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GOVERNMENT OF MAHARASHTRA



**New Schemes for the Primitive Tribes
and
Revision of Schemes for the Welfare
of the Scheduled Tribes and
Backward Classes.**

BY

TRIBAL RESEARCH & TRAINING INSTITUTE

PUNE-411 001

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PREFACE

The Tribal Research & Training Institute, Pune have identified the most backward tribal communities in Maharashtra State. On the basis of felt-needs of the people, special schemes for these communities have been prepared by the Institute. The schemes of vital importance from the general Social Welfare programme are also selected and their terms and conditions are liberalised and these schemes are revised with the sole object to facilitate the weaker section and to derive maximum benefits of these schemes. If these schemes are adopted by the concerned Departments as suggested we shall be able to improve the weaker section of the backward classes.

*(D.E.G.M.Gare)
Director,
Tribal Research & Training
Institute, H.S. Pune.*

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SECTION I

PROPOSED NEW SCHEMES FOR PRIMITIVE SCHEDULED TRIBES:

Introduction

We have a number of schemes for Scheduled Tribes being implemented at the district levels by the Social Welfare and the Tribal Welfare Departments in particular and by other departments in general. The schemes with the social welfare are more for educational development of the tribes in effect and less for economic development. The same holds true for the Tribal Welfare department which has a bigger programme of their education through Ashram Schools and a comparatively a smaller programme for economic uplift in their effects.

In this context, we need to widen the scope of programmes for economic development of the tribes by framing some suitable new schemes to that effect. Most of the tribal population in the Sub Plan area is concentrated near about the forest and the life and the living conditions of tribals is circumscribed by the forests and what happens in the forests. The development of forestry has always its profound influence on the economic conditions and economic uplift of the tribals, and that is why we need increasingly ^{to} involve the forest department in framing and implementing the economic schemes for the tribals.

We therefore submit the following three schemes for the economic development of the scheduled tribes:-

(1) Plantation of trees in owned lands of tribals:

(Tree culture and insured income on marginal lands)

Objective: Most of the lands owned by tribal families are marginal lands which have depleting potentiality to give remunerative returns. The agricultural returns are not more than Rs. 100 per hectare per year. More over scarcity conditions further erodes this income due to failure of crops. Secondly, a significant part of such marginal lands are on the steep slopes in the hilly tracts having poor fertility.

Thus such lands which are not remunerative in agriculture need to ^{be} brought under plantation of trees to make them more ~~treater~~ remunerative and ensure more probability of insured incomes to the tribal families. The tree plantation will give higher incomes to the landholder and will also - conserve the soil of the land.

Schematic pattern:

A tribal family which has some hectares of marginal land of its own may agree to hand over some suitable hectares of such land to the Forest Department for raising the tree crop instead of agricultural crop. The ownership of land will remain undisturbed. The family will by written agreement transfer the land to the Forest Department for tree cultivation only, and will engage itself for plantation of trees in the transferred land under the active technical guidance and help of the Forest Department for a certain minimum period ^{of} 20 years in the first phase.

The Forest Department will undertake plantation of suitable type of trees, like teak, bamboo, free-trees and others on the land and will incur necessary incidental expenditure on the same lines as is done under afforestation scheme. They will seek the active participation of the family in this plantation. The family will get a subsistence allowance of Rs. 400/- per hectre of transferred land per year which would be more than the estimated expected average annual earning of Rs. 250/- per hectre under agricultural crop per year. The family will receive the said - allowance for a period lasting upto a time of fruitful exploitation of the trees grown in the land. This period may extend to 10 to 15 years depending upon the species.

At the end of the period, the plantation will be exploited by the Forest Department on behalf of the family and the goods and materials will be sold at market rates or other rates fixed by Government whichever are higher.

From the gross sales proceeds, the following costs will be deducted in suitable 5 yearly equal instalments:

- A) subsistence allowance paid during the intervening period and
- B) Prescribed incidental expenses on plantation with no interest charges.

The balance of the net amount will be handed over to the landholder as his income. He will be receiving such net amounts thereafter every year on extension of

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his agreement bond for every unit of three years at a time.

Level of implementation and Sector of implementation

Forest Department and Government Sector:

The Divisional Forest Officer will be the implementing Officer.

Pilot Projects:

Dhulia, Thane, Amravati and Chandrapur districts may be taken up with pilot projects in their suitable I.T.D. Projects with concentrated tribal population near the forests.

100 families in each district may be selected as beneficiaries of the scheme.

Budgetary requirements

A) One district: 100 families.

B) 100 landholders x 400 = Rs. 40,000 ^{sts} Substance allowance.

C) 4 districts = 40,000 x 4 = Rs. 1,60,000.

A budgetary provision of Rs. 1,60,000 may be proposed for the first year for four pilot districts.

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2) HOUSING THE TRIBAL FAMILY

Objective:

The tribal has his unique requirements of housing arising out of his cultural and economic needs. He is not happy with the unconventional type of housing. He loves his animals and wants them nearby his house. The topography and weather rainfall conditions go to compose the traditional, design of this housing - suitable to the average large family. So, the idea is to allow the tribal to construct his own house as per his, traditional cultural and economic requirements. What he lacks is adequate material to build it and the same should be provided to him in lot at one time in reasonably adequate quantity as a package in the form of Government assistance to him. Since "nistar scheme" has not helped a tribal family in a comprehensive manner and adequately, this scheme envisages a package assistance to an individual family.

Schematic pattern:

The Forest Department should select the tribal beneficiaries from the villages falling under the sub plan area, for housing their families. These families should preferably be nearer to the forest coupes being exploited every year.

The department will hand over ^{an} lot to the tribal beneficiary the required house-building wood material in required cubic feet adequately enough to meet his requirements of pillars, doors, roof, windows etc. as per needs of his family depending

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upon its size and pre-availability of old materials.

The beneficiary will construct his family house within 6 months of the handing over of the material by the Forest Department.

Level of implementation and Sector:

Forest Department and State Sector.

Divisional Forest Officer will be the implementing Officer.

Procedure: The applications in prescribed form will be received by the Project Officer (I.T.D.P.) and scrutinised, from the villages indicated by the Divisional Forest Officer of the area. He would recommend them and the Divisional Forest Officer will finalise the exact extent of assistance in kind under the scheme after due inquiry.

Pilot Projects:

Four districts- Dhulia, Thane, Chandrapur and Amravati may be taken up.

50 Beneficiaries from each district may be selected for the first year of implementation.

50 beneficiaries x 4 districts= 200 beneficiaries.

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3) PIG-REARING BY ADIWASIS

Objective:

Some tribal communities are fond of Pig-keeping, pig-rearing is a remunerative activity which has a potential to provide additional employment and incomes to the tribal families. It has a good deal of scope for being accepted by some selected tribal communities in Chandrapur, Amravati and Bhandara districts, ^{as} pig-keeping is traditionally known to them.

We require to go in for a large-scale multiplication programme of pigs in some sub plan area and also arrange to distribute boars and sows to suitable tribal families. Thirdly, along with multiplication of pigs programmes, we may gradually take up the scheme of up gradation of their species.

The Director of Animal Husbandry may be advised to frame suitable schemes under Piggery Development which will cover for

- i) starting and expansion of pig-breeding farms at suitable places in sub plan area.

If possible they should be in a position to meet the requirements of Yorkshire boars for upgrading the programme.

- ii) Distribution of pigs to tribals in the Sub Plan Area.

Details of the schematic pattern may be worked out by the Director of Animal Husbandry.

At our level, we have to suggest the following pattern of the scheme.

We may in the initial stages distribute the locally available sows among the tribal families which come forward to rear the pigs. Madia Gond. is the tribal community very much inclined to pig-rearing.

Schematic pattern:

Those tribals who are members of the Adiwasi Cooperative Societies in Chandrapur district may be selected as intended beneficiaries of the scheme of "pig rearing". Each member will be given two sows, costing Rs. 100 each. Those who have long experience of pig-rearing and are also members of the society, may be supplied with one breeding boar each free of cost.

If we could initially select 300 tribal members as beneficiaries in Chandrapur district for distribution of sows, we may sanction Rs. 200 to each beneficiary on 50 p.c. loan and 50 p.c. subsidy basis. The Animal Husbandry Department will get the scheme approved from the District Planning & Development Council Chandrapur and place the budgetary provisions at the disposal of the Animal Husbandry Officer, Chandrapur. The assistance will be in kind i.e. the animals will be supplied.

The total expenditure for the first year will be:-

A) Distribution of sows to tribals in Chandrapur district.	Local sector scheme	No. of tribal beneficiaries.	Total expenditure.
			Loan+subsidy=Total
		300	300 + 300 =
			<u>50</u> <u>50</u>
			15000 15000
			<u>+15000</u> <u>+15000</u>
			30000 + 30000 = 60,000
			..9

<i>B) Distribution of Breeding boars to tribals in Chandrapur dist.</i>	<i>Local sector scheme</i>	<i>No. of benefi- ciaries</i>	<i>Total expenditure</i>
<i>(local variety)</i>			<i>(Subsidy 100%)</i>
<i>For the first year</i>		<i>30</i>	<i>30 x 500 = 15000</i>

Level of implementation: *Animal Husbandry Department
local sector.*

Procedure:

The Animal Husbandry Officer will call for applications of the beneficiaries from the Adiwasi Cooperative Societies duly recommended and sanction them after due enquiry.

The sows and boars will be distributed by the Department through the societies.

Loan recovery: *Under the scheme of distribution of sows. The loan will be repayable in two years from the date of disbursement in one instalment. The loan is interest free.*

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4) Production centre in straw covers making organisation
in tribal areas of Dahanu block

Introduction

The scheme for organisation of a centre in straw covers making in tribal areas i.e. in Dahanu Block for creating gainful employment opportunities to poor Adiwasis is prepared by the Block Development Officer, Panchayat Samiti, Dahanu.

Objective of the scheme:

There is a vital problem regarding the introduction of compulsory education system among the tribal people. On account of a very poor economic condition of the Adiwasis the percentage of attendance of Adiwasi children in the primary schools in tribal area is very poor. With a view to increase the attendance of the Adiwasi children in the primary schools, there should be some attraction to the Adiwasi children for earning some money to supplement their income by giving them work in straw covers making centres attached to the primary schools in Adiwasi Area. It is visualised by the Block authorities that if such unit of straw covers making is attached with the nearest primary school in Adiwasi area it will be a sort of part of basic education for the Adiwasi children and the principle "learn while earn" or "learning and earning together" will be inculcated among the Adiwasi children. With the result the Adiwasi children as a part of their education will produce the grass covers daily in the school and earn some money.

according to their capacity which will help them^{to} meet their daily family expenses. Besides, this item of basic education^{it} will attract the children for coming to school and there-by the percentage of their attendance would be increased.

2) At present, on western portion of Dahanu taluka viz. coastal Areas and its surrounding villages, a good number of grass covers making units are being run, since long, by the traders who are employing Adiwasis or Backward^{Class} Children of the tender age in large numbers at a very nominal rate of wages i.e. 0.75 to Rs. 1.00 per whole day. On account of a very pitiable and poor economic condition of Adiwasis they are but tempted to this labourious work for the whole day for a very paltry and petty wages. This is nothing but a very callous and cruel exploitation of poor innocent Adiwasi children. To stop this evil exploitation of Adiwasis, if the scheme of grass covers making is attached with the primary school in that Adiwasi Area where this ugly deprivation and exploitation of Adiwasis is going^{on}, the problem of compulsory education in respect of Adiwasi children will be easily solved.

Implementing Authority:

The scheme was approved administratively by the Panchayat Samiti, Dahanu in the year 1968. The Commissioner for industries had also recommended the scheme for further consideration. The Cooperation and Industry officer, Z.P. Thane had also opined

that the scheme is quite feasible and viable. But it appears that the scheme is only on the paper and nothing appears to have been done for implementing this scheme. Simply opinions of the various heads of the departments are being exchanged as to how to implement the scheme. Before starting implementation of this scheme, if the question has arisen whether the scheme should be continued after the project is complete which is really very strange and ridiculous. This is - nothing but a mockery of tribal welfare policy of the Government.

Since the idea of this scheme is evolved, the Education officer of the Zilla Parishad Thane has not been able to obtain the sanction of the Government in Education Department. The Chief Executive Officer was, as well, requested to ascertain whether the Zilla Parishad would continue the scheme after the project period is over from its internal resources and finally it is observed that the Z.P.Thane is not willing to continue the scheme after the project period is over. The sum and substance is that the scheme has not been even started for implementation simply because the department involved in this scheme appears to hesitate to spend finance from their own provision.

The annual recurring expenditure of the scheme will be Rs. 32688/- and after deducting the expenditure would be a net profit of Rs. 00.75 per every straw cover. According to the estimate of Block Development Officer, 486 straw covers would be produced per month. Regarding the provision for

appointment of manager and supervisor for the unit, it is suggested in the scheme that the teacher of the selected school would be asked to manage the unit, Assistant teacher^{er} would be asked to act as a supervisor and they will have to be paid for the extra work^{ed} at Rs. 80/- and Rs. 66/- respectively. The annual provision will have to be made to the extent of Rs. 1630/- per annum. Though the scheme is proposed by the Block Development Officer with very good intention and the scheme itself is really very viable and feasible from the point of view of the welfare of tribal people, no department appears to come forward to champion the cause. . . . The responsibility of implementing this scheme may be vested with the Tribal Welfare & Department or the Tribal Development Corporation which are created with sole intention to carry out the programme of the welfare of the tribal people. Either Tribal Welfare Department may make a provision for the implementation of the scheme or Tribal Development Corporation should come forward as an agency to implement this scheme. Even though the units of making straw covers^{are} attached to the primary schools, there will be a number of private Traders who will produce straw covers of different size and if the scheme is implemented by the Government in Tribal Development Department there is every possibility that a clash may be created between the Traders and the Agency of the Government and hence only

Government would be able to face this eventuality and avoid the unpleasant situation.

The Government in Tribal Welfare Department or The Tribal Development Corporation would be also be able to ensure the marketing facilities for the consumption of straw covers, for example some Govt. Industries or Distillaries.

An organisation of a centre to be attached with the primary school for preparation of straw covers would be a multi purpose scheme for the welfare of Adiwasis in the western part of Dahanu or any other tribal area, where the scheme would be implemented.

- 1) Government would be able to stop the callous exploitation of innocent children of the Scheduled Tribes.
- 2) The tribal children will be encouraged to go to school and avail themselves of educational facilities.
- 3) The last but not the least, the scheme would help the tribals in getting work and ensure their two times meals which is the basic need of any human being.

The basic material required for preparing these straw covers is paddy grass and jute twing which is readily available in abundance in almost all the tribal areas locally only.

As the scheme is prepared for the welfare of Adiwasis and is quite feasible and viable from the points of view of economic and educational development

It is recommended that the Government in Tribal Welfare Department or the Tribal Development Corporation may be moved to approve the scheme in consultation with Education Department particularly on the following points:

~~points~~

- 1) Introduction of the scheme as a basic subject in primary school.
- 2) Utilization of services of the teacher.
- 3) Training to primary school teachers at Kosbad.
- 4) Continuence of the scheme after the project period is over. The scheme of preparing straw covers will have to be started in primary schools only as one of the activities as they may not be Ashram Schools necessarily ⁱⁿ every tribal area ^{where} ~~when their~~ straw cover manufacturing units are to be established.

The duration of the scheme is of one year in the initial stage. The estimated cost for the scheme is Rs. 29,953/- (Recurring Rs. 29,508.00 and non recurring Rs. 445.00) for one year.

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SECTION II

REVISIONS OF SCHEMES IMPLEMENTED BY THE BACKWARD CLASS
DEVELOPMENT CORPORATION, M.S. BOMBAY FOR THE WELFARE
OF THE PEOPLE.

1) CONSTRUCTION OF IRRIGATION WELLS:

Schematic pattern:

Under this scheme, at present 75% subsidy is available to the Backward Class cultivators or tribal cultivators having $2\frac{1}{2}$ acres land. The Backward class or tribal cultivator is expected to deposit his $\frac{1}{4}$ share to the extent of Rs. 1250/- with Backward Class Development Board or dig a pit to the water level and actual work of construction will be done by the Backward Class Development Corporation. It is envisaged by the Corporation that the total cost of construction of well would be Rs. 5000/- and $\frac{1}{4}$ of which is Rs. 1250, is expected to be paid by the Tribal cultivator.

Firstly, the well according to the present rates of material cannot be constructed within Rs. 5000/-. A well can be constructed according to the present cost of material within Rs. 10,000/-

Secondly, the Backward Class or Tribal cultivator can not pay the amount of Rs. 1250 as his share when the ceiling is Rs. 5000/-. If the ceiling is increased up to Rs. 10,000, the share amount will come to Rs. 2,500/- which can never be paid by the poor Backward Class or Tribal cultivator. The ceiling of land fixed under

the present scheme is $2\frac{1}{2}$ acres which does not seem to be desirable. If the Backward Class a tribal cultivators are to be benefitted under this scheme, it needs to be revised basically.

Suggestions:

- 1) The ceiling of the land may be increased from $2\frac{1}{2}$ acres to 10 acres which can be irrigated by one average well.
- 2) The ceiling cost of construction of one well may be Rs. 10,000 so that the irrigation well worth the name will be constructed.
- 3) Out of this total cost 75% amount may be sanctioned as subsidy and 25% amount may be sanctioned as - interest free loan recoverable in 10 annual instalments after completion of the well. Share of any amount in cash may not be insisted upon the Backward Class or tribal cultivator. Nor he be insisted to dig a pit to the water level as he is not in a position to spend this amount in the initial stage who lives from hands to mouth daily.

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2) SUPPLY OF ELECTRIC PUMP OR OIL ENGINE:

Schematic pattern:

Under this scheme at present a Backward Class cultivator having land of $2\frac{1}{2}$ acres to 6 acres gets benefit on 90% subsidy basis. The idea behind this ceiling is to give benefit to the most backward amongst the backward class. The beneficiary is required to deposit his share of 10% i.e. Rs. 400/- with Backward Class Development Corporation in cash and then Corporation supplies the oil engine or electric pump.

There are Backward Class or tribal agriculturists having up to 10 acres dry land. So the present ceiling for the supply of oil engine needs to be revised, When under this scheme the most backward class agriculturist is to be benefitted. No such poorest agriculturist or tribal agriculturist can pay Rs. 400/- as his share in hard cash. This condition needs to be basically changed.

Suggestions:

- 1) The ceiling of the land should be increased from $2\frac{1}{2}$ to 10 acres which will be irrigated by one oil engine or electric motor, So that maximum number of backward class agriculturists or tribal agriculturists will be benefitted.
- 2) No backward class agriculturist or any poor tribal agriculturist may be asked to pay any amount in cash as his share as these people inspite of

having land do not get a square meal every day after harvest. Thus 90% of the total cost of the oil engine or electric pump may be sanctioned as subsidy and the remaining 10% of the total cost may be sanctioned as interest free loan which may be recovered within five years period by equal instalments.

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3) DEVELOPMENT OF LAND

Schematic pattern:

Under this scheme, at present the backward class agriculturists or tribal agriculturists having $2\frac{1}{2}$ acres land can only be benefitted. This ceiling may be increased so that maximum number of Backward Class of agriculturists can be benefitted. Because there are many agriculturists from backward classes ~~as~~ having land to the extent ^{of} 10 acres which is of course dry land.

The ceiling of expenditure is also Rs. 1250, which is not adequate. This condition also needs to be changed.

Suggestions:

1) The ceiling of the land for development may be increased from $2\frac{1}{2}$ acres to 10 acres so that maximum number of Backward Class Agriculturists will be benefitted.

2) The limit of expenditure ^{of} Rs. 1250/- may also be increased to Rs. 1500/- to 2000/- as the rates of ploughing and bunding the land are considerably high. Or this scheme of developing the land of Backward Class Agriculturists (small holders), having $2\frac{1}{2}$ to 10 acres land may be proposed to the Agriculture Department for undertaking under general programme of that department, so that the programme of developing the land of backward class small holders can be completed during the 6th Five Year Plan.

Or; as the third alternative besides the subsidy under the general scheme of agricultural department 75% portion of loan, instead of 50% as at present, may be paid as compensation, from the funds of our - department, as additional subsidy to cover the programme of developing land of all the small scale backward class agriculturists.

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4) SUPPLY OF SEED, FERTILIZERS, INSECTISIDES. AND
AGRICULTURAL EQUIPMENTS

Schematic pattern:

Under this scheme each beneficiary is given benefit to the extent of Rs. 150/- for the purchase of seeds, fertilizers, insecticides and agricultural equipments. This amount is quite inadequate at least for the purchase of agricultural equipments. Even an iron plough which is the basic need of the agriculturists can not be purchased within Rs. 150/-. The cost of the iron plough is more than 300 or Rs. 400/-. So at least for the purchase of equipment the ceiling of Rs. 150/- needs to be increased. The ceiling of the land also may be increased from $2\frac{1}{2}$ acres to 10 acres.

Suggestion:

- 1) For the purchase of agricultural equipments the ceiling of Rs. 150/- may be increased up to Rs. 500/- and for the purchase of seeds, fertilizers and insecticides the ceiling of Rs. 150/- may be increased up to Rs. 300/-
- 2) The ceiling of the land may also be increased from $2\frac{1}{2}$ acres to 10 acres so that maximum number of backward class small holders can be benefitted.
- 3) The percentage of subsidy may be 75% as it is today and all the items may be supplied in kind through the fair price shops of the B.C. Corporation/Tribal Development Corporation, sales purchase union or the Adiwasi Sewa Society on a permit from the Social Welfare Officer/Tribal Welfare Officer or the Block Development Officer as per recommendation of the "Agriculture" Department.

5) SUPPLY OF COWS TO BACKWARD CLASS SMALL HOLDERS:

Schematic pattern:

Under this scheme a backward class cultivator is supposed to have $2\frac{1}{2}$ acres of land to enjoy the benefit of the subsidy for the purchase of cow of improved variety of about Rs. 1200/-

There are many backward class small holders having more than $2\frac{1}{2}$ acres of land i.e. up-to 5 to 10 acres. If the ceiling of the land is $2\frac{1}{2}$ acres many small holders will be deprived of the facility of the scheme. Hence the ceiling of the land needs to be revised.

Suggestions:

The ceiling of the land under this scheme should be increased from $2\frac{1}{2}$ acres to 10 acres. And cow may be supplied on 100% subsidy basis. The cow will be purchased by the Social Welfare Officer in consultation with District Animal Husbandry Officer.

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6) INDIVIDUAL AND GROUP HOUSING

Schematic pattern:

Under this scheme the backward class small holder having $2\frac{1}{2}$ acres of land or landless labourer gets the advantage. The ceiling of the land needs to be increased to 10 acres so that the satisfactory number of backward class small holders will be able to take the benefit under this scheme. Secondly the beneficiary is required to deposit his share to the extent of Rs. 250/- in hard cash which is not possible for the backward class small holders.

Suggestions:

- 1) The ceiling of land of $2\frac{1}{2}$ acres may be increased upto 10 acres of land so that maximum number of small backward class cultivators will be benefitted, because there is a possibility of being a greater number of small holders from backward class having land up to 10 acres.
- 2) The backward class small holders may never be able to deposit a share of Rs. 250/- as hard cash with Backward Class Development Corporation, because there are small holders having dry land from $2\frac{1}{2}$ to 10 acres who can not pay Rs. 250/- as a share amount in hard cash as they are not able to get the square meal a day except in harvest season. Hence this amount of Rs. 250/- may be sanctioned as loan and the same may be recovered in 40 equal annual instalments. It is experienced while implementing P.W.R.219 Backward Class Cooperative Housing Society's scheme a

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backward class member having $2\frac{1}{2}$ ^{acres} dry land or a landless labourer can not pay the amount of Rs. 50/- as a share and the scheme is not being implemented properly and the poor backward classes are not benefitted as expected. Hence the condition of depositing of Rs. 250/- as a share with the Backward Class Development Corporation may be done away with and it may be sanctioned as loan, under the condition mentioned above, So that the backward class small holders will be able to avail themselves the benefit under this scheme.

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SECTION III

INDUSTRIES, ENERGY AND LABOUR DEPARTMENT (EMPLOYMENT)

Scheduled Tribe is one of the category of employment seekers to whom the employment exchanges have to pay special attention and assistance. The employment organisation has, therefore, proposed to implement the following two schemes for employment seeker belonging to scheduled tribes.

1) Setting up of employment information and assistance Bureau.

2) Setting up of coaching cum guidance centre.

(1) "SETTING UP OF EMPLOYMENT INFORMATION AND ASSISTANCE BUREAU"

Scheduled Tribe is one of the categories of employment seekers to whom employment exchanges have to give special attention and assistance. Quite a number of such employment seekers are not aware of the facilities available to them in regard to employment. This is only because these candidates are not enlightened in the context of present facilities extended by the Government in terms of some reserved vacancies and besides, these candidates live in the interior and inaccessible part of the tribal district. Due to these above difficulties they do not register their names either in the office of employment exchange or in the office of Social Welfare Officer of the district concerned and with the result, these Scheduled Tribe candidates are

deprived of their legitimate facilities in the field of employment and they get frustrated and lose interest in education.

In order that the employment opportunities should be made available to the Scheduled Tribes candidates- "The employment information and Assistance Bureau" may be established for every two or three adjoining Tribal Districts instead of only in Pune and Amravati. Such type of Bureau is a must for the tribal unemployed candidates.

Functions:

- 1) The management of Bureau should give wide publicity through the press that there is an employment information and Assistance Bureau established at such and such place.
- 2) The Bureau should also publicize that it will guide and enlighten the Scheduled Tribe candidates as to how to try systematically to secure a job.
- 3) The Bureau should also guide the unemployed Scheduled Tribe candidates as to how to get his name registered in the office of employment exchange and Social Welfare Officer concerned.
- 4) After receiving a call from the specific office, the candidate should be guided as to how to reply the questions prior to his interview.
- 5) The Bureau should establish a liason with the office of employment exchange and Social Welfare Officer so that the employment opportunities will be given to the Scheduled Tribe candidates from time to time

6) The Bureau should request the Social Welfare Officer and the Employment Exchange Officer to give call to the Scheduled Tribe candidates with sufficient notice so that they may get a call in time. Due to lack of development of communication facilities they do not receive tapal in time and hence a call should be given sufficiently in advance. Some time they get call in time but they are out to earn their livelihood. The Bureau should visualise these difficulties and play its role, efficiently to make employment opportunities available for Scheduled Tribes.

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2) 'COACHING CUM GUIDANCE CENTRE'

With a view to rendering guidance in securing employment for Scheduled Tribe candidates, the Directorate General of Employment and Training in consultation with the Department of Social Welfare, Government of India formulated a scheme for the establishment of coaching cum-guidance centre. In 1969 four such centres, one each at Madras, Delhi, Jabalpur and Kanpur in Tamilnadu, Delhi, Madhya Pradesh and Uttar Pradesh respectively were started on pilot basis. Such centre is also required to be established in Maharashtra State which is the trying need for this state as it has a considerable population of Scheduled Tribe people.

The functions should be as under:

- 1) The first and foremost function of the centre would be to render advise and guidance to the S.T. employment seekers.
- 2) To provide confidence building training to the S.T. candidates whose names are registered with the employment exchange.
- 3) To review old cases of S.T. registrants who have been repeatedly rejected by employer and render vocational guidance to them and to discuss their problems with their parents in order to improve their employability by : advising them to change their vocational aspiration more realistically.

4) To administer, whatever possible, psychological tests to assess interests, aptitudes, intelligence and predelictions of S.T.youth registered at employment exchange, to guide them to suitable higher education training, jobs.

5) To work in close collaboration with employment exchanges concerned in liasing with employers, Scheduled Tribe Associations, various State and Central organisations in order to improve the - placement of Scheduled Tribe applicants.

6) To perform watch dog functions in the matter of filling up of posts/seats reserved for Scheduled Tribe applicants in Central, State and Quasi Government establishment and training institutions in their areas and

7) To disseminate and distribute occupational information, literature particularly suitable for - Scheduled Tribe applicants.

a) Registration and Group Guidance:

The centre should assist the educated - Scheduled Tribe applicants registered for various class III jobs with the District Regional Employment Offices and also provide the facility of registration, group guidance to the applicants. The concerned Employment Officer should brief the Scheduled Tribe candidates about the employment opportunities available and apprise them with the information pertaining to various Training facilities available

in appropriate cases. The Scheduled Tribe candidates should also be informed the ~~trands~~ trends of employment market, shortages surplus etc.

b) Presubmission Guidance:

The Scheduled Tribe candidates who are called for presubmission interview against the vacancies reserved for them should be directed to the centre for guidance. The candidates should be given necessary instructions and advice about the conduct of the interview, important basic information and knowledge of things which are considered pre-requisite to a good interview, expectation of the employers, job-requirement and mannerism of the candidate etc.

c) Occupational information:

In separate occupational rooms at these centres a number of career information pamphlets should be displayed, useful literature advertisements of U.P.S.C. and the Central Employment Exchange cuttings of the new papers etc. should also be displayed for ready information of the Scheduled Tribe candidates. In addition, information pertaining to competitive, tests, concessions facilities available to Scheduled Tribe candidates pre-examination training centre and various scholarships for studies should also ^{be} displayed.

d) Talks by Experts:

Lecture of experts in various subjects should be arranged in the centre with a view to supply basic information and knowledge of things which are considered prepequisite to a good, interview

expectation of the employer job requirement and -
mannerism of the candidates.

Lectures especially on the subject such as general english, general knowledge should be arranged so that the S.T.candidates can be enlightened and encouraged to face the competitive examination with full confidence and the inferiority complex from which they suffer can be ^{removed} ~~removed~~. This vital aspect of the programme of coaching centre needs to be given priority.

e) Reaction of guided candidates:

The coaching cum guidance centre should maintain a record of the guided candidates. An evaluation team may be appointed to know the reaction about the implementations of the scheme whether the centre has been able to give some useful information and guidance to apply against various advertised vacancies scholarships, facilities, information for various training courses and interview techniques.

f) Reaction of the employers:

The centre should issue circular letters to the various appointing authorities in the jurisdiction of each centre requesting them to intimate the vacancies reserved for the Scheduled Tribe candidates and take assistance from the centre to fill up the reserved vacancies. The employers may be requested to report, Whether they were able to fill up the reserved vacancies by the S.T.candidates.

g) The parents of the S.T.candidates may be invited the centre for counselling work.

g) Confidence building programme:

Every month some 3 to 4 lectures may be arranged by the centre per batch for confidence building in the S.T.candidates for class III posts. It is just possible that the S.T.candidates will not be able to attend more lectures due to the fact that they will have to come to the centre with their own expenses.

i) The centre should keep close liason with the S.T. organisations so that they can sponsor S.T.candidates against reserved vacancies and are placed in gainful employment. The centre also should prepare notes on the functions and activities of the coaching cum guidance centre and should circulate among the organisations working for the welfare of Scheduled Tribes, institutions and hostels run for Scheduled Tribes. One such coaching cum guidance centre may be established for three adjoining tribal districts, at one central place which should be necessarily a district place.

Evaluation committee:

An evaluation committee may be appointed by the Government to examine the usefulness and efficacy of the centre and assess the results of the centre. So that Government may make some suitable changes in the centre.

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