

**GOVERNMENT OF INDIA  
LABOUR AND EMPLOYMENT  
LOK SABHA**

UNSTARRED QUESTION NO:1736  
ANSWERED ON:08.03.2010  
RESERVATION IN PRIVATE SECTOR  
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**Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:**

- (a) whether the Government proposes to introduce/formulate any reservation policy for providing employment to Scheduled Caste, Scheduled Tribe, Other Backward Classes and Physically Handicapped Persons in private sector;
- (b) if so, the details thereof alongwith the norms currently being followed in this regard;
- (c) whether any Group of Ministers has been constituted for the purpose; and
- (d) if so, the details and composition thereof alongwith the recommendations made by the said group?

**Answer**

MINISTER OF STATE FOR LABOUR AND EMPLOYMENT (SHRI HARISH RAWAT)

(a) to (d) There is no such proposal under consideration of Government. However, a Group of Ministers was formed in September, 2004, to examine issue of affirmative action, including reservation in private sector, and to initiate a dialogue with Industry and other associations to fulfill aspirations of youth belonging to Scheduled Castes and Scheduled Tribes. The Group met five times and also held consultations with representatives of Apex Industry Associations. In October, 2006 a Coordination Committee was constituted under the chairmanship of Principal Secretary to the Prime Minister, to carry forward the dialogue with Industry on affirmative action in private sector. The Committee has held discussions with representatives of Apex Industry Chambers/Associations. As decided in the third meeting of the Coordination Committee held on 11.7.2008 a Group of Officers has been constituted in September, 2008, to study the issue of providing fiscal incentives to industries for setting up manufacturing units in backward districts with large SC/ST population. Meetings of this Group of Officers and the apex industry associations were held in September, 2008 and February, 2009. It was decided that the experiences of states in promoting industrialization and enhancing employment of SC/ST groups through incentives would be studied for designing a suitable fiscal incentive scheme for setting up manufacturing units in backward districts with large SC/ST population.

In order to promote employment of persons with disabilities in the expanding private sector, a scheme has been introduced to provide incentives to the private sector employers. The scheme is applicable to all the employees with disabilities, who are appointed on or after

1.4.2008 with monthly wage upto Rs. 25,000/- per month.