

Chapter-16

WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES

16.1 In line with the general policy of the Government, the Ministry of Labour and Employment 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

16.2 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 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.

16.3 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	15921
Pre-Submission Guidance	1113
Confidence Building Programme	12272
Training in Typing and Shorthand	8688
Pre-Recruitment Training	2182

SPECIAL COACHING SCHEME

16.4 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 22 Phases of this Scheme have been completed and the 23rd Phase is in progress w.e.f. 01.07.2005.

16.5 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 Thiruvanathapuram w.e.f. 1999 and so far 10 phases and 5 phases respectively of these programmes have been completed and 11th and 6th phases are in progress w.e.f 01.07.2005 Under the Special Coaching Scheme, 9406 SC/ST candidates have successfully completed the training and coaching.

INTRODUCTION OF NEW SCHEME

16.6 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, Bhubaneshwar, Chennai, Delhi, Guwahati, Hissar, Hyderabad, Jaipur, Jabalpur, Kolkata, Nagpur and Surat. The second training under the scheme is in progress w.e.f. October 2005 with a seating capacity of 518 SC/ST job seekers at 14 locations i.e. with addition of two more locations viz. Kanpur & Thiruvanathapuram to earlier mentioned 12 locations.

LABOUR WELFARE FUNDS/SCHEMES

16.7 For the welfare of the workers engaged in certain non-coal mines, beedi and cine industry who are mostly unorganized, five Labour Welfare Funds namely; Mica Mines Labour Welfare Fund; Limestone and Dolomite Mines Labour Welfare Fund; Iron Ore, Manganese Ore and Chrome Ore Mines Labour Welfare Fund; Beedi Workers' Welfare Fund; and Cine Workers' Welfare Fund have been set up by the Acts of Parliament. A number of welfare schemes in the sphere of health, housing, education, family welfare and social security are being implemented for the welfare of these unorganized workers majority of whom are from SC/ST and other backward classes.

REHABILITATION OF BONDED LABOUR

16.8 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.

16.9 In order to assist the State Government in their task of rehabilitation of released bonded labourers the Ministry of Labour and Employment 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 rehabilitation assistance is provided, the amount of Rs.76.96 lakh was incurred as financial assistance to the States under the above Centrally Sponsored Scheme in 2004-05. As many as 866 bonded labourers were identified and rehabilitated in the same period. Financial assistance has also been provided to States for awareness generation, survey and identification of bonded labour. So far 2,66,489 bonded labourers have been rehabilitated under the scheme. As per the report of National Commission on Rural Labour, 1991, 86.6% of the identified bonded labours belong to SC/ST category, so benefits of the scheme are flowing in that proportion to these categories of bonded labourers.

16.10 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, Swaran Jayanti Gram Sewa Rojgar Yojana (SJGSRY), Special Component Plan for SC/ST, Tribal Sub Plan etc. so as to pool the resources for meaningful rehabilitation of bonded labourers.

SURVEYS AND RESEARCH STUDIES

16.11 Labour Bureau conducts two types of Studies on Scheduled Caste and Scheduled Tribe 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 Tribe Labour in Industrial Cities at selected Centres. Bureau has so far conducted surveys in 9 Scheduled Caste Centres and in 7 Schedule Tribe Centres. The reports for the SC centre at

Jaipur have already been released. The report on all these surveys have been released. The SC Surveys are centre specific and S.T. surveys are belt specific. The Centre / State belt to be covered and other technical details are approved by an Inter Departmental Direction Committee comprising of representatives of various govt. departments. The feasibility study in ST belt comprising Valsad, Navsari, Vapi and Pardi has been completed.

RESERVATION IN THE MINISTRY

16.12 Data on representation of SC/ST employment in the Ministry of Labour and Employment is furnished in **Table-16.1**.

16.13 From the above it may be seen that over all reservation for SC/ST in the employment of Ministry of Labour is 24.32% & 7.10% respectively. Shortfall of vacancies reserved for Scheduled Tribes are in process of filling up under the Special Recruitment Drive

16.14 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.

16.15 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-16.2**.

Table-16.1							
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" *	1058	159	79	199	66	+40	-13
Group "B"	1025	154	77	177	59	+23	-18
Group "C"	4112	617	308	844	272	+227	-36
Group "D"	2280	342	171	841	205	+499	+34
Total	8475	1272	635	2061	602	+789	-33

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

Table 16.2		
Categories of Employees	Number of sanctioned posts	Number of posts held by disabled persons
Group "A"	1069	06
Group "B"	1151	07
Group "C"	4470	58
Group "D"	2973	22
