

GIST OF VARIOUS FACTORS LEADING TO LESS EMPLOYABILITY OF SCs, STs, OBCs & PERSONS WITH DISABILITIES AND CONCLUSION/POLICY STRATEGIES, ANALYSIS OF VACANCY POSITION, ETC.

- Adequately qualified candidates are not available for Group A and Group B posts and technical/scientific posts. In Group C and Group D posts, recruitment failure is pronounced in respect of Scheduled Tribe candidates.
- Persons with Disabilities need special attention in the matter of their employability. There are more than two crore PWDs in the country and nearly 75% of them live in rural areas. The key to inclusion of persons with disabilities in the developmental activities is to equip them with the right kind of skills necessary for performing activities.
- Utilization of funds for the benefit of persons with disabilities under various poverty alleviation schemes is much lower than the mandated 3%. Inadequate training effort for skill development and awareness among the stakeholders are apparently major contributors to poor utilization of funds reserved for persons with disabilities. All the schemes have the component for training. But as per available statistics only 0.05% is being invested on it. This will have to be increased to the optimum level of 10% of the funds for a scheme.
- Identification of institutions, organisations at block/district level across the country, development of appropriate modules and convergence between implementing agencies and experts in the disability sectors will be crucial for the required skill development of the Persons with Disabilities.
- There does not seem to be much problem of employability of reserved category candidates where the required qualification is as simple as matriculation or graduation. However, lack of finishing skills like English fluency or interview skills may be a reason for their less employability.
- Some posts require professional or Science qualifications like B.Sc/B.Sc(Agri)/M.Sc/M.Sc(Agri)/B.E/B.Tech/MBBS/MD/Diploma/ITI/CA/ICWA/CFA, etc. and qualified reserved category candidates are not available for posts requiring professional qualifications. Even professionally qualified persons require finishing training to enhance their chances for appointment.
- Scarcity of qualified reserved category persons results in job switch over or not joining after selection as they get better jobs.
- In some cases, selection is done on All India basis where as allocation is made zone or State wise. This also discourages reserved category candidates to join in areas which are far away from their native place.
- Additional reasons for less employability of persons with disabilities are less identification of posts for Persons with Disabilities, dearth of professional qualified persons especially in Hearing Impaired category as there are few professional schools/colleges for them and the situation is no better for Visually Impaired persons. Minute specification physical requirement for the posts often resulting in mismatch and posts remain vacant. Moreover, lack of awareness of opportunities of employment due to their disabilities also causes less employability for them.