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RESEARCH ARTICLE

HUMAN RESOURCE THROUGH EDUCATION OF SCHEDULED CASTE IN KERALA

Dr. Rejimon P.M¹ and Smitha R²

1. Associate Professor, Department of Economics, Mar Dionysius College, Pazhanji, Thrissur.
2. Assistant Professor, Department of Economics, Sri. C. Achutha Menon Government College Thrissur, Kuttanellur.

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Abstract

This paper analyses the policy of reservation for Scheduled castes in Kerala. The paper provides a brief overview of the caste system and discusses the types of groups that are eligible for reservation, based on data from government reports. The stance of this paper is that affirmative action has not benefited the lower castes due to contextual factors like low school enrolment and completion rates, and high dropout and failure rates. Also, continuous addition of more and more castes to the fold of reserved categories has diluted the positive impact of the reservation policy. This paper suggests that under-representation of any social group in educational institutions should be assessed with reference to sub-populations of secondary school completers and argues that, unlike Scheduled Castes and Tribes, Other Backward Castes are not markedly under-represented. Hence, the 27% quota declared by the government recently is not justified. The paper also highlights the human resources through the education social, pedagogic, psychological and political issues involved in the policy of reservation, and suggests that quotas should be based on economic criteria rather than on caste considerations.

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Introduction:-

Article 45 of the Indian Constitution, provides free and compulsory education to all children up to the age of fourteen years. Education is the basic and a key factor for tackling barriers and obstacles faced by the people, especially scheduled caste people. Education is the vital device for the scheduled caste to come into the mainstream of the economy. Education not only provides knowledge but also provides skills to fight against inhibitory factors of their livelihoods. Education also changes the attitude of the scheduled caste, that they are not subjugating people to the so-called upper caste in the economy. Educational upliftment of scheduled caste brings a positive attitude to overcome their inferiority. Indian constitution provides many effective provisions for the development of scheduled caste, reservation and stipend in the educational field.

Dr. B.R. Ambedkar's view about education, it is the education which is the right weapon to cut the social slavery and it is the education which will enlighten the downtrodden masses to come up and gain social status, economic betterment and political freedom (Dr. Salagare, 2018). Provision of education must be brought to each and every one without any discrimination of caste and sex. The core of human resources contains the educated people in the society.

Corresponding Author:-Dr. Rejimon P.M

Address:- Associate Professor, Department of Economics, Mar Dionysius College, Pazhanji, Thrissur.

Population:

Scheduled caste constitutes 9.10 percent of the total population of the Kerala; total population of the scheduled caste indicates 30, 39,573 (census of India, 2011). After each decade the scheduled caste population shows a declining trend. (Table 1 shows the data)

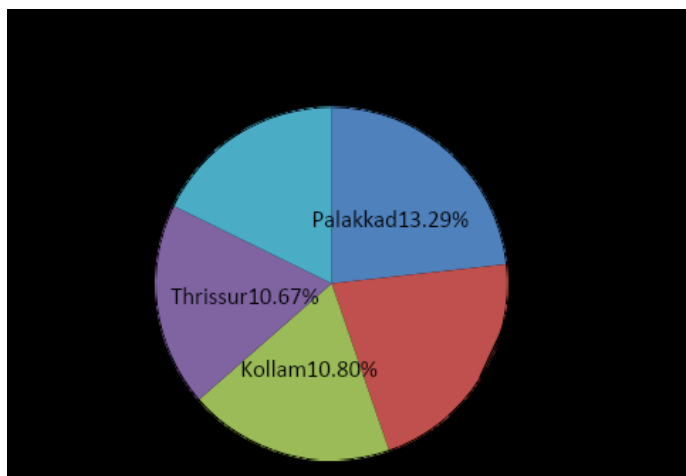
Table 1:- Percentage of Scheduled Caste Population To Total Population Of India And Kerala.

Year	Scheduled caste population	
	India	Kerala
1981	15.81	10.01
1991	16.48	9.94
2001	16.23	9.81
2011	16.60	9.10

Source: Economic review, 2017 & Census of India 1981,1991,2001,2011

Table 1: The scheduled caste population of India shows an increasing trend while Kerala's scheduled caste population is declining. Scheduled caste people are the downtrodden people, always living for their masters. They are illiterate and have no economic and social bargaining power. They never think about family planning because children are their asset, who survives them from the clutch of the debt. Kerala's Renaissance breaks the chain of these beliefs and pours the value of education in the life of a scheduled caste people. When they are educated, especially women, beliefs and attitudes are changing, as a result the population decreases year after year. Among fourteen districts, five districts of the state constitute more than fifty percent of the scheduled caste population. In Kerala female population is higher than male population. Among scheduled castes also the female population is more than male population (more than fifty percent in all districts).

Figure 1:-Highest Percentage of scheduled caste population among districts of Kerala.



Source: Economic review 2017 & Census of India 2011

Sex Ratio:

It is calculated from the total population, the number of females to thousand males in the society. According to census of 2011, sex ratio of Kerala is 1057 as against India's sex ratio 945. Among the states and union territories of India, female favoured Kerala ranks first, then Puducherry (1056), Goa (1015), Arunachal Pradesh (1008) and Tamil Nadu (1004). Other states are below average and Mizoram is the least and the lowest female favoured state (509). Indian society is followed Patriarchy system; all the powers, decision making, wealth, etc. control by the male and women are least or excluded from these mechanisms. Female children are a liability to the family, so families prefer male children. When people are educated, especially women, they understand that a female child is not a liability. Both male and females have the same right and power to live in society.

Literacy Rate:

Human resources have two indicators, one is literacy and other is education, both are interlinked or synonymous. Scheduled caste literacy rate, among Indian states Mizoram (92.43%) and Tripura (89.45%) ranks first and second position and Kerala ranks Third position in literacy rate (88.7%) as against 66.07% of India, among this Female literacy rate are 85.07% and 56.46% in Kerala and India respectively and male literacy rate (92.64%) as against Indian average, 75.17% (Census of India,2011). Literacy includes neo literate (one who knows to write its own name and signature) and education. Literate population, especially downtrodden literate, is the backbone of the growth of the nation.

Educational status:

In Kerala Education is accessible to all sections of the population, has well developed educational accessories and satisfies the educational demand of students up to the age of 18 years. Kerala's model of development's one key achievement is education. Kerala achieved a remarkable position among other states of India in School education and higher education.

General Education:

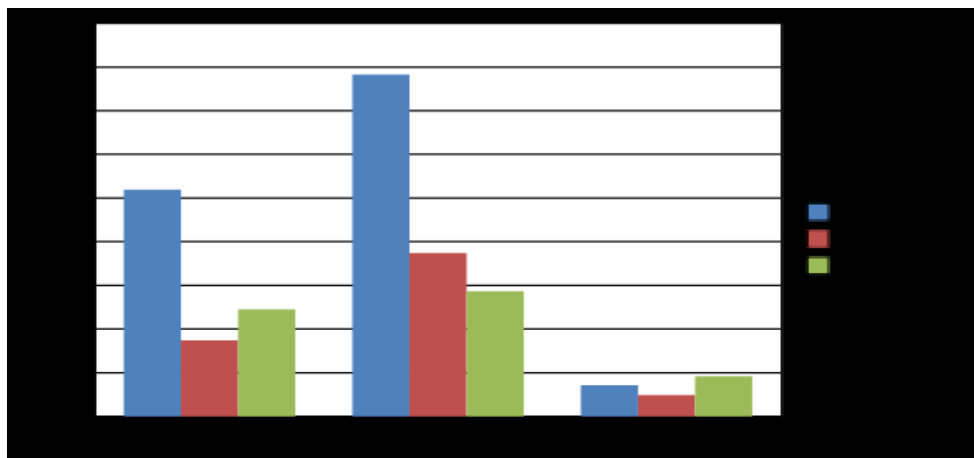
Total students in Kerala, 10.6 percent from scheduled caste (2017-18, Economic review, 2017), among this 13.5 percent study in government schools, 10.33 percent in aided schools and 4.13 percent in private unaided schools. (Table 2 shows the proportion of scheduled caste students in schools in 2017-18.)

Table 2:- Proportion of SC students in schools in 2017-18.

Management	Others	Scheduled caste	Scheduled Tribe
Government	82.66	13.48	3.86
Aided	88.23	10.33	1.44
Private Unaided	95.41	4.13	0.46
Total	87.33	10.60	2.07

Source: Economic review, 2017 & Directorate of Public institution

Table shows that percent of scheduled caste students prefer government schools than aided and private unaided schools than general students in Kerala. It indicates total students only 4.38 percent of scheduled caste students are admitted in aided and private unaided schools.

**Figure 2:-** Number of schools in Kerala: 2017-18.

Source: Economic review, 2018 & Directorate of Public Education, Thiruvananthapuram.

Figure: 56% of the LP, UP and High schools constitute under aided sector, 36% under government sector and only 8% under unaided sector. It shows the Kerala economy very proudly provide elementary and general education for all the people without any discrimination. Malappuram district has the highest schools in Kerala, among this government schools highest in Thiruvananthapuram and highest aided schools in Kannur district.

Higher Secondary Education:

Since 1990-91 onwards Kerala state has Plus two level education in the school level. 2075 higher secondary schools in Kerala, among this 39.4% of total schools in the government sector (817), 40.8% in the aided sector (846) and 19.8% of higher secondary schools in the unaided sector (412) and there are 7247 batches, which includes science, humanities and commerce (Economic Review 2018). Total students enrolled in higher secondary education is 380120, out of this 52.1percent is girls and 10.5 percent is scheduled caste students (Economic Review 2018).

Table 3:- Scheduled caste Students: Registered and Passed in Higher Secondary Examination (2014-18).

Year	Number of Registered Students			Number of Passed students			Pass Percentage
	Boys	Girls	Total	Boys	Girls	Total	
2014-15	19214	21475	40689	9952	14805	24757	60.8
2015-16	19567	21297	40864	9237	14371	23608	57.8
2016-17	21523	23122	44645	10352	16177	26529	59.4
2017-18	18616	21205	39821	9723	15568	25291	63.5

Source: Economic review, 2018 & Directorate of Higher Secondary Education

Table: Total pass percentage of scheduled caste shows an increasing trend year after year. Out of this boys' pass percentage is fluctuating among the years, but girls pass percentage is increasing year after year. More than 7 percent of scheduled caste students are eligible for higher studies, among the total students who are eligible for higher studies in Kerala.

Higher Education:

Kerala government provides higher education to all eligible students irrespective of caste, race and gender. In Kerala there are fourteen universities ensure higher education, among this four university provides general courses (Kerala, Mahatma Gandhi, Calicut and Kannur universities), two universities specialized in languages (SreeSankaracharya university of Sanskrit and ThunchathEzhuthachan university for Malayalam), six universities specialized for specific courses (Cochin university of science and technology, Kerala agricultural university, Kerala veterinary and animal science university, Kerala university of health sciences, Kerala university of fisheries and ocean studies and Kerala technological university), apart from that there are two universities in Kerala, National university of advanced legal studies and Central university(Economic Review 2017). Universities and colleges provide higher education in Kerala. Colleges are functioning under government sector (61), aided sector (156) and unaided sector. Under four main universities in Kerala, there are 2, 95,547 students studying among these 2, 02,983 are girls, which constitute 68.7 percent of total students in the year 2016-17 (Economic review, 2017). Kerala government provides special educational consideration to socially and economically backward communities. Scheduled caste students who enrolled in degree and post graduation in arts and science colleges in the state are 33,968 and 4,847 respectively in the year 2016-17.

Table 4:- Enrolment of SC students in Higher Education in 2016-17.

Name of Course	Total Students	SC Students	% of SC Students	ST Students
B.A	117,874	13,685	11.61	2946
B.Sc	99,017	14,476	14.62	929
B.Com	42,519	5,807	13.66	748
Total	259,410	33,968	13.09	4,623
M.A	13,733	2,125	15.47	702
M.Sc	16,772	1,996	11.90	494
M.Com	5,632	726	12.89	133
Total	36,137	4,847	13.41	1,329
Grand Total	295,547	38,815	13.13	5,952

Source: Economic review, 2017 & Directorate of Collegiate Education

Table shows among the total students scheduled caste students constitutes 13.13 percent. Among this 13.09 percent constitutes degree courses, after the higher secondary education majority of the students prefer B.Sc courses (14.62 %), then comes B.Com (13.66 %) and only 11.61% of students take BA courses. In the case of post

graduation course MA courses constitute higher proportion (15.47 %), after the graduation majority of the BA students opt for post graduation. Then come M.Com (12.89 %) and only 11.90 % of B.Sc students opt for post graduation. (Economic review, 2017).

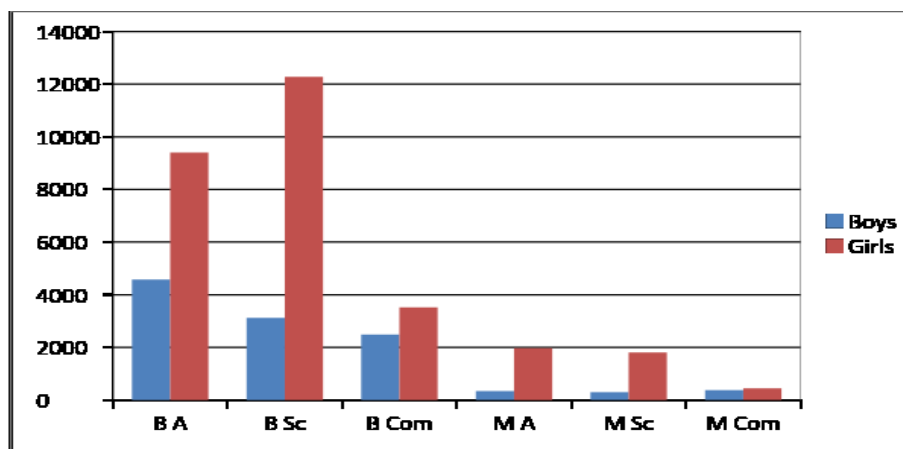


Figure 3:- Gender wise distribution of Scheduled caste students in Arts and Science colleges in Kerala 2016-17.

Source: Economic review, 2018 & Directorate of Collegiate Education

Figure: Scheduled caste students, higher education secured by girls (72.44 percent) than boys. Among total higher educated students in Kerala, scheduled caste students constitute 13%. Among the total population of scheduled caste, graduates constitute 1.2 percent and 0.2 percent are of postgraduates.

Professional Education:-

Technical education is the prominence for which society's human resources can be developed. Here interconnection of manpower with technology used for upliftment of the community, improving standard of living and betterment of industrial production and productivity. Technical education mainly aims to provide skill education to the younger generation, who enable them to develop the quality of life and sustainability of society. Technical education is also considered professional and specialized education comprises Engineering, Medicine and other professional courses (MBA, Certificate/ Diploma courses in Engineering). There are 20,265 scheduled caste students secured professional education and indicate 0.7 percent of the total scheduled caste population (SC Department 2013). Apart from a professional institution, scheduled caste students impart technical education through polytechnics. There is a declining trend of scheduled caste students in technical education.

Table 5:- Percentage of Scheduled Caste Students in Polytechnics.

Type of institution	2014-15			2015-16			2016-17		
	SC	ST	Others	SC	ST	Others	SC	ST	Others
Government	8.19	1.01	90.8	7.08	0.86	92.06	6.86	0.71	92.43
Aided	9.84	0.47	89.69	5.46	0.38	94.16	5.13	0.47	94.4
Total	8.4	0.94	90.66	6.86	0.79	92.36	6.62	0.68	92.7

Source: Economic review, 2017 & Directorate of Technical Education

Table shows that the enrollment of scheduled caste students in technical education has decreased trend in government as well as aided polytechnics schools.

Conclusion:-

Indian constitution provides special provision for the upliftment of scheduled caste population from the clutches of downtrodden situation, reservation in education and employment sector. On the provision of the constitution, Kerala government also takes apt policies and measures against untouchability and caste system, holding back the development of scheduled caste population. The Kerala government implemented earmarked policies for the upliftment of the scheduled caste population, Land Reforms Act, Reservation in education as well as employment in the Publicsector. Despite these measures, Scheduled Caste people suffer social dignity, socio economic development, land, house, education, health etc. Kerala economy is a unique economy among the Indian economy,

Kerala has a Kerala model of achievement in Education and Health even though scheduled caste accounts illiterate people (10 percent of the total scheduled caste population, SC Department 2013) and achieving literacy is the prime focus of Human Resource, which depends on literacy and education. Our educational system faces deterioration in quality. We are lacking skill education, technological upgradation and professional outlook.

Kerala's education system, especially higher and technical education set back to meet the employment needs of people. The Government must introduce skill based and employment oriented courses in various levels of the education system. Resources can be of two types, natural resources and human resources. The people become workforce can be termed as human resource, its influence the productivity of the economy.

Natural resource utilization depends on human resources. Human resources can be known as human capital, this yield return. The sole factor of human resource investment depends on education. It is true that educated human capital can lead and influence the economy more than uneducated. Attainment of the educational status of scheduled caste people showing downward, 45.02 percent of total population secured metric level education, 14 percent secured higher secondary level and only 4 percent secured graduation and above educational level, includes professional and technical education (2011 census of India). It indicates, in the present liberalized economy also, the attitude of the scheduled caste people doesn't become professionalized. Only 27.4 percent of scheduled caste become human resource for total population, among these permanent employees indicates only 6 percent, a majority (79 percent) as labours and other occupation (provisional employees, self employed etc.) comes 15 percent (SC Department 2013). People become human resources or human capital, when they earn economic value.

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