

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 1969-70 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 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.

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 2006 to August 2006 are given below:-

Activity	Number of Candidates covered
Registration Guidance	19603
Pre-Submission Guidance	845
Confidence Building Programme	14460
Training in Typing and Shorthand	7356
Pre-Recruitment Training	1518

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 23 Phases of this Scheme have been completed and the 24th Phase is in progress w.e.f. 01.07.2006.

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, Kolkata, Hyderabad, Ranchi, Surat and Kanpur w.e.f. 1992. Eleven phases have been completed at these

centres and 12th phase is in progress w.e.f 01.07.2006. This scheme was further extended to Chennai, Guwahati, Imphal, Hissar, Jabalpur, and Thiruvananthapuram w.e.f. 1999 and so far six phases have been completed at these centers and 7th phase is in progress w.e.f 01.07.2006. The scheme has also been extended to Berhampur w.e.f July, 2006 and is coordinated by the Coaching-cum-Guidance Centre for SC and ST Bhubaneswar (Orissa). So far, 9944 SC/ST candidates have successfully completed coaching under this programme.

INTRODUCTION OF NEW SCHEME

16.6 This Scheme has been introduced with effect from February 2004, with a view to provide Computer Training to SC/ST educated job seekers through outsourcing training facilities. The training of six months duration is arranged at Bangalore, Bhubaneshwar, Chennai, Delhi, Guwahati, Hissar, Hyderabad, Jaipur, Jabalpur, Kolkata, Nagpur, Surat. Kanpur and Thiruvananthapuram and is coordinated by respective Coaching-cum-Guidance Centres located at these places. Under the scheme, 467 candidates were imparted training during 2004-2005 and 518 during 2005-2006. The third phase of the scheme is in progress w.e.f. 01.08.2006. During 2006-2007, 672 SC / ST candidates have been enrolled for training.

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 persons with disabilities) engaged in mica mines, iron ore, manganese ore, chrome ore, limestone and dolomite mines, cine and beedi sector under the 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 set up by the Acts of Parliament. No separate data is maintained with regard to budget / expenditure / number of persons benefited in respect of 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 belong to the Scheduled Castes and Scheduled Tribes categories.

16.9 In order to assist the State Governments in their task of rehabilitation of released bonded labourers, the Ministry of Labour and Employment launched a Centrally Sponsored Scheme on 50 : 50 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.78.18 lakh was incurred as financial assistance to the States under the above Centrally Sponsored Scheme in 2005-06. As many as 397 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 2,66,738 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 labourers 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 would have two components (i) psychological rehabilitation and (ii) physical and economical 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 labour with other ongoing poverty alleviation scheme, such as Swaran Jayanti 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 9 surveys in Scheduled

Caste Centres and in 7 Schedule Tribe Centres. The reports on all these surveys have been released. The reports on Jaipur (SC) center is the latest in the series of SC surveys and covers clean occupations and neighboring rural areas as well. The Inter Departmental Direction Committee, which decides the Surveys as ST/SC workers, desired that ST Surveys should cover entire belt instead of specific centers as was the practice. Covering entire belt would give the comprehensive position of ST workers. Accordingly, main survey in ST belt comprising Valsad, Navsari, Vapi and Pardi has been taken up and would be completed by end of December, 2006.

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 15.00% & 7.49% respectively.

16.14 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.

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**.

16.16 A need has been felt to arrange a re-orientation programme on reservation policy of the Government on SC/ST/OBC & Physically Handicapped for administrative authorities / Liaison

Officers of attached/ subordinate offices/autonomous organizations under the Ministry of Labour & Employment for maintenance of proper reservation rosters in accordance with reservation policy / instructions of the Government. Towards

this end a special training programme was organized successfully at V.V.Gii National Labour Institute (VVDNLI) , NOIDA on 28-29 September, 2006 with assistance from faculty of ISTM for 25 officers.

Table 16.1							
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" *	881	132	66	155	55	+23	-11
Group "B"	1119	168	84	149	52	-19	-32
Group "C"	3632	545	272	752	272	+207	0
Group "D"	2118	318	159	782	207	+464	+48
Total	7750	1163	581	1838	586	+675	+5

- 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"	658	03
Group "B"	1091	11
Group "C"	3990	78
Group "D"	2067	53
