

16.1 In line with the general policy of the Government, the Ministry of Labour & 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 Centres for Scheduled Castes and Scheduled Tribes
- Special Coaching Schemes
- Computer Training
- Labour Welfare Funds / Schemes
- Rehabilitation of Bonded Labour
- Survey & Research Studies

Coaching-cum-Guidance Centres for Scheduled Castes and Scheduled Tribes.

16.2 The scheme was launched in 1969-70 in 4 Centres at Delhi, Kanpur, Jabalpur and Chennai on a pilot basis. Keeping in view the success of the scheme, it was extended to 18 more States. At present, 22 Coaching-cum-Guidance Centres are functioning in 22 states / Union Territories (through one of them at Jowai, Meghalaya is 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 registered cases of SC / ST job seekers. The applicants are provided guidance at the time of their registration with the Employment Exchanges 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 Caste and Scheduled Tribe candidates.

16.3 In addition, thirteen of these Centres provide facilities for training in shorthand and typing. The physical achievement of various Coaching-cum-Guidance Centres during **(September 2007 to March, 2009) is given below :-**

Activity	No. of candidates covered
Registration Guidance	53954
Pre-Submission Guidance*	4333
Confidence Building Programme	37077
Training in Typing and Shorthand	21636
Pre-Recruitment Training(PRT)	6745

* Guidance given to candidate before submission to respective employer for selection / interview.

SPECIAL COACHING SCHEME

16.4 To facilitate the recruitment against reserved vacancies in various Central Government Ministries / Departments, the Directorate General of Employment & Training launched another scheme of 11 months duration namely " Special Coaching Scheme for Scheduled Castes and Scheduled Tribes"so as to enable SC / ST job seekers to appear in competitive examinations conducted by Staff Selection Commission and other Recruitment Boards for recruitment to Group 'C' posts. This scheme was launched in 1973 on a pilot basis at Delhi and Ghaziabad and so far 25 phases of this scheme

have been completed upto 31.5.2008, 26th phase is in progress with effect from 16.8.2008.

16.5 Encouraged with the success of the above scheme, the scheme was extended to more places through the Coaching-cum-Guidance Centres located at Bangalore, Bhubaneswar, Chennai, Guwahati , Hissar, Hyderabad, Imphal, Jabalpur, Jaipur, Kanpur, Kolkata, Mandi, Nagpur, Ranchi, Surat, and, Thiruvananthapuram, and Mandi in a phased manner and so far thirteen phases have been completed upto 31.05.2008 and fourteenth phase {It was decided at the time of the commencement of the fourteenth phase of Special Coaching Scheme (i.e before 16.08.2008) that the Special Coaching Scheme in phases (under plan) heitherto could be named as a Special Coaching Scheme for SC/ST under Plan (14th phase) } is in progress w.e.f. 16.08.2008. So far 11023 SC/ST candidates have successfully completed coaching under this programme.

COMPUTER TRAINING TO EDUCATED SC / ST JOB SEEKERS

16.6 This Scheme was started with effect from February, 2004, with a view to provide Computer Training to SC / ST educated Job seekers registered with the Employment Exchanges through outsourced training facility.

LABOUR WELFARE FUNDS / SCHEMES

16.7 A number of schemes providing medical, housing educational, recreational, water supply and family welfare benefits are being implemented for workers (including SCs/STs and Persons With Disabilities) engaged in Mica Mines, Iron Ore, Manganese Ore and Chrome Ore Mines, Limestone and Dolomite Mines and Cine and Beedi workers under the five Welfare Funds, namely, Mica Mines Labour Welfare Fund; Limestone & Dolomite Mines Labour Welfare Fund; Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines Labour Welfare Fund; Cine Workers Welfare Fund; and Beedi Workers Welfare Fund set up by the Acts of Parliament.

No separate data is maintained with regard to budget / expenditure / number of persons benefited in respect of SCs / STs and Persons With Disabilities.

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 characterized by inequitable distribution of land and assets. It has been observed that very large number of identified and released bonded labourers belonged to the Scheduled Castes and Scheduled Tribes Categories.

16.9 In order to assist the State Governments in the task of rehabilitation of released bonded labourers, this Ministry of Labour & Employment launched a "Centrally Sponsored Plan Scheme for Rehabilitation of Bonded Labour" in May, 1978. Under the scheme grants are provided towards rehabilitation assistance to the State Governments on 50:50 basis. The scheme has undergone 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 North Eastern States, 100% rehabilitation assistance is provided. An amount of Rs. 119.98 Lakh was incurred as financial assistance to the states under the above Centrally Sponsored Scheme in 2008-09. As many as 543 bonded labourers were identified and rehabilitated in the same period. Financial assistance is also provided to states for awareness generation, survey and identification of bonded labour. So far 2,68,136 bonded labourers have been rehabilitated under this scheme. As per the report of the 'National Commission on Rural Labour, 1991, 86.6% of the identified bonded labour 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 Governments for implementing the scheme. It has been emphasized that the rehabilitation process should have two components (i) psychological rehabilitation and (ii) physical and economic rehabilitation. In so far as psychological rehabilitation is concerned, the released bonded labourers who have 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 labourer should be selected keeping in view the choice of the bonded labourer. The State Governments have also been advised to integrate / dovetail this scheme with other ongoing poverty alleviation schemes such as Swarnajayanti Gram Swarozgar Yojana(SGSY), Special Component Plan for SC/ST, Tribal Sub Plan etc. so as to pool the resources for meaningful rehabilitation of bonded labourers. A Special Group under the chairmanship of Secretary (Labour & Employment) has been monitoring the implementation of the Bonded Labour System(Abolition) Act, 1976 through regional meetings with the representatives of State Governments / Union Territories. So far the Special Group has held 13 meetings.

SURVEY AND RESEARCH STUDIES

16.11 Labour Bureau has been conducting, inter-alia, the following two separate Studies on Scheduled Castes and Scheduled Tribes Workers :-

- Working and Living Conditions of the Scheduled Caste Workers engaged in four groups of Unclean occupations viz. Sweeping and Scavenging, Flaying and Tanning, Bone crushing and Shoe-making in urban areas. Coverage of these has now been extended to also cover clean occupations and the adjoining rural areas of the selected centres.

- Socio-economic conditions of Scheduled Tribe Labour in industrial cities at selected centres / belt.

16.12 Bureau has so far conducted 9 surveys in Scheduled Castes centres and 8 surveys in Scheduled Tribes concentrated centres and all reports have been released.

16.13 Sixteenth meeting of the Inter Departmental Direction Committee (I.D.D.C) on the surveys relating to working and living conditions / socio economic conditions of workers belonging to the SC / ST communities was held in Labour Bureau, Shimla on 22nd August, 2007. The committee, inter-alia, decided that in future the Scheduled Castes surveys may be conducted in two states adjoining each other by repeating one centre where SC survey has already been conducted. It also agreed with Labour Bureau's proposal to conduct next ST Survey in the ST belt of Koraput, Bolangir and Kalahandi(KBK) in Orissa.

16.14 Labour Bureau accordingly proposed to conduct the Orissa ST belt survey during 2008-09. Preliminary work, including Pilot survey, was completed and the main survey was proposed to be launched in December, 2008 / January, 2009. The survey, however, could not be conducted during 2008-09 due to conducting of Quick survey to study the Effect of Economic slowdown on Employment in the country during October-December, 2008, which the Ministry asked Labour Bureau to conduct on top priority. The quick survey was not a part of the earlier proposed Annual Plan 2008-09. ST survey in KBK belt of Orissa is now proposed to be conducted during Annual Plan 2009-10.

RESERVATION IN THE MINISTRY OF LABOUR & EMPLOYMENT

16.15 Data on representation of Scheduled Castes(SCs) / Scheduled Tribes(STs) employees in the Ministry of Labour & Employment is furnished in **Table 16.1**.

16.16 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 Persons With Disabilities

(Physically Handicapped Persons). The data and number of posts held by disabled persons is given in **Table 16.2**.

Table 16.1							
REPRESENTATION OF SCs / STs IN THE MINISTRY OF LABOUR & EMPLOYMENT INCLUDING ITS ATTACHED AND SUBORDINATE OFFICES							
Category of Employees	Total number of Employees (as on 01.01.2008)	Due as per reservation		In position		Surplus(+) Shortfall(-)	
		iii	iv	v	vi	vii	viii
i	ii	SC	ST	SC	ST	SC	ST
Group 'A'	820	123	57	149	54	26 (+)	3 (-)
Group 'B'	961	144	67	166	68	22 (+)	1 (+)
Group 'C'	3632	544	254	720	261	176 (+)	7 (+)
Group 'D'	2013	301	140	773	167	471 (+)	27 (+)
Total	7426	1112	518	1808	550	696 (+)	32e (+)

Table 16.2		
EPRESENTATION OF PERSONS WITH DISABILITIES (PHYSICALLY HANDICAPPED PERSONS) IN THE MINISTRY OF LABOUR AND EMPLOYMENT INCLUDING ITS ATTACHED AND SUBORDINATE OFFICES		
Categories of Employees	Total number of employees (as on 01.0.2008)	Number of posts held by disabled persons
Group 'A'	820	1
Group 'B'	961	6
Group 'C'	3632	76
Group 'D'	2013	48