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CHAPTER I

DESIGN OF THE STUDY

1.1 Introduction

The term human capital was first defined by Gary Becker. (1964) He says that, the term human capital, is influenced by a lot of variables like education, training, health related aspects, and this may effectively have an influence on the means of production. It explains the reason behind which why the educated persons have a higher income than that of an uneducated one. Thereby such difference will have a significant impact on the nation's economic improvements. Howard Gardener provide a detailed explanation regarding various types of human capital. Another economist like Gardener stressed the same as explained by Gardener. As per them, one can increase their education, but they might be poor in their efficiency. And a person can become a successful one in their entrepreneurial activities, but they might have a poor back ground in their educational attainment. These are sheer possibilities. It doesn't mean that the term Human capital is not that much unidimensional, rather this can be measured in various ways. Other economists like Schultz, Nelson and Phelps emphasized the ability to adapt the reality. Spence considers the observable symptoms of human capital like education, and he says that it is basically a signaling mechanism.

As per the definition of Human capital, it is influenced by the component of education in an important way. And those influences are somewhat greater by its impact on the peoples returns. The major determinants of human capital are the following:

- (1) Skills and qualifications
- (2) Education attainment
- (3) Work experience
- (4) Social skills and communication
- (5) Intelligence
- (6) Emotional intelligence
- (7) Judgement
- (8) Personality implies their hard-working mentality, and their efficiency in handling all the matters in their office to have harmonious working atmosphere.
- (9) Habits and their personality related aspects.

(10) Creativity, that is their ability to introduce new working methods and practices.

(11) Fame and brand image, this can be seen from our surroundings, that is the celebrities are paid to make a fame on the product.

Origin of Scheduled Caste

The term Scheduled caste was actually being used by the Britishers in an Act namely 'The Government of India Act implemented in 1935 (in part 14 of the Act), and the same term continued to be used by the Indian Government in Post-Independence.

Govt of India Act of 1935: The effort behind the Indian constitution was namely Dr. B R Ambedkar who understood the necessity to uplift and empower the communities of SC, who were socially, economically and financially unsound, and also equipped them to provide equal eligibility to participate in the governance of India. Thereby this can promote the growth. Due to this, the constitution inserts the provision to confer the privileges on scheduled caste.

The constitution provides certain protection to the scheduled castes under special provisions;

- Article 15: says that the state does not have any rights to discriminate the people on the basis of their caste, religion, race or place of birth. Clause 2 of the article adds 'No citizen shall on grounds only of religion, race, caste, sex place of birth or any of them, be subject to any disability, liability, restriction on condition with respects to- (a) access to shops, public restaurants, hotels, and places of public entertainment; or (b) the use of wells, tanks, bathing Ghats, roads and places of public resort maintained wholly or partially out of state funds or dedicated to the use of general public.
- Article 16: It provide an equal opportunity to all the citizens to have employment in any office in state, it also provides the right in their promotions, without any personal and caste-based discriminations.
- Article 46: Says that, the government is responsible to promote the education as well as the economic interests of the poor, especially the marginalized sections.

Since, they were able to receive reservation in educational institutions and government offices.

- Article 243 D: it ensures the reservation for the marginalized group in Panchayats as well as villages.
- Article 243 T: It says about the provision of reservations in Municipalities for the deprived communities.
- Article 330: Provides the reservation in the Lok Sabha, and this too are based on the proportional basis of their population.
- Article 335: It provides right and claims to the marginalized community to the seats to enhance the efficiency in administration, and thereby promote their participation in the same field.
- Article 338: It deals with a commission at national level to deal all the matters of Scheduled Caste. The commission's duty is to monitor the safeguards provided for the scheduled castes in the constitution or any other law. Its duties also include investigating complaints and participating in the planning process for the socio-economic development of members of scheduled caste communities, while having all the powers of a civil court during the process.
- Article 340: It covers the power of our president to constitute a commission to study the backwardness and the related aspects of marginalized communities, especially the difficulties that they have faced and going to face, and make suggestions to adopt various policy measures on to improve their status.
- Article 341: The constitution provides a power to the president the power to decide and determine the group of peoples and states belonging to the category of Scheduled Castes. And This Article also says that the president can notify a specific group of people as Scheduled caste by a simple notification. There after they can enjoy all the privileges of such Scheduled caste.

Only the people belonging to the marginalized sections following Hinduism can consider themselves as the scheduled caste. By the official records, especially the constitution Scheduled Castes Order, 1950 explains the list of Scheduled caste.

The Ministry of Social justice and Empowerment published a list showing a group of peoples who belongs to a particular schedule, namely Scheduled caste. And this is a state wide list and only those people have the certificates showing that they belong to such caste can have the eligibility to seek protections on the basis of their caste. The list of Scheduled Caste in our State can be represented in the **(Appendix-I)**

In order to protect the Scheduled Castes certain laws were passed. These laws intended to offer protections from violence, prejudice, and other wrong treatment on the basis of their caste.

One among the most such protective form is the introduction of ‘The Scheduled Caste and Tribes (Prevention of Atrocities) Act 1989. The ultimate aim of this act is to identify the problems faced by the marginalized sections. It includes crimes and atrocities against Scheduled Castes and Scheduled Tribes. The introduction of such act is that the Indian Penal Code (IPC) was not adequate to curb and prevent the problems faced by the Scheduled caste and Scheduled Tribes.

The act was basically introduced to provide some punishment to the people who made the humiliation and the related crimes against the Scheduled caste and Scheduled tribes.

The Prohibition of Employment as manual scavengers and their Rehabilitation Act was implemented in 2013 to reduce and even to eliminate the prime caste-based employment activities of people like cleaning pits, cleaning toilets, drainages and ditches to handle and clean wastes including human waste, especially excreta.

Reservation in India:

In central-government financed higher educational institutions, about 22.5% of available seats are reserved for both Scheduled Caste (SC) and Scheduled Tribe (ST) students (7.5% for STs and 15% for SCs). This reservation percentage has been raised to 49.5% by including an additional **27%** reservation for OBCs.

1.2 The Study area

The present study namely ‘Human Capital Formation of Scheduled Caste in Kerala; Problems and Prospects in Education’, is an attempt to realize the improvement of Scheduled Caste people. It also helped to realize to what extent they were deprived. The reason behind the selection of such area as the sample area is, the proportion of Scheduled caste are more, but their educational as well as their employment status are not that much advanced.

1.3 Definition of Related concepts

1.3.1. Human Capital Formation: By the words of Meier, Human capital formation implies the process through which the people got better education and become experienced. Thereby this may stimulate the process of economic and social development.

1.3.2. Scheduled Caste: Officially designated groups of people in India and sometimes by the modern literature, they are referred as Dalits, meaning broken/scattered.

1.3.3. Scheduled caste Deprivation: Means the lack of some basic facilities by the Scheduled Caste.

1.4 Significance of the Study

Human Capital has a lot of greater importance as far as every society is concerned. Its importance is greater especially in labour rich nations. The study 'Human Capital Formation of Scheduled Caste in Kerala: Problems and Prospects in Education' is conducted in Palakkad District. Because the district is having a greater proportion of Scheduled Caste population, but the thing is that, their educational attainments are poor, thereby their employment status too shows a pathetic condition. Education has been a serious concern for Scheduled caste due to their lower educational attainment. Since they were backward in education, their contribution toward the entire economy is lower. They ended up in lower income generating employments, instead of higher income providing jobs. Even though the government is providing a lot of supports to uplifts them, those were not been availed by the Scheduled Caste communities due to their ignorance on higher education opportunities. Thereby their participation is lower in higher income providing employment opportunities. This can be seen from the actual situation of their appointment in Government services. They were appointed through reservation. But at the same time their participation in Primary sector is greater.

1.5 Research questions

After the careful review process of the various literatures, the following questions have been made. these are more relevant in the present study of Human capital

Formation of Scheduled Caste in Kerala: Problems and Prospects in Education. The questions are;

1. What are the determinants of the educational attainment of Scheduled caste in the study area?
2. How these educational attainment helps them to attain better job opportunities?

1.6 Objectives

- To study the socio-economic status of the Scheduled Caste.
- To examine the structure of educational attainment of Scheduled Caste
- To analyze the structure and pattern of Human Capital Formation of the Scheduled Caste.

1.7 Hypothesis

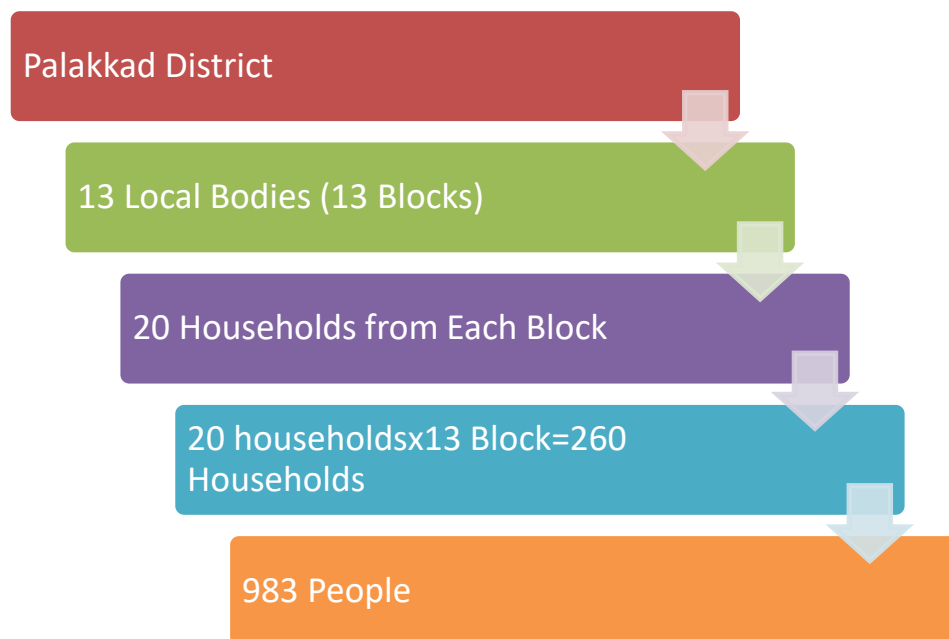
- Educational attainment of the Scheduled caste has a significant impact on their Human Capital Formation. If the educational attainment is lower, then their human capital formation can be seen in the primary sector, if it is greater, the human capital formation can be seen in the industrial sector and Service sector.

1.8 Data Source & Methodology

The study 'Human Capital Formation of Scheduled caste in Kerala: Problems and Prospects in Education' has of greater significance, since the employment generation and its attainment depend on the acquisition of a better educational Degree. Since the Scheduled caste are far away from the main stream especially in the case of educational attainment and a better job, their upliftment is essential for the proper development of the society. And this is possible by equipping them by better education and employment. But the attainment is not that much easy for them by a variety of reasons that can be realized through this study. For this purpose, I used both primary as well as secondary data. Primary data were collected through a detailed questionnaire, direct personal interviews, surveys, telephonic interviews and consultation. For this purpose, the sample area of Palakkad District has been divided into 13 local bodies, that is Blocks, namely; Alathur, Attappady, Chittur, Mannarkkad, Malampuzha, Nemmara, Ottappalam, Palakkad, Pattambi, Srikrishnapuram, Shornur, Thathamangalam and Thrithala. From each of this local

bodies, about 20 households were taken arbitrarily. Thereby, the total households are 260 in numbers. That 260 households having a sample size of 983 people. And the secondary data were collected from various records like Government official records, Economic Reviews, Economic survey, District Hand Books, Reports from the Directorate of Collegiate Education, Directorate of Higher education, Directorate of Technical Education, Census report including Socio- Economic Census Reports etc. So collected data were analyzed through various tools like Percentage Analysis, numerical counts, Chi-Square Test, Fishers, Exact Test. Logistic regression, Odds Ratio... etc. and whose presentation has been done through tables& graphs which includes bar diagrams, pie diagrams, mean plot, median plots...etc.

1.9 Research Design



1.10 Plan of the Study

The study ‘Human Capital Formation of Scheduled Caste in Kerala: Problems and Prospects in Education’ constructed by six chapters. First Chapter includes introduction, that is the concepts and definitions of Scheduled caste, human capital formation and the educational attainments. The determinants of Human capital formation are also taken into account. Next comes Significance of the study- deals with relevance of Human capital formation of Scheduled caste. Objectives- it covers

and considers the things that is going to be analyzed. Hypothesis- it is an if then statement and here it shows the relationship between educational attainment and human capital formation of Scheduled caste. Data Source and Methodology- reveals the source from which the relevant data were collected and the method through which the data were obtained and lastly how those collected data were analyzed by using various tools. And finally, the plan of the study- which shows the chapterization of the whole study.

Second Chapter includes, various theoretical background which supports the study and various literature reviews and findings. This chapter primarily aims to find the reasons behind the backwardness of Scheduled caste, specifically the educational backwardness and employment backwardness. Here education is the main thing which influence the employment status of the people. It means a highly qualified person can attain a higher income earning job to a large extent and vice versa.

Third Chapter considers the Status of Scheduled caste in India and their deprivation in some aspects. The major determinants coming under the heads are literacy rate, exclusion on the basis of 2/3/4 wheelers and fishing boats, exclusion on the basis of government job, salaried job in various sectors, that government sector, Public sector and Private sector respectively. And exclusion based on the houses having an income greater than 10000 also considered. So, in short, it covers the socio-economic aspects, educational backwardness and their employment. And it also provides the findings related to the Indian Scheduled caste.

Fourth Chapter deals with the status of Scheduled Caste in Kerala; the overall details including the basic features of Kerala state, the overall literacy rate of the society, status of the Scheduled caste based on 2011 census, Scheduled caste population distribution, the status in the fields of asset holdings, strength of scheduled caste students in Kerala includes at graduation and post- graduation levels, their dropout rates at school level, their pass percentage at higher secondary level. It also analyzed the total number of teachers and students at Polytechnical institutions and Technical Schools. This chapter also provides an information regarding the intuitions working under the Scheduled Caste department specially for the Scheduled caste. It provides other information like the stipend details, scholarship details, various crimes against Scheduled caste details, the job specifications of SC at various level, the ratio of main

workers, the fund allotment by the government for their upliftment, details regarding the beneficiaries of self-employment schemes for the Scheduled caste, and details regarding the income generating schemes conducted by the Government. So, in short, this chapter too covers the socio-economic background, educational attainment, employment, government services to them, and various financial assistance to the educational attainment, socio-economic enhancement, finding related to the Scheduled caste in Kerala.

Fifth Chapter deals with the Primary data analysis on the basis of objectives like socio-economic conditions, educational attainment of the scheduled caste, Employment aspects through their participation in various sectors like Primary, Secondary and Tertiary or Service Sector and the relative findings. It also covers the basic details of Scheduled caste population in Palakkad district, their literacy rate, sex ratio, various sub castes, BPL/APL/General category details, their status in the fields of education generation, parental educational attainment, children's educational attainment, educational attainment of both in different sub caste, relationship between educational attainment of families with family status, area, nearby available educational institutions...etc. This chapter also provide some details regarding the employment and unemployment details including educated unemployment details.

Sixth Chapter deals with the overall summary and conclusions of this study. That is findings from literature reviews, findings related to the Indian Scheduled caste status, findings on the Kerala Scheduled castes and Palakkad Districts Scheduled caste also come under this chapter.

1.11 Limitations of the study

The study 'Human capital Formation of Scheduled caste in Kerala: Problems and Prospects in Education' is conducted in a single district, that is Palakkad, and it is based on the objectives which covers the socio-economic status, educational attainment and employment structure through human capital formation in various sectors, that is primary, secondary and tertiary sector of Scheduled Caste. Since this study is conducted in a single district, this cannot be used to realize the same conditions of other districts, states and even nations also.

Regarding the methodological limitation, this study is primarily been conducted by having a sample of 260 Scheduled caste households out of 92121 households, thereby the results are true by an extent in general, and in particular it is not so, because the sample area has both extreme backward and forward Scheduled caste households. Thereby the results are true on an average.

Another limitation is that, it made an over simplification and generalization regarding the structure of human capital formation. And it does not consider the job specification in various sectors.