order to assist the State Government in their task of rehabilitation of released bonded labourers the Ministry of Labour launched a Centrally Sponsored Scheme on 50:50 basis since May 1978 for rehabilitation of bonded labourers. The scheme has undergone a lot of qualitative changes from time to time and has been progressively liberalized. The

rehabilitation assistance has since been enhanced to Rs.20,000/- per bonded labourer w.e.f May 2000 and in case of Seven North Eastern States, 100% central assistance if they express their inability to provide their share.

17.10 Detailed guidelines have been issued to the State Government for implementing the scheme. It has been emphasized that the rehabilitation process should have two components (i) psychological rehabilitation (ii) physical and economic rehabilitation. In so far as psychological rehabilitation is concerned the released bonded labourers who has been used to the world of domination and servitude need to be assured that he is entitled to earn his economic livelihood and decent living like other human beings. Regarding economic rehabilitation the scheme for rehabilitation of bonded labourers should be selected keeping in view the choice of the bonded labourer. The State Government have also been advised to integrate/dovetail the Centrally Sponsored Scheme for rehabilitation of bonded labourer with other ongoing poverty alleviation scheme such as Swarn 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

17.11 Labour Bureau conducts two types of Studies on Scheduled Castes and Scheduled Tribes workers namely (i) Working and Living 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 and (ii) Socio-economic conditions of Scheduled Tribes Labour in Industrial Cities at selected Centres. Bureau has so far conducted surveys in 8 Scheduled Caste Centres and in 7 Schedule Tribe Centres. The reports for the SC centre at Jaipur have already been released.

17.12 The Inter-Departmental Direction Committee entrusted with providing direction on the conduct of survey on the Working and Living Conditions of the Scheduled Castes and Scheduled Tribes workers decided to extend the coverage of the study. It is therefore, asked Labour Bureau not only to cover the un-clean occupation in selected urban centre but also to cover clean occupations in that centre and also its adjoining rural areas. Consequently during the main survey at Jaipur (SC) Centre (9th in the series) was conducted on these lines and the report on this survey is being finalised. The Committee has also suggested conducting the S.T. Surveys on belt specific basis rather than on centre specific basis as conducted earlier.

RESERVATION IN THE MINISTRY

17.13 Data on representation of SC/ST employment in the Ministry of Labour and Employment is furnished in **Table-17.1**.

17.14 From the above it may be seen that over all reservation for SC/ST in the employment of Ministry of Labour is 23.68% & 8.04% respectively. Shortfall of vacancies reserved for Scheduled Tribes is in Group 'A' and 'B' largely on account of the non-availability of candidates.

17.15 The Government of India had issued an Office Memorandum on 08.09.1993 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.

17.16 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 total number of sanctioned posts and number of posts held by disabled persons is given in **Table-17.2**.

SC/ST representation in the Ministry of Labour and Employment							
Category of Employees	Staff in Position	Due as per Reservation		In position		Surplus (+) Shortfall (-)	
		SC	ST	SC	ST	SC	ST
Group "A" *	1127	169	85	199	72	+30	-13
Group "B"	1043	156	78	197	59	+41	-19
Group "C"	4278	642	321	873	381	+231	+60
Group "D"	2410	362	181	829	201	+467	+20
Total	8858	1329	665	2098	713	+769	+48

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

Categories of Employees	Number of sanctioned posts	Number of posts held by disabled persons
Group "A"	1069	02
Group "B"	1151	09
Group "C"	4470	75
Group "D"	2973	53
