

**16.1** The Coaching-cum-Guidance Centres (CGCs) for Scheduled Castes and Scheduled Tribes operate two schemes, namely Special Coaching Scheme and Computer Training.

**16.2** The scheme was launched in 1969-70 in four(4) Centres on a pilot basis. Keeping in view the success of the scheme, it was extended to another nineteen (19) States in a phased manner. At present, twenty-four (24) Coaching-cum-Guidance Centres are functioning in twenty four (24) 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 Programmes 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 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 Castes and Scheduled Tribes candidates.

**16.3** In addition, fourteen (14) of these Centres provide facilities for training in Shorthand and Typing. The physical achievements by various Coaching-cum-Guidance Centres from April-October, 2015 are given below:-

Activity	Number of candidates covered
Registration Guidance	21,943
Pre-Submission Guidance*	4,769
Confidence Building Programme	16,490
Training in Typing and Shorthand	10,968
Pre-Recruitment Training (PRT)	1,383

\* Guidance given to candidates before submission to the 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 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 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 31 Phases of this Scheme have been completed so far. The 32<sup>nd</sup> Phase of the Special Coaching Scheme at Delhi is in progress w. e. f. 01.07.2015.

**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, Kolkata, Hyderabad, Ranchi, Surat, Kanpur, Chennai, Guwahati, Hisar, Imphal, Jabalpur, Thiruvananthapuram, Bhubaneswar, Jaipur, Nagpur, Mandi, Jammu, Jalandhar, Kohima



and Naharlagun in a phased manner and so far 21 phases of the Scheme have been completed and the 22<sup>nd</sup> phase is in progress with effect from 01.07.2015 respectively. 16,688 SC/ST candidates have successfully completed coaching under this programme so far.

### **Computer Training to Educated SC/ST Job-seekers**

**16.6** This scheme was started in February, 2004, to provide six (6) months' Computer Training to SC/ST educated job seekers registered with the Employment Exchanges through outsourcing training facilities. The Scheme was later modified in August, 2009, to offer a one (1) year course ('O' level) keeping in view the demand of trained manpower in the job market. 11,960 SC/ST candidates through DOEACC Society now National Institute of Electronic & Information Technology (NIELIT) have been provided training under the supervision of 21 CGCs in seven (7) batches. The training of 8<sup>th</sup> batch is in progress with a seating capacity of 2,000 SC/ST candidates registered with the Employment Exchanges with effect from July, 2015 under the supervision of 21 CGCs for SC/STs. The one year 'O' level Computer Training Hardware Maintenance Training has also been introduced w.e.f. 01.08.2012. So far, 4350 SC/ST candidates at 14 CGCs for SC/STs have been provided training in two batches and 4<sup>th</sup> batch is in progress w. e. f. August, 2015 with a seating capacity of 1000 SC/ST candidates. Keeping in view the Government's initiative under the NCS ([www.ncs.gov.in](http://www.ncs.gov.in)), the CGCs have been identified as Centers for registration of candidates seeking employment related services.

### **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 persons and Persons With Disabilities (PWDs)] engaged in Mica Mines, Iron Ore, Manganese Ore and Chrome Ore Mines, Limestone and Dolomite Mines, Cine and Beedi workers under the five (5) 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 Persons and Persons with Disabilities (PWDs).

### **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.

**16.9** In order to assist the State Governments in the task of rehabilitation of released Bonded Labourers, the Ministry of Labour & Employment launched a "Centrally Sponsored Plan Scheme for rehabilitation of the released Bonded Labour" in May, 1978. This scheme was modified in May, 2000. Under the modified Scheme, the rehabilitation grant to the extent of Rs.20,000/- per Bonded Labourer is provided. The expenditure is shared by the Central and the State Government concerned on 50:50 basis. In the case of North-Eastern States, the expenditure is fully borne by the Central Government. The amount of Rs.221.6 Lakh was provided as financial assistance to the States under the above Centrally Sponsored Scheme upto 30.09.2015 during the financial year 2015-16. As many as 2216 bonded labourers were identified in the same period. Financial assistance



is also provided to states for surveys for identification of bonded labour, awareness generation activities and evaluatory studies. So far 2, 82,429 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 would 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 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 labour should be selected keeping in view the choice of the bonded labour. The State Governments have also been advised to integrate/dovetail this Scheme with other ongoing poverty alleviation schemes so as to pool the resources for meaningful rehabilitation of bonded labour.

### Surveys and Research Studies

**16.11** The Labour Bureau has been conducting, *inter-alia*, the following two separate Studies on Scheduled Castes(SCs) and Scheduled Tribes (STs) 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 has now been extended to cover clean occupations and the adjoining rural areas of the selected centres as well.
- Socio-economic conditions of Scheduled Tribes Labour in selected industrial centres/belt.

**16.12** The Labour Bureau has so far conducted nine (9) surveys in Scheduled Castes centres and nine (9) surveys in Scheduled Tribes centers. The last Scheduled Tribes (ST) survey was conducted in Scheduled Tribes belt of Kalahandi, Bolangir & Koraput districts of Odisha and the report has been released.

### Reservation in the Ministry of Labour and Employment

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

**16.14** 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. The data and number of posts held by Persons with Disabilities (PWDs) in the Ministry of Labour and Employment is furnished in the **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 01.01.2015)	Due as per reservation		In position		Surplus(+) Shortfall(-)	
		SC (15%)	ST (7.5%)	SC	ST	SC	ST
Group 'A'	684	103	51	108	45	5 (+)	06(-)
Group 'B'	1075	161	81	124	60	37 (-)	21(-)
Group 'C' (including Group 'D' also)	3201	480	240	699	239	219(+)	1(-)
Total	4960	744	372	931	344	187 (+)	28(-)

Table 16.2

REPRESENTATION 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 01.01.2015)	Number of posts held by disabled persons
Group 'A'	684	03
Group 'B'	1075	11
Group 'C'(including Group 'D' also)	3201	33
Total	4960	47