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- Prof. Jayraj Shah & Dr Kalpana Satija2**
Impact of Kandla Port Development on Stakeholders:
A Perceptual Study
- Dr. Nasheman Bandookwala12**
Educational attainments and Education Index of Marginalized
Group (ST's) in Gujarat
- Dr. Utsav Vijay25**
Discussing Past and Present of Dalit Literary Movement in
Gujarat
- Prof. Jinal D Patel & Dr Mala Sharma33**
Structure, Contribution and Growth of Public Sector
Enterprises in Gujarat
- Prof. D. Gopalsamy49**
A Study on Organizational Culture, Commitment and
Personality in CRAIGMORE Tea factory - Nilgiris District
- Dr. Jyoti Achanta57**
Water Poverty in India: Issues and Strategies
- Dr Naresh Chauhan.....68**
Declining Proportion of Students Belonging Socially Weaker
classes toward the Higher Education in Gujarat
- Prof Jignesh Soni & Prof Megha Devashish Raval 87**
The Concept of Corporate Social Responsibility Three
Dimensional Aspect in SME's in India

SAGAR Foundation

L-103, Shrinandanagar Part 4, Vejalpur, Ahmedabad 30051
www.sagarfoundation.org



Impact of Kandla Port Development on Stakeholders: A Perceptual Study

Prof Jayraj Shah

Assistant Professor in Economics,
Smt. T. J. Patel Commerce College,
Nadiad.

Dr Kalpana Satija

Associate Professor and Head
Department of Economics
Kachchh University

Abstract:

Ports constitute an important component of economic structure of any country. Ports contribute to national economy through exports and import logistic support. It also creates employment opportunities and improves the standard of living for people living around. At the same time there are some negative impacts of port development also. Present study has been conducted with the objectives to understand the perception of people about the positive and negative impact of development of Kandla port. Study has been done based on primary survey of 200 respondents from Kandla. The results of the survey indicates that most people have agree with the fact that port development has created inflation in terms of high price of real estate, goods & services. People have also agreed with increased crime smuggling, theft, trafficking, etc. because of port development. At the same time port development has also created environmental problems, water/land/air pollution. People have mostly disagreed with the fact that port development has created an environment of discrimination to local people in allocation of resources, Job etc. and change in morale, attitude & values.

Key words: Port, Economic development, perception



Impact of Kandla Port Development on Stakeholders: A Perceptual Study

Introduction:

Kandla port is located on the Gulf of Kutch on the northwestern coast of India some 256 nautical miles southeast of the Port of Karachi in Pakistan and over 430 nautical miles north-northwest of the Port of Mumbai. Located some 90 kilometers from the mouth of the Gulf of Kachchh on the Kandla Creek, the Port of Kandla was opened as a natural deep-water harbor in the 1930s to serve the hinterland of and beyond the state of Gujarat.

The British Royal India Navy first appraised the Kandla stream in 1851 for suitability as a port; however, they did not conduct a detailed survey until 1922. The Port of Kandla was created in 1931 with a single pier. After Indian independence in the late 1940s, the new government selected the Port of Kandla as a promising outlet to the Arabian Sea.

When the Port of Karachi was lost to India, maritime trade in the area shifted to the Port of Mumbai (formerly Bombay). Mumbai's facilities were soon strained beyond capacity. In early 1948, the Indian government created the West Coast Major Port Development Committee to study the feasibility of building a major seaport to replace the Port of Karachi that went to Pakistan during partitioning. The Committee recommended locating a port at Kandla.

In 1952, Prime Minister Pandit Jawaharlal Nehru laid the foundation stone for the new port on India's northwestern coast. The Port of Kandla was declared a major port in 1955. The Kandla Port Trust was created by law in 1963 to manage the new port.

The Port of Kandla Special Economic Zone (KASEZ) was the first special economic zone to be established in India and in Asia. Established in 1965, the Port of Kandla SEZ is the biggest multiple-product SEZ in the country. Covering over 310 hectares, the special economic zone is just nine kilometers from the Port of Kandla.

Today, the Port of Kandla is India's hub for exporting grains and importing oil. This self-sufficient port is one of the highest-earning ports in the country. Major imports entering the Port of Kandla are petroleum, chemicals, and iron and steel machinery, but it also handles salt, textiles, and grain.

Kandla port is situated in the the Kandla Creek and is 90 kms. from the mouth of the Gulf Of Kachch. It is a protected natural harbour. Latitude: 23o 01' N Longitude: 70o 13' E



Kandla port plays a major role in the country's international trade. Having notched up a string of success, it has emerged as a forerunner, and has carved a niche for itself, by its steady growth and economy of operations.

Statement of Problem:

Ports constitute an important economic activity in coastal areas. The higher the throughput of goods and passenger's year-on-year, the more infrastructures, provisions and associated services are required. These will bring varying degrees of benefit or disadvantage to the local and regional people of Kandla and nearby places. Through this paper the researcher has made an attempt to know the perception of the stakeholders of port of Kandla through a primary data based upon the questionnaire of 200 different stake holders. The changes that the stakeholders have observed over a period of time in their life due to the existence of Kandla Port - "Perception of the stakeholders of Kandla Port"

Review of Literature:

GMB (2014) highlights the contribution of Gujarat in national development. All Indian ports handled estimated 976 MMT of traffic in 2013-14 of which major ports handled 556 MMT. Gujarat's rapidly growing shipping industry consists of several players including Government ports, private ports, shipping companies, charterers, surveyors, manning agents, ship managers, maritime lawyers, shipping consultants, and so on.

Kuntoji G & Rao S (2015) stated that India, is the second largest country in Asia, has a coast line about 7500 km and is studded with 12 major ports and close to 200 minor ports. Approximately, 95 per cent of the country's trade by volume (70 per cent in terms of value) is



moved by sea. Major ports handle about 75 per cent of the total cargo and the rest by intermediate and minor ports.

Netherlands Enterprise Agency (2015) in their report on Port Sector in Gujarat State reported that Gujarat is nearest maritime outlet to Middle East, Africa and Europe while it has Vast and fertile hinterland, constituting 40% of the total Indian Maritime trade. Hinterland covers Gujarat, Rajasthan, Haryana, Delhi-national capital region, Punjab and western Uttar Pradesh. Key Growth drivers of the sector in Gujarat are positive regulatory environment, strategic location, industrial growth, and various initiatives like Special Economic Zones, Special investment Region, Dedicated Freight Corridor, and Industrial Corridor etc. among the major challenges faced at the ports in Gujarat include low draught at port, need for robust hinterland connectivity, low quality design and engineering, skill gap in Human Resources etc.

Allen C H (2012) stated that Seaports are an integral component of the marine transportation system; one that provides the vital link between producers and consumers, importers and exporters and military logisticians and deployed forces. Ports are often a leading catalyst and engine for regional economic growth and prosperity.

Flores J (2011) in his research work seeks to trace the profile of the governors called mutasaddis of the main port-cities, especially Surat and, to a lesser extent, Cambay, of the Mughal province of Gujarat in the first half of the seventeenth century. The research is mainly focusing on the careers of individual mutasaddis based mainly based on the Portuguese materials. According to author such work allows an individual to better understand the social world of those occupying key positions in the waterfront of the Mughal Empire and its dealings extensively with the European powers (Portuguese, Dutch and English).

Research Objectives:

The primary objective of the research study is to understand the perception of people about development of Kandla port. Specifically, the objective of the study was to study perception of people both about the positive impact and negative impact of development of Kandla port.

Research Methodology:

In order to understand the performance of Kandla port in terms of its impact on individuals working in Kandla, it was thought to take review of various stakeholders. Stakeholders' perspective was collected with through the primary survey. Primary data were collected with the help of structured questionnaire. Total sample of 200 respondents comprising of four stakeholders viz. students, businesses, employees and self-employed (professionals) were included in survey. The analysis of responses received from stakeholders is presented in this paper.

In order to assess the impact of port development on their socio-economic life, scale was developed with both positive and negative statements related to impact. Respondents were asked to rate implication of port development on their socio economic life in five point scale. Total 24 statements covering various positive and negative impacts of port developments were framed for the purpose of study. Impact of port development on job creation, income, work opportunities, standard of living, education, public utilities, waste and electricity,



housing, communication infrastructure, migration, road and healthcare infrastructure, safety and security, government policy, environment, prices, traffic, culture, crime, discrimination, pollution etc. has been taken into account.

Reliability Test:

Cronbach's alpha is the most common and widely used measure of internal consistency ("reliability"). It is mostly used when we have multiple Likert questions in a survey/questionnaire that form a scale and we wish to determine if the scale is reliable.

Cronbach's alpha is a measure of internal consistency, that is, how closely related a set of items are as a group. Cronbach's alpha can be written as a function of the number of test items and the average inter-correlation among the items. Below, for conceptual purposes, we show the formula for the standardized Cronbach's alpha:

$$\alpha = \frac{N \cdot \bar{c}}{\bar{v} + (N - 1) \cdot \bar{c}}$$

Where N = Number of items

c -bar= Average inter-item covariance among the items

v -bar= equals the average variance.

One can see from this formula that if you increase the number of items, you increase Cronbach's alpha. Additionally, if the average inter-item correlation is low, alpha will be low. As the average inter-item correlation increases, Cronbach's alpha increases as well (holding the number of items constant).

The alpha coefficient for the twenty-four items is 0.853, suggesting that the items have relatively high internal consistency. (Note that a reliability coefficient of .70 or higher is considered "acceptable" in most social science research situations.)

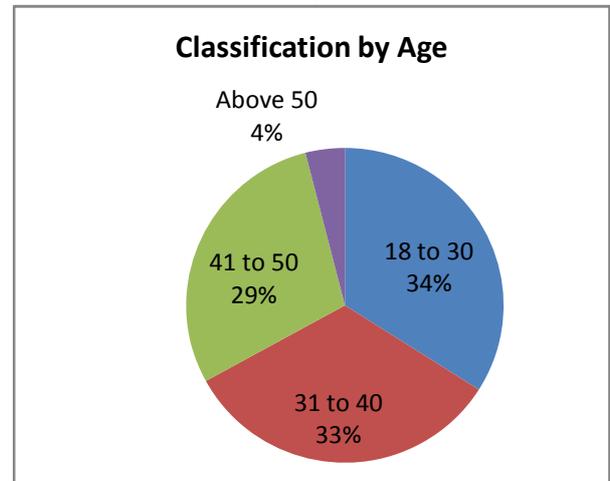
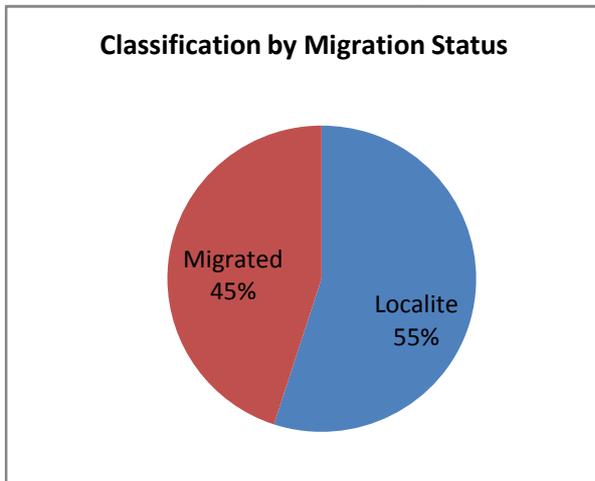
Cronbach's Alpha	N of Items
0.853	24

Socio-Economic Development through Ports:

Performance of port and port economics are closely related with macroeconomic development of any country. Therefore, any changes in port traffic or operation and port organization have an impact on national economy. Indian seaports are today more than just government owned public utilities; they are indeed, focal points of convergence for several contending and competing business interests from shipping lines, port authorities, and individual terminal operators to freight forwarders and inland logistics agencies; not to leave out the shippers (the exporter-importer fraternity) whose cargo is what is being ultimately transported. They represent what may rightly be considered a complex mosaic of contractual and business relationships, which in turn give rise to maze of regulatory and operating institutions and procedures and ever-changing rules of dynamic inter-play.

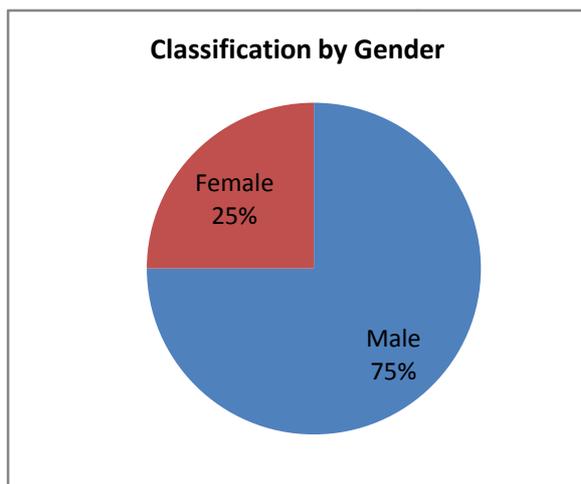


Data Analysis

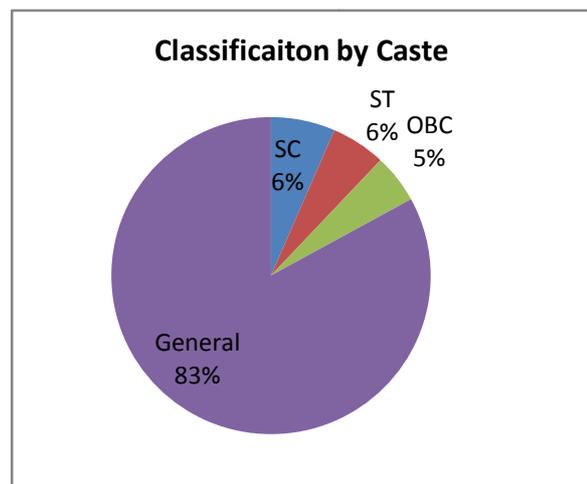


The classification of respondents included in the study by their age profile is presented in table and figure above. It can be seen from the data that largest number of respondents, 34 percent were from age group 18-30 years followed by 33 percent from the age group 31-40 years and 29 percent from the age group of 41-50 years. Only about 4 percent respondents included in the survey were in the age group of above 50 years.

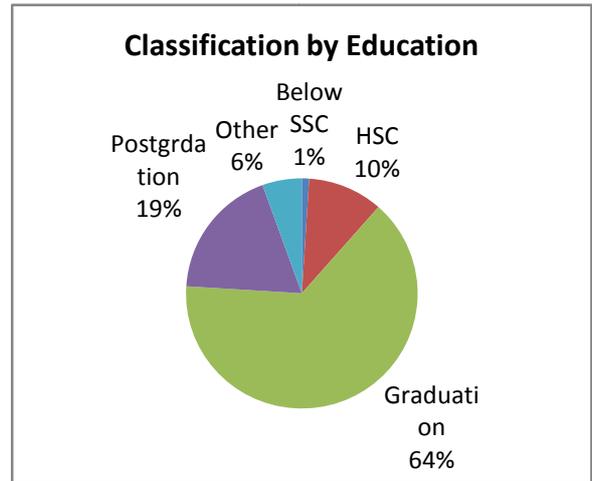
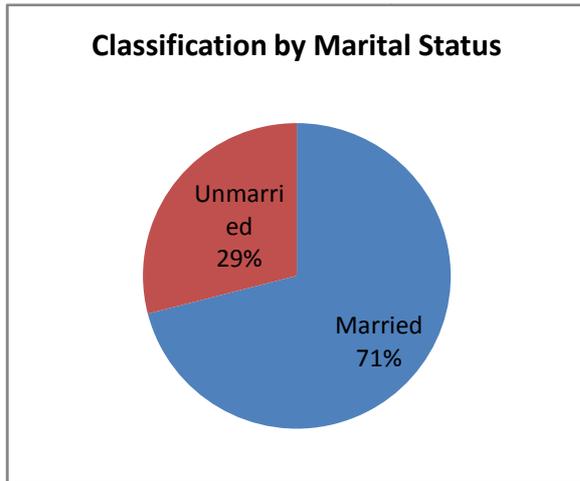
The population of Kandla comprised of large number of people who have migrated from different parts of country for various reasons, mainly economic reasons. The information about migration status of respondents included in the survey shows that 55 percent were localite while 45 percent have migrated to Kandla from other parts of state and country.



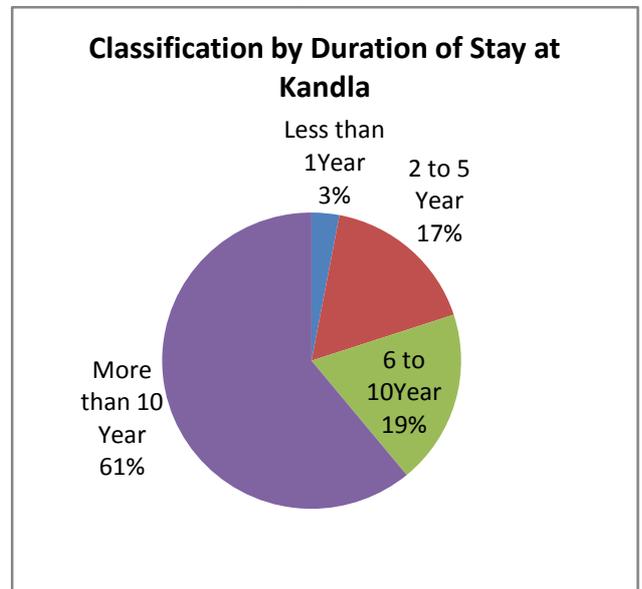
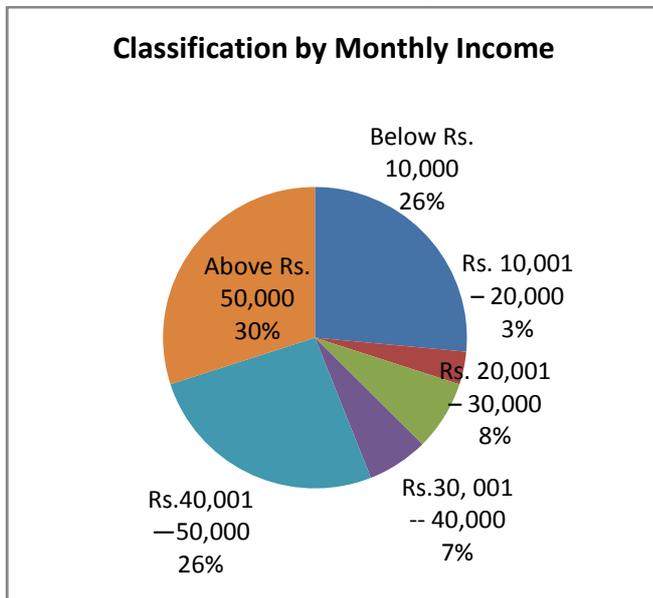
It



can be seen from the data that 75 percent respondents include in the survey were male while 25 percent were female. This proportion of male respondents was more than that of female. The classification of respondents include in the survey by their social caste is shows that 83 percent respondents include in the survey were from general caste. 6.5 percent of total respondents surveyed were from scheduled caste, 5.5 percent were from scheduled tribe and 5 percent were from other backward class.



The classification of respondents by their marital status is presented in table and figure below. It can be seen from the data that 71 percent respondents were married while 29 percent were unmarried. The classification of respondents by their educational qualification shows that largest numbers 64.5 percent respondents included in the survey were graduate or pursuing graduation. 18.5 percent respondents were having post graduate qualification while 10.5 percent were having qualification up to HSC.



Classification of respondents by their monthly shows that 30 percent respondents are earning monthly income of more than Rs 50000 while 26 percent are earning monthly income Rs. 40,000 -50,000. It is also worth noting that 26.5 percent respondents are earning monthly income of below Rs.10000. This also included students included in the survey. The classification of respondents by their stay at Kandla shows that 61 percent were staying in Kandla for period more than 10 years while 19 percent were staying for period 6-10 years and 17 percent were staying at Kandla for period 2 to 5 years. Only about 3 percent respondents have reported that they are staying in Kandla for period less than 1 year.



Positive Impact of Port Development

The perception of respondents about the positive impact of port development on socio-economic life of people is presented in table below. It can be seen from the data that among positive impact of port development, highest ranking has been given, indicating that large number of people have agreed with the fact that it has created job opportunities followed by increasing the number of immigrants from other parts of the country, increased income opportunities, and improved standard of living.

Positive Impact of Post Development		
Socio-Economic Indicators	Mean	SD
Created Business Opportunities	4.36	.696
Rise in level of Immigrants	4.09	.819
Raised Income Opportunities	4.00	.777
Increased Standard of living	4.00	.754
Increased supply of electricity	3.93	.764
Increased Job Opportunities	3.89	.813
Increased quality of roads	3.79	.711
Development in the means of communication	3.79	.873
Improved sources of water	3.64	1.012
Improved languages & knowledge of other languages	3.50	.891
Improvement in construction of housing colonies	3.32	1.022
Rise in Safety and Security	3.27	.848
Developed Education & Literacy level	3.24	.954
Development of healthcare & medical facility	3.14	.761
Proper waste management & Sanitation	2.97	.687
Increased availability of Public Utilities	2.89	.918
Increased Government financial support & more attention (port development and skill development)	2.82	.957

On the other side lowest ranking has been awarded for increased financial support and more attention by government followed by increased availability of public utilities, and proper waste and sanitation management. This indicates the people do not agree with the fact that because of port development government attention towards areas has improved in terms of increased availability of public utility services and waste and sanitation management etc. It is also worth noting that people do not agree with the fact that because of port development healthcare facilities, educational arrangements, safety and security has improved.



Negative Impact of Port Development

Negative Impact of Post Development		
Socio-Economic Indicators	Mean	SD
Created Inflation (high price of real estate, goods & services)	4.31	.876
Increased Crime (Smuggling, Theft, Trafficking, etc.....)	4.14	.993
Created Environmental Problems (Water/Land/Air Pollution)	3.91	.728
More Litter problem	3.77	.901
Overcrowding & Traffic Congestion	3.77	.878
Brought change in Morale, attitude & value	3.49	.776
Discrimination to local people (Allocation of resources, Job etc....)	3.21	1.120

Among the negative impact of port development, analysis of perception of respondents is presented in table above. It can be seen from the data that most people have agreed with the fact that port development has created inflation in terms of high price of real estate, goods & services. People have also agreed with increased crime smuggling, theft, trafficking, etc. because of port development. At the same time port development has also created environmental problems, water/land/air pollution. People have mostly disagreed with the fact that port development has created an environment of discrimination to local people in allocation of resources, Job etc. and change in morale, attitude & values.

Conclusion:

The development of Kandla port has created both positive and negative impact on the people living in the areas. The positive impact outweighs the negative impact. Among positive impact of port development, highest ranking has been given, indicating that large number of people have agreed with the fact that it has created job opportunities while most people have disagreed with the fact that port development has created an environment of discrimination to local people in allocation of resources, Job etc. and change in morale, attitude & values.

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Educational attainments and Education Index of Marginalized Group (ST's) in Gujarat

Dr. Nasheman Bandoorkwala

Assistant professor
Shanti Business School
Ahmedabad

Abstract

Education has great instrumental value in the process of economic growth and human development. It not only improves quality of life of the people but also provides opportunities for progress. Its importance is emphasized as the tool for social progress and welfare of the society. Education has been given central place in human development and spread of education among masses was considered as true liberalization by several leaders. Article 45 of the Indian Constitution, framed in 1950, declared, “the state shall endeavor to provide, within a period of 10 years from the commencement of the Constitution, free and compulsory education to all children until they complete the age of 14 years”. The Constitution also guarantees educational rights for minorities and marginalised groups and calls for the educational development of weaker sections of society such as Scheduled Castes and Scheduled Tribes. Admittedly, at the time of the framing of the Constitution, the country had a long way to go to ensure that all children received schooling. However, despite several schemes and programmes - Sarva Shiksha Abhiyan and Rashtriya Shiksha Niti the goal of providing education to even the new entrants to the population has continued to elude us. Additionally, in 2002, an Amendment, known as 86th Amendment to the Indian Constitution, was introduced that calls for free and compulsory elementary education (up to class 7) as a fundamental right for all children in the age group of 6-14 years. Since then, tremendous amount of work has been done in this direction, be it in the context of national or state's educational attainments. But, the gap lies as we penetrate further in the subset to the district level educational attainments for marginalised group and hence the present study intends to develop the Education Index for tribes in districts of Gujarat. The Educational index of tribes across districts of Gujarat has been abbreviated as X_{TX} . The two indicators considered for development of the Tribes Education Index are literacy and enrollment. The weightage allotted for literacy is $\frac{2}{3}$ and that for enrollment is $\frac{1}{3}$.

The study begins with literacy rate for tribes across districts of Gujarat and is followed by tribe' wise literacy. Like in literacy, enrollments also records inequality when they are analysed for gender.



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The study begins with literacy rate for tribes across districts of Gujarat and is followed by tribe’ wise literacy. Like in literacy, enrollments also records inequality when they are analysed for gender.

Methodology of the study:

$$\text{Education Index for tribes } (X_{TX}) = \left[\frac{2}{3} L_{TX} \times \frac{1}{3} \text{Enr}_{TX} \right] \dots\dots\dots(1)$$

Where,

L_{TX} = literacy Index

Enr_{TX} = Enrollment Index



$$\text{Literacy Index (L}_{TX}) = \left\{ \frac{\text{Actual Value} - \text{minimum value}}{\text{Maximum value} - \text{minimum value}} \right\} \dots\dots\dots(2)$$

$$\text{Enrollment Index (Enr}_{TX}) = \left\{ \frac{\text{Actual Value} - \text{minimum value}}{\text{Maximum value} - \text{minimum value}} \right\} \dots\dots\dots(3)$$

Education index general (\bar{X}_X) has been calculated same as that for tribes with literacy and enrollment for all.

Goal Post

PARTICULARS	MAXIMUM	MINIMUM
Literacy Index	100	0
Gross Enrolment Index	100	0

Objectives of study:

The study intends to evaluate the education attainments of the tribes in the districts of Gujarat. The educational attainment would be gauged through education index developed through the methodology prescribed by Human Development report (HDR). The gender inequality in education amongst tribe is also incorporated in the study. The study intends to relate Education index of tribes with general education index and inequality in education between marginalised section and rest. Education amongst ST female is focused in the study and gender inequality in education has been given significance as it plays vital role in women empowerment.

Literacy rate in tribes at state and district level

The decadal change in literacy in Gujarat as recorded in Table 1 clearly indicates that total literacy in the state has smoothly increased from mere a 30.45% to 78.03% during 1961 to 2011. Tribal literacy as well has recorded a marked increase. Nonetheless, tribal literacy in 2011 is 62.48% vis. a vis. total literacy of 78.03% indicating lower literacy in marginalised group than the total literacy. Conversely, if change in literacy is analysed the growth in literacy is certainly more in ST's as against total literacy, indicating efforts of development is penetrating to masses and has shown desirable results.



Table:1 Trends in Total literacy rate in Gujarat and literacy amongst tribes 2011

Year	Total literacy in Gujarat	% change in literacy	Tribal literacy	% change in Tribal literacy	Gap
1961	30.45	-	11.69	-	18.76
1971	35.79	17.54	14.12	20.79	21.67
1981	43.70	22.10	21.14	49.72	22.56
1991	51.15	17.05	29.67	40.35	21.48
2001	69.14	35.17	47.74	60.90	21.40
2011	78.03	12.86	62.48	30.88	15.55

Source: Census 2011

District wise literacy of ST's in Gujarat

Districts of Gujarat record diverse dynamics in terms of literacy in tribes. Tribal dominated districts like Narmada, Dangs, Valsad and Tapi where, tribal population is above 50% record literacy of above 70% -which is worth appreciating. Nonetheless, Dahod- a tribal dominated district with ST population of 74% to total district population recorded the literacy rate of 58% and needs attention.

Literacy in terms of gender needs immediate attention with high gender inequality in literacy. Female literacy across districts for tribe is lower than that of male. Inequality in literacy among female in tribe is highest at Surendranagar (44%), while lowest is recorded at Gandhinagar (15.4%). Moreover, when literacy rates of tribes is analysed for total literacy of districts, inequality is highest at Amreli. However, tribal population in Amreli is the least in Gujarat (0.48%) and so such a trend may exist.

Tables:2 Literacy rate in tribes across districts of Gujarat 2014

Districts	Total literacy ST	Males (ST)	Females (ST)	Total Literacy rate	Inequality in ST vis. a vis. Total literacy	Inequality in ST male vis. a vis. ST female literacy
Kachchh	53.9	63.5	42.9	70.6	23.65	32.4
Banaskantha	50	61.3	38.4	65.3	23.43	37.4
Patan	67.7	80	54.7	72.3	6.36	31.6
Mehsana	78.2	85.9	69.9	83.6	6.46	18.6
Sabarkantha	65.2	76.1	54.4	75.8	13.98	28.5
Gandhinagar	78.9	85.1	72	84.2	6.29	15.4
Ahmedabad	68.4	76.6	59.3	85.3	19.81	22.6
Surendranagar	44.3	56.3	31.5	72.1	38.56	44.0
Rajkot	57.3	64.6	49.4	81	29.26	23.5
Jamnagar	56.5	63.9	48.7	73.7	23.34	23.8
Porbandar	56.4	65.7	46.4	75.8	25.59	29.4
Junagadh	66.5	75.7	57	75.8	12.27	24.7



Amreli	45.7	53.7	36.7	74.3	38.49	31.7
Bhavnagar	73.5	82.6	63.5	75.5	2.65	23.1
Anand	66.1	74.4	57.3	84.4	21.68	23.0
Kheda	63.8	73.6	53.1	82.7	22.85	27.9
Panchmahal	59.1	70.3	47.4	71	16.76	32.6
Dahod	53.8	64.6	43.1	58.8	8.50	33.3
Vadodara	54.3	64.7	43.4	78.9	31.18	32.9
Narmada	69	78.7	59.1	72.3	4.56	24.9
Bharuch	65.6	74.6	56.2	81.5	19.51	24.7
The Dangs	74.4	82.5	66.5	75.2	1.06	19.4
Navsari	74.6	81.7	67.5	83.9	11.08	17.4
Valsad	67.3	75	59.6	78.6	14.38	20.5
Surat	67.3	74	60.4	85.5	21.29	18.4
Tapi	64.9	72.4	57.7	68.3	4.98	20.3

Source: Statistical Abstract of Gujarat 2014

Further variance for female literacy works out to be 108.93 and standard deviation and coefficient of variance being 10.43 and 19.43 respectively indicating high inequality in tribal female literacy across districts.

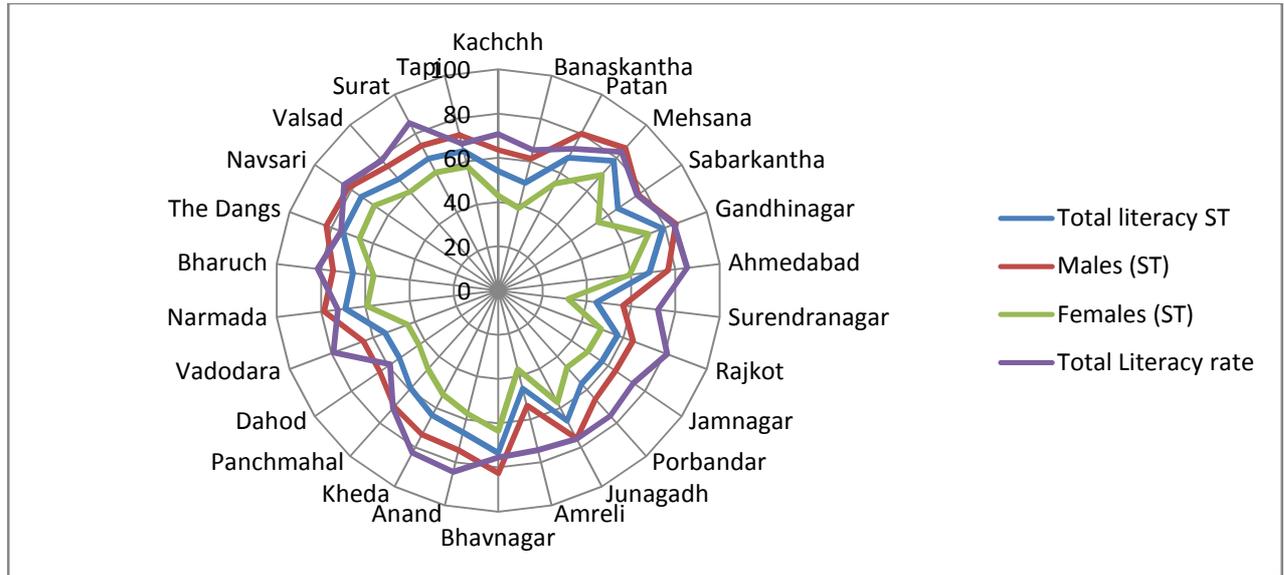
Table 3 Statistical parameters of ST literacy

Parameters	Literacy ST	Literacy ST males	Literacy ST females	Literacy Total
Standard deviation	9.411356	8.736742	10.43707	6.697522
Average	63.18077	72.21154	53.69615	76.4
Variance	88.57362	76.33066	108.9324	44.8568
Co-efficient of Variation	14.89592	12.09882	19.43727	8.76639

Source: calculated



Chart 1 Total literacy rate and literacy amongst tribes



It is evident from chart 1 that literacy in ST females across districts of Gujarat has remained low and high incidence of gender inequality in literacy amongst ST's is prevalent. Even predominant ST talukas like Panchmahal, Dang, Dahod, Tapi and Valsad records low female literacy and hence is a matter of serious concern.

Tribe-wise literacy in Gujarat

The most literate tribe in Gujarat is Dhodia – the tribe mainly residing in Surat and Valsad district, with 83% literacy. While least literate tribe are Kathodi, Katkari, Dhor Kathodi, Dhor Katkari, Son Kathodi, Son Katkari have 36% literacy. They are primitive tribes residing in some parts of Dang and have migrated from Maharashtra. Even Padhar tribe reports low literacy of 40%. Tribes like Bharwad, Chaudri, Chaudhra, Kumbi, Pateliya, Pomla and Siddi report literacy rate of 70%-which is compatible to average state literacy.

Table 4 Tribe wise literacy in Gujarat 2011

Tribe (regional names)	Total literate (no's)	Literacy Rate.
Gujarat	4688536	62.48
Barda	422	65.12
Bawcha and Bamiya	1899	72.93
Bharwad (Ness, Alekh, Barda and Gir)	805	57.01
Bhil and Bhil garasiya	2058253	59.80
Charan(Ness, Alekh, Barda and Gir)	1231	52.65
Chaudri(from Surat and Valsad)	200496	72.93
Chaudra	4880	71.74
Dhanka, Tadvi, Tetaria, Valvi	159581	65.35
Dhodia and Dhodi	480109	83.67



Dubla, Talvia and Halpati	369832	65.46
Gamit, Gamta, Gavit Mavchi, Padvi	227698	67.07
Gond, Rajgond	1417	55.94
Kathodi, Katkari, Dhor Kathodi, Dhor Katkari, Son Kathodi, Son Katkari	4.96	36.51
Kokna, Kokni, Kukna	207049	66.48
Koli Dhor, Tokre Koli, Kolcha, Kongha	32071	56.51
Kunbi (in the Dang Districts)	40353	79.97
Naikda, Nayaka, Cholivala Nayaka, Kapadia Nayaka, Mota Nayaka, Nana Nayaka,	190664	50.05
Padhar	10106	40.96
Pardhi, Advichincher, Phanse Pardhi (excluding Amreli, Bhavanagar, Jamnagar, Jungadh, Kutch, Rajkot and Surendranagar district)	2091	72.30
Pateliya	69502	71.69
Pomla	441	73.01
Rabari (in the Nesses of the forest of Alech, Barada and Gir)	32445	64.24
Rathwa	285241	52.87
Siddi, Siddi-Badshan (in Amreli, Bhavnagar, Jamnagar, Junagadh, Rajkot and Surendranagar Districts)	5400	72.25
Varli	141749	52.74
Vitolia, Kotwalia, Barodia	11396	54.61

Source: Census 2011

Enrollments and Attendance in tribes

Enrollments are indicative of improvements in literacy and are important parameters of gauging education attainments. Although the GER, unlike NER - only indicates that children enrolled in the school not necessarily to right age and right standard. GER in most of the districts of Gujarat is nearing 100% and in some districts it has exceeded 100%¹. The Table 5, indicates that despite of sharp rise in overall GER the same among downtrodden remained highly unequal. Low GER is recorded in most of the districts among ST and the lowest is at Mehsana of 0.83%. Dang records GER of 53.8% for ST, being predominantly tribal district- low enrollments certainly indicates weak education scenario. Districts like Dahod, Narmada, Navsari, Valsad and Tapi records enrollments above 50% rest all the districts have enrollments below 50% which is quite disappointing and sad since if children do not go to school development is unimaginable and spurious.

¹ GER is the ratio of children enrolled in school to population in age group of 6to14. But in Gujarat and in India as well we have children in school above age of 14 since they are enrolled late and so no. of children enrolled in school is more then the those in age group of 6 to 14 and hence GER is above 100



Tables: 5 Tribes enrollments and General enrollments in primary and upper primary, 2016

Districts	Primary	Upper primary	Average Tribe Enrollments(GER)	GER general
Kachchh	2.9	1.9	2.4	108.45
Banaskantha	12	8.3	10.15	120.25
Patan	1.5	1.6	1.55	96.25
Mehsana	0.90	0.77	0.835	88.75
Sabarkantha	30.2	25.9	28.05	96.7
Gandhinagar	3.2	3.2	3.2	87.05
Ahmedabad	3.1	2.7	2.9	75.7
Surendranagar	3.2	1.7	2.45	100.35
Rajkot	2.6	1.5	2.05	79.2
Jamnagar	2.1	1	1.55	66.55
Porbandar	2.5	1.7	2.1	89.6
Junagadh	1.9	1.8	1.85	93.35
Amreli	1.4	0.70	1.05	86.85
Bhavnagar	1.1	0.731	0.9155	101.6
Anand	2.3	2	2.15	91.5
Kheda	2.8	2.6	2.7	93.65
Panchmahal	34.9	31.1	33	103.1
Dahod	78.6	75	76.8	121.6
Vadodara	32.9	27.7	30.3	75.35
Narmada	86.3	85.3	85.8	93.25
Bharuch	36.4	35.5	35.95	89.15
The Dangs	97.9	9.7	53.8	130.35
Navsari	53.1	53.8	53.45	77.8
Valsad	58.6	60.1	59.35	93.7
Surat	16.1	16.7	16.4	65.9
Tapi	85.9	85.9	85.9	NA

Source : www.DISE .in retained on 1st Feb 2016.

Penetrating in the analysis and evaluating gender related enrollments the scene is further disappointing with low female (girl child) enrollments vis. a vis. boys amongst ST in the districts of Gujarat. Mostly all the districts have girl enrollments less than 50%. Moreover Dang where 94% of population is ST girl enrollment of 49.3% is worth noting.



Chart 3 ST enrollments and Total enrollments across districts of Gujarat

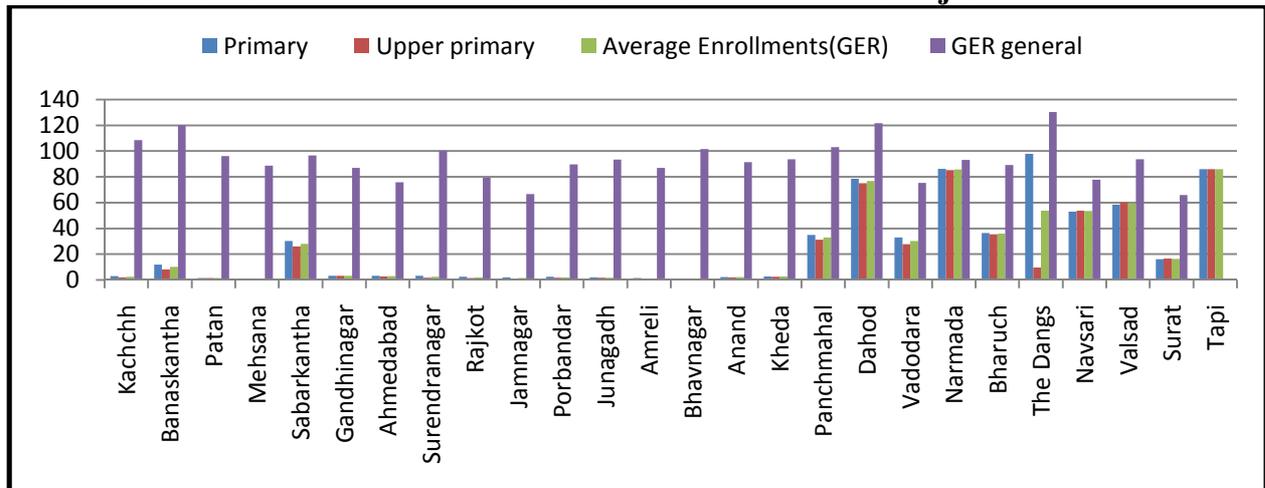


Table : 6 Enrollments amongst ST girls 2016

Districts	Girls in Primary	Girls in Upper primary	Average Enrollments Girls
Kachchh	42	39	40.5
Banaskantha	46.4	43.6	45
Patan	43.8	41.7	42.75
Mehsana	42.4	38.4	40.4
Sabarkantha	47.9	47.7	47.8
Gandhinagar	41.7	38.6	40.15
Ahmedabad	46.1	41.6	43.85
Surendranagar	40.5	35	37.75
Rajkot	38.9	39	38.95
Jamnagar	37.6	39.5	38.55
Porbandar	43.4	45.4	44.4
Junagadh	43.9	44	43.95
Amreli	37	39.3	38.15
Bhavnagar	38.9	36	37.45
Anand	44.5	40.9	42.7
Kheda	42.4	38.4	40.4
Panchmahal	48.2	47.6	47.9
Dahod	47.8	47	47.4
Vadodara	47.8	46.3	47.05
Narmada	48.6	48.5	48.55
Bharuch	48.6	48.1	48.35
The Dangs	48.4	50.3	49.35
Navsari	48.3	49	48.65
Valsad	49.1	48.5	48.8
Surat	48.6	48.7	48.65
Tapi	48.9	49.5	49.2

Source: www.DISE .in retained on 1st Feb 2016.



Education Index of tribes in Gujarat

Education index (X_{TX}) across districts of Gujarat for tribes focuses on education status of marginalised section and in turn development amongst tribes in Gujarat. As development is positive function of higher level education - literacy. The education index of tribes is calculated as already mentioned earlier on the same lines as that in HDR. by adding of literacy index and enrollment index with weightage of $\frac{2}{3}$ and $\frac{1}{3}$ respectively to derive education index for tribes

Table 7 Education Index of Tribes in districts of Gujarat 2011

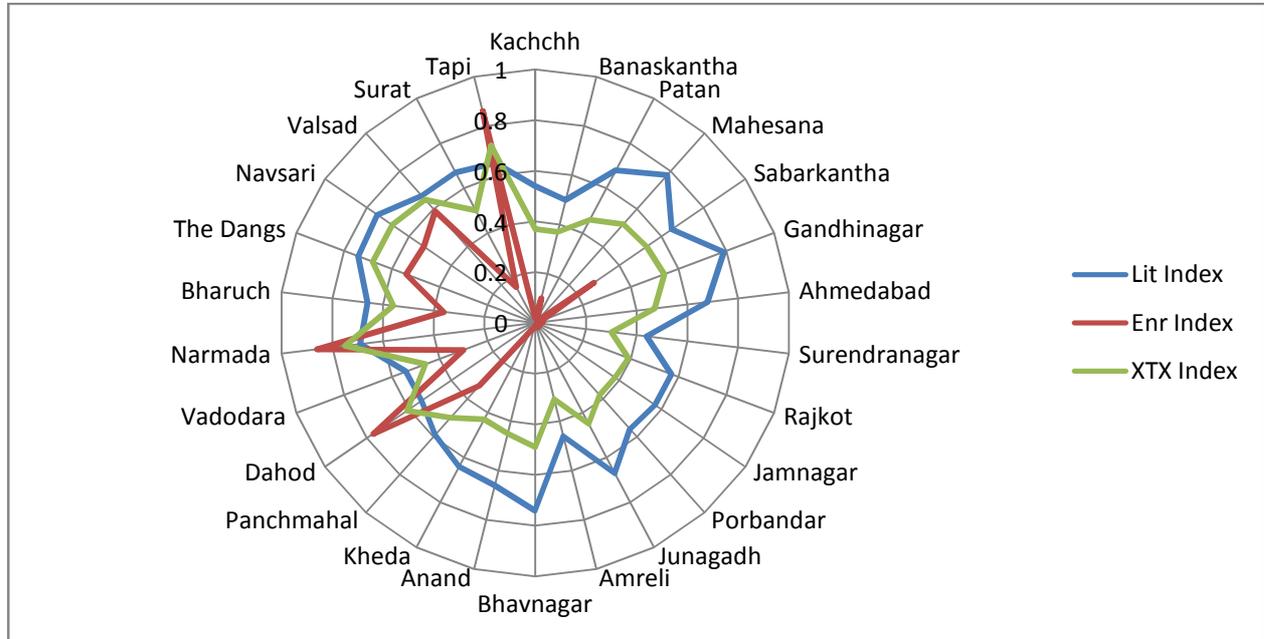
Districts	Lit Index	Enr Index	X_{TX} Index
Kachchh	0.54	0.02	0.37
Banaskantha	0.50	0.10	0.37
Patan	0.68	0.02	0.46
Mahesana	0.78	0.01	0.52
Sabarkantha	0.65	0.28	0.53
Gandhinagar	0.79	0.03	0.54
Ahmedabad	0.68	0.03	0.47
Surendranagar	0.44	0.02	0.30
Rajkot	0.57	0.02	0.39
Jamnagar	0.57	0.02	0.38
Porbandar	0.56	0.02	0.38
Junagadh	0.67	0.02	0.45
Amreli	0.46	0.01	0.31
Bhavnagar	0.74	0.01	0.49
Anand	0.66	0.02	0.45
Kheda	0.64	0.03	0.43
Panchmahal	0.59	0.33	0.50
Dahod	0.54	0.77	0.61
Vadodara	0.54	0.30	0.46
Narmada	0.69	0.86	0.75
Bharuch	0.66	0.36	0.56
The Dangs	0.74	0.54	0.68
Navsari	0.75	0.53	0.68
Valsad	0.67	0.59	0.65
Surat	0.67	0.16	0.50
Tapi	0.65	0.86	0.72

Source : Calculated by author

Amongst districts of Gujarat Narmada records highest X_{TX} of 0.75, while lowest is recorded at Surendranagar of 0.3. The high X_{TX} indicates better literacy amongst masses in Narmada. The district records 69% of literacy and 86% of enrollment among tribes. Infact compared to other districts like Kheda, Kutch, Mehsana, Patan etc where enrollments are as low as of 1% to 2% Narmada has 86% enrollment. Surendranagar has lowest X_{TX} of 0.3 amongst districts of Gujarat. This is owing to low level of literacy (44%) and low enrollment as well (2%) in the district. Amazingly, developed districts like Ahmedabad, Surat and Vadodara records low X_{TX} . It is certainly essential to evaluate X_{TX} of tribal dominated districts like Sabarkantha,

Panchmahal, Dahod, Dang, Tapi and Valsad. Baring Panchmahal all these districts records X_{TX} in range of 0.5 to 0.72. Tapi is on the second rank in X_{TX}

Chart 4 Literacy Index, Enrollment Index and Education Index of districts of Gujarat



It is evident from the chart 4 that districts like Panchmahal, Dahod, Dang, Valsad, Tapi are dominated with tribes with tribal population above 50% to 90%. (Valsad having 52% ST population against total population while Dang with 94% of ST population against total population) records high enrollment and thus have higher education index. Certainly, these districts do not exhibit glaring performance on the literacy front and have literacy rates in range of 50% to 70%. Undoubtedly 100% literacy is desirable.

Inequality in Education Index of Tribes vis. a vis. Rest of population

The Education Index for all (X_X) and tribes (X_{TX}) when compared an interesting analysis emerges with high inequality between the two across districts of Gujarat. All the districts of Gujarat record inequalities in the range of 4.88% to 54.96%. The districts like Narmada, Navsari and Tapi where tribal population is high reflects higher X_{TX} versus X_X . The low inequality of 4.88% is at Valsad – again a ST dominated district with 54% of its populace being tribal while the highest inequality of 54.96% is at Surendranagar- a non tribal dominated district. Such scenario of education indicates that tribal districts reflect less inequality as non tribal population of such district is less and so X_X of such districts would be less than X_{TX} . Conversely, that does not guarantee better education in tribe. In fact educational attainments in tribes in the districts of Gujarat need attention and correction is unavoidable at instantaneous basis. The inequality prevailing in such tribal districts in terms of gender as well is sharp compared to non tribal district and needs to be addressed.



Table 8 Education Index for all (X_X) and Education Index for ST (X_{TX}) across districts of Gujarat 2011

Districts	Education Index (X_X)	Education Index ST (X_{TX})	Inequality Between X_X and X_{TX} Index
Kachchh	0.70	0.37	46.94
Banaskantha	0.72	0.37	48.87
Patan	0.65	0.46	28.88
Mehsana	0.68	0.52	23.52
Sabarkantha	0.67	0.53	20.89
Gandhinagar	0.68	0.54	20.73
Ahmedabad	0.63	0.47	25.20
Surendranagar	0.67	0.30	54.96
Rajkot	0.62	0.39	36.77
Jamnagar	0.50	0.38	23.90
Porbandar	0.63	0.38	40.01
Junagadh	0.65	0.45	31.25
Amreli	0.60	0.31	48.76
Bhavnagar	0.70	0.49	29.69
Anand	0.70	0.45	36.11
Kheda	0.71	0.43	39.06
Panchmahal	0.67	0.50	25.87
Dohads	0.69	0.61	11.86
Vadodara	0.59	0.46	22.07
Narmada	0.63	0.75	-19.04
Bharuch	0.67	0.56	16.89
The Dangs	0.85	0.68	19.56
Navsari	0.63	0.68	-8.50
Valsad	0.68	0.65	4.88
Surat	0.58	0.50	13.44
Tapi	0.46	0.72	-56.00

Source Calculated by author

The study concludes that education - the essential and unavoidable dimension of development has remained ignored when analysed for the ST across districts of Gujarat. When genesis of development is not attended well across social group it would result into screwed development and such development would be meaningless and dangerous. Development unless equitably attained would hinder the state and country's future and would stand in way of planned goals. Districts of Gujarat where percentage of ST population being more than 50% like Valsad, Tapi, Panchmahal, Dahod and Dang should be immediately address and education scenario of these districts should be redressed. These districts have showcased low female literacy and needs attention in this respect as well. The women empowerment can be accomplished only through education which is where female education becomes inevitable parameter of development and has been a focus of all development discourse. If gender based



inequality is addressed, good part of problem shall be solved. Enrollment as though in these districts- tribal predominated districts have been better – effective education is still a concern and needs serious attention.

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Discussing Past and Present of Dalit Literary Movement in Gujarat

Dr. Utsav Vijay
Asst. Professor
Govt. Arts College,
Mandal, Dist: Ahmedabad

Abstracts:

Dalit literary movement is a parallel to social struggle of erstwhile untouchables for the human rights and human dignity against the caste oppression. The Dalit writers and thinkers began to assert their rights and through the medium of novels, drama, poems and other different literary forms gave vent to historical injustice, atrocities and humiliation. This paper reveals some facts about the exploitation as well as assertion of Dalits for their rights and identity. It also exposes the lack of due diligence in narration of Dalit literary history by the mainstream writers and critically analyses the contribution and drawbacks of this movement for liberation from caste in Gujarat.

Key-words: Literature, Movement, Dalits, History, Caste, Gujarat



Discussing Past and Present of Dalit Literary Movement in Gujarat

Introduction:

Study of literature became institutionalized at a crucial moment in English cultural history when religious faith was decreasing and when there was pressure to open up areas of study for those who have previously been excluded from formal education (Mills, 2007). Dalit literature is a literary product of the social movement aroused in the later part of the twentieth century in support of the human rights of the dumb millions who were stamped as untouchables, unseeable and unapproachable in caste system of Hindu religion.

It is an organized resistance of the ex-untouchables against the caste oppression, suppression and sufferings. However in wider sense, it is a resistance of the deprived people against the hegemony of dominant castes and Brahminical ideology.

History of Dalit Movement:

Mainstream historiography has done nothing to incorporate the Dalit perspective in their writings of history. The history of literature is a chart of nuances of peoples' conscience. All traditions of history writing have neglected the Dalits as subjects since centuries in this nation. Thus such a lack of honesty of the so called higher castes Hindus as well as absence of due diligence on part of the Europeans, the world could not get correct notion of the Indian history and situation of Dalits in Hindu society (Ramkumar, 2011).

Examination past records reveals that nobody took troubles to put on paper the pangs of Dalits in true sense (Kanan, 2012). Even the so called canonized Indian writing in English neglected Dr. Ambedkar and hailed Gandhi as the hero and saviour god of the untouchables. Many works in English as well as many books in different languages present Gandhi as the one and only defenders of rights of untouchables (Assadi, 2011) while Gandhi did not play a role of an honest enemy of the untouchables during Poona-Pact. He (Gandhi) projected himself as a man working to end the untouchability but his efforts were not genuine enough and irrational. Thus history of untouchables in India is being destroyed or fabricated by false narration (Ramkumar, 2011).

Even the original revolutionary history of Dalits is not included in the standard textbooks. Even the Dalit Studies as a discipline is given token importance in mainstream educational institutions (Upadhyay, 2010). Thus from Indian sources and from historians, one hardly gets proper and better account of Dalits' movement (Kanan, 2012). The jaundiced historians generally relegate Dalits to chapter of reforms and portray them either as passive victims or beneficiaries instead of active participants in struggle for independence. True account of Dalit movement is given by thinkers like Gail Ombvedt who treats Dalit movement as a broader anti-caste moment and suggests that this movement should be seen as anti-systemic rather than only a reformist in nature (Kanan, 2012).

Dr. Ambedkar was the first person in history to correctly diagnose the ills of Indian society (S.L.Dhani, 2007). For him, the history of India is nothing but a history of mortal conflict between Buddhism and Brahmanism (Naimishrai, 2013). He said that the history of India needs to be rewritten (C.D.Naik, 2010) as the Dalit social world and its asmita (identity) were



destroyed deliberately by these so called higher castes historians. The Dalit literature got influenced by the ideas of Dr. Ambedkar not by Gandhi's thoughts (Ramkumar, 2011).

Social Movement and Dalit Literature:

Social movement is one progressive and dynamic concept. Herberle defines movement as 'a collective attempts to bring change or create a new social order' (Singh S. , 2012). The writers followed such trends of specific periods which are treated as literary movement (Jagannath, 2010).

Frantz Fanon, while discussing, the politics of the postcolonial literature maintains that the assimilationist phase of the oppressed constitutes the first stage of cultural evolution. The second stage is the 'cultural nationalist' phase in which the native intellectual remembers an authentic identity and revolts against all attempts of assimilation. In this sense, Dalithood, the awakened sentiments of the oppressed in India represents the second phase of Fanon schema i.e. a negation of certain intrinsic values of Sanskritization and adherence to religious and social ethos. This kind of oppositionality is apparent in the Dalit culture and in their writings (Prabakar, 2010).

In 1789, Rousseau said that any new genre of literature is created to answer and justify its existence, particularly when it aims at disturbing the status-quo and challenge the establishment and vested interests of powerful people. Again this is more so for those who come with disturbing 'contents' and 'forms' and 'ideologies' rather than those who come with mere disturbing 'forms' and 'modes of expression. For example, Black literature in America, Feminist literature in most parts of the world and Dalit literature (Patel, 2011) in India disturbed the hegemony.

Voltaire contributed immensely through literature for French revolution; the Russian revolution (1917) also is indebted to the writings of Marx, Lenin, Tolstoy, Gorky, Dostoevsky etc. in a similar way Mahatma Jotiba Phule and Dr. Ambedkar's writings and speeches are a great source of inspiration for Dalits and it instigate the desire for revolution among the Dalits (Arora, 2010). The best example is the Marathi Dalit literature of revolt (1970 and 1980) which is path breaking cultural movement and its inspirational source was Dr. Ambedkar.

Dalit Movement questioned the basic assumption of Brahminism as well as various historical schools of dominant castes. (Yagati, 2003). The Dalits articulate their perception of the present and future and reconstruct history and project their aspirations to evolve new symbols and idioms. They reflect proud Buddhist past of India relevant to the present needs and conflict between the traditions and contemporary issues (C.D. Naik, 2010).

Emergence of Dalit Literary Movement in Gujarat:

The pangs and pains of Dalits are the products of vested interests of the so called higher castes Hindus. The very fact that Dalits have started writing speaks of some great fundamental social change during the post-independence era (Korde., 2011). Since centuries these people were completely deprived from education and in this way destroyed their individual identity. For the first time they become able to wield the most powerful weapon that the education and availed an opportunity to show the world their pathetic situation, plight and drudgery in life (Vaghela, 2010) due to caste system.



The roots of Dalit literature lie in the Dalits' lived experiences of deprivations, depression and destruction. Thus Dalit literature differs from main stream literature in content. It is not merely imaginations nor written for sake of mere entertainment. It is a social engagement (Bhatt, 2011) which reflects the harsh social reality (Dangle, 2009) of Hindu social order and relative deprivation of Dalits.

Dalit literature must be assessed from sociological framework and in socio-economic context (Malhotra., 2010). Looking at Dalit literature merely from literary or academic perspective may mislead the audience and cannot present a complete picture. It is intimately related with today day social reality present in society. Dalit writers are in true sense sentinels of humanity who vehemently protest against injustice and atrocities. A great social responsibility lies on the shoulders of the Dalit writers (Kumar S. , 2012).

The bases of the contemporary Dalit cultural movement lie in Buddhism and its revolutionary literature (Kanan, 2012). Buddha's philosophy is the highest peak of humanitarian concern. The energetic and vitriolic attack of Kabir and Raidas on anti-humanitarian social-religious beliefs were so profound that even today in era of globalization such spirit rarely found in poetry. Kabir, Raidas and other revolutionary persons like Akho, Narsinh Mehta etc. in Gujarat also wrote for bahunhitya (welfare of masses). They all were forerunners and fountain head of Dalit literature (Bharthi, 2012).

In Gujarat, Akho, Narsinh Mehta etc. tried to bring back the lost sanity and humanity of the hypocrites of so called high castes. Akho is considered as a Kabir of Gujarat. He was a difficult poet who wrote for Bahujansamaj and criticised the "Bhagavat". Almost 756 Chhappa are thought to be written by him. In most of these Chhappa, he has bitterly cruised the false religion beliefs and hypocrisy prevalent in society (Trivedi B. B., 2008).

In modern time, Dalit literature emerged as a distinct genre of literature as a result of the undaunted spirit of Mahatma Phule and Dr. Ambedkar who began a political movement for the purpose of creating a new awareness among Dalits and space for Dalits (Arora, 2010) for their literature. Due to interference of Dr. Ambedkar, the Dalits have changed their way of life, beliefs and values. They have begun to present their voice in black and white, thus there has emerged an entirely different and unique literary discipline of Dalit literature (M.B.Gaijan, 2011).

Pieces of writings like letters and pamphlets etc. by Dr. Ambedkar, are considered as original form of Dalit literature. MookNayak (a leader of dumb), a weekly paper on 31st January 1920 and Janata 1930 in 1924 he established a The BahiskritHitkariniSabha. The beginning of Dalit literature must be considered from publication of "MookNayak". Through "MookNayak" he started to carry forward the humanitarian ideas, schemes, and aspirations of Buddha and Mahatma Phule to the Dalit mass. When he went abroad, the publication of "MookNayak" got stopped for sometime and later on, when he came back then he changed the title "MookNayak" with "Bahiskriti Bharat". After Bahiskrit Bharat under "SamataSamajSangh" he began "Samata" a monthly magazine from 1928 and his third publication was named "Prabudha Bharat" it used to publish to give vent to the exploitations, pain in life of Dalit people. Unfortunately, Dr.Ambedkar could not give sufficient time to these magazines yet his spirit of revolt, modernism and rationalism of continued to provid the philosophical context to the Dalit literature (Dangle, 2009) of succeeding years.



Thus since ancient time the Dalit literature has continued to be written having concern for humanity but the revolutionary spirit was absent. The Dalit writers seemed to accept the poverty and helplessness in this life as reward of sins in earlier lives. Second thing, such literary creations aimed at to change the hearts of so called dominant caste with pity. In other words, Dalit writers do not seem asking their human rights in assertive way as modern Dalit writers do ask as legal rights emanating from the constitution of India.

word “Dalit Sahitya” appeared first time in ‘JanataSaptahik’ and it was used by ShriRanpise’s in a title ‘Dalit Sahitya nu Samalochan’ (Varathe, 2012). Even from talks of Raja Dhale, it becomes clear that Dalit literature was used to be written before 1948 (Varathe, 2012). Though the term ‘Dalit Literature’ did not exist during the earlier period as said earlier, but the concern for Dalits and the injustice faced by them, used to be reflected in the writings of the authors like TiruppanAlvar (8th century), Baswanna (12th cantuey), Chokhamela (14th Century) etc. thus they can be called pioneers of the Dalit literature (Begum, 2012) but they were not beginners of Dalit literary movement for human rights as birth rights. They had faith in Hinduism and faiths in beliefs like rebirth, soul, hell, heaven, ill fate as ordained by god due to sin of past birth etc. They hoped for change of heart of the so called higher castes Hindus.

The modern Dalit literature which can be called Ambedkarite literature differs drastically from the traditional notion of ancient Dalit literature in content, tone and approach. Two types of literature are found in society, one which is essential for social stability and the other which makes society progressive (Jain, 2011). The modern Dalit literature belongs to second category. It has its own unique identity which is totally different from the main stream literature as main stream literature works for stability and long life of vested interests of a few castes. The Dalit literature or literary movement is not only aim at social reformations but also for economic equality and revolutionary changes in religious and cultural beliefs of people. It rebels against the assumptions of Hindu ideologies and rejects the beliefs of Hindus which are obstacles in the path of self-respect and freedom for Dalit mass (Kanan, 2012).

Black Panther of America was become a Dalit Panther in India and Dalit Panther contributed tremendously in literary field after death of Dr. Babasheb Ambedkar. During the decades of 70-80, all the people both writers and activists tried to spread the VaicharikKranti (revolutionary ideas) of Dr. Babasaheb Ambedkar. His sentence:

“GulamoKoGulami Ki PahechanKarado”

became a motto for Dalit literature. This sentence did great impact and brought upheaval in Maharashtra. It became a soul for entire Dalit literary movement and created a new stir, a new temperament of revolt among Dalits. The origin of Dalit literature seems around 1970 to 1980 in Gujarat. The anti-reservation riots of 1980-81 gave impetus to the production of Dalit literature. The literature written by writers of Panthers gave great speed to Dalit movement (Malhotra., 2010). It gathered momentum and assumed rebellious tone and set a stage for revolutionary Dalit literary movement. The Dalit an artist, play writes etc. did a great through street dramas. If one sees the old volumes of Panther, s/he gets details about the atrocities on Dalits and Panther’s response to such cruelties. The state arrested the Dalit poets under section 153. RajuSolanki, Sankar Painter etc. wrote revolutionary poems and dramas during this time and played dramas in streets where Dalit live. They put their poetry into songs. After 1990, the moods rather the temper seems to get down and gradually



disappearing somewhere. During the ThangadhHatyakand, hardly anyone wrote about heinous event except one poet named UmeshSolanki (Nirdhar e-magazine).

Both Panther and literary movement were parallel to march ahead for rights of Dalits in Gujarat. Dalit writings and literature became a vehicle for spreading the mission, vision and philosophy of Mahatma Phule and Dr.Ambedkar which mainstream literature hardly ever did sincerely in Gujarat. This was golden phase in history of Dalit movement but after 1991, the zeal and revolution in literary writings seems gradually decreasing due to several factors like internal jealousy of Dalit authors, their lack of commitment, opportunistic nature so on and so forth. Even Dalit literature now has passed in the hands of professional selfish writers who don't know exactly what is the caste system neither have adequate knowledge and ideology or philosophy of Mahatma Phule and Dr. Ambedkar and yet they write about Dalits. Next, such authors are found utterly devoid of self-respect, sincerity and commitment for Dalits dignity. Their only concern is to achieve name, fame and wealth at any cost whether it gets at the cost of self-respect or social dishonesty. They are also not aware about the intensity and frequency of atrocity and multistage humiliation faced by the Dalits in villages now as they have migrated to city many years before from their villages. Large numbers of people (Dalits) in villages even today don't know anything about Dalit literature; human rights and Dalits dignity instead they live a life of a Vahvaya².

Conclusion:

Literature reminds us that we are human beings.

-(Sullivan 2004: 225-26)³

For literature, it can be strongly stated that it is for the betterment of the human life. The so called higher castes have forgotten all about humanity due to religious obsession of caste on their mind. Dr. Ambedkar thought that without mass consciousness being ripe enough, for revolutionary change, insurrectionary methods do not succeed (Ravidas, 2010). Thus literary route is the only and one route for both the so called higher caste to learn humanity as well as for the so called lower caste shapes their caste consciousness against caste oppression and exploitation. Dalit literature itself is one of the aspects of Dalit consciousness thus it can do a lot for Dalit liberation as well it can transform the wrong headed Hindus and teach humanity.

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²lesser or sub human being just because of birth in lower caste.

³ The address was delivered at the 2000 ASNEL conference held in Aachen and Liege.



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Structure, Contribution and Growth of Public Sector Enterprises in Gujarat

Jinal D Patel
Research Scholar
Gujarat University
Ahmedabad

&

Dr Mala Sharma
Director
Shri Chimanbhai Patel Institute of Business Administration
Ahmedabad

Abstract

There are some sectors in economy which requires huge investment, beyond the capacity of private sector. Apart from high investments, such sectors are highly risky in terms of expected returns. Private sector, which mainly works on profit motives, will not invest in such areas. But such industries are very important and for industrial and economic development of country. In the absence of private sector, investment in such sector should come from government. Public Sector is sector which is engaged in activities of providing government goods and services to the general public. During the year 2016, there were 14 non-working SPSUs in the state of Gujarat with total investments of Rs 800.53 crore. Highest numbers of SPSUs in the state of Gujarat are in the service sector. Nearly 22.09 percent of total SPSUs in the state are in the service sector followed by 19.77 percent in finance sector. The working SPSUs in the state of Gujarat have registered total turnover of Rs 1, 11,036.50 crore, which was equal to 11.27 per cent of State 's Gross Domestic Product for the year 2015-16. During the year 2015-16, out of total 72 working SPSUs in Gujarat, 49 have earned total profit of Rs. 2854.27 crore while 14 SPSUs have registered total loss of Rs 1221.15 crore



Structure, Contribution and Growth of Public Sector Enterprises in Gujarat

The relationship between industrial development and economic development is undisputed. Industrial development has positive impact both on economic growth and economic development. Industrial development is pre-condition for economic development. The historical evidences reveal that all the developed countries of the world have achieved success in breaking the vicious circle of underdevelopment through the process of industrialization.

It is clear from the discussion above that the process of industrial development is very important for any country. But the issue to be tackled is how to raise the resources for industrialization. Industrial development requires additional resources in the beginning. Further the processes of industrial development involve risk also. Nation has to make choice in terms of how to raise resources for industrial development, who will bear initial burden of industrialization and how to minimize the risk involved in the process of industrial development. Along with investible resources, other important considerations are ownership and management of industries. The prominent modes for the industrial development that any country can think are (a) Public sector, (b) Private Sector and (c) Joint Sector. Each of these modes of industrial development has its own advantages and limitations. The comparative picture of these three modes is presented in table below.

Modes for Industrial Development			
Feature	Private	Public	Joint
Ownership	Non government and individual	Government Body	Jointly by Government and Private
Objective	Profit	Profit and Social Obligations	Profit and Social Obligations
Management	Owner or private person	Government nominees	Representatives from both Government and Private sector
Accountability	Owner	Government	Both
Professional Competencies and Productivity	Generally High	Moderate	Moderate

Private Sector:

In the case of private sector industries the ownership of industries lies with private players, individuals or organizations. The resources for the purpose of investments are contributed by private sector. Private sector includes the segment of economy which is owned, controlled and managed by the private players. Industries in the private sector are generally classified on the basis of their size viz. small, medium and large enterprise.

The private sector has its own limitations also. Private sector works purely on profit basis, therefore private sector emphasis on non-priority industries which are more profitable in



nature. The growth of private sector in certain areas may results in to monopoly and concentration of power which is not good in the in long term interest of country and consumers. Uncontrolled private sector may results in to over investments and wastage of resources.

Public Sector:

There are some sectors in economy which requires huge investment, beyond the capacity of private sector. Apart from high investments, such sectors are highly risky in terms of expected returns. Private sector, which mainly works on profit motives, will not invest in such areas. But such industries are very important and for industrial and economic development of country. In the absence of private sector, investment in such sector should come from government. Public sector is sector which is engaged in activities of providing government goods and services to the general public. Public sector enterprises, agencies, and bodies are fully owned, controlled and managed by the Government viz. central government, state government or a local government. The objective of the public sector is not to make profit but the provide goods and services to its citizens at reasonable prices. Public sector has main motive of providing goods and services for the upliftment of people, without any profit motive. The public sector constitutes three different types of undertakings viz. departmental undertakings, statutory corporations and government companies.

Within public sector there are two types of organizations. In the first categories we have organizations which are fully financed through the revenue generated by way of collection of taxes, duties, fees etc. by government. Such institutes are fully funded and managed by government. In the second category we have organizations where government holds more than 51 percent ownership. Government is major stakeholders in such organizations as more than 51 percent of total investment is by government. Since government is major stakeholder in public sectors, the operational decisions and management of the organization is done by representative appointed by government, usually ministers.

Joint Sector

Third categories of institute and industries are institute where both public and private sector work jointly in terms of financial resources and management. Financial resources for such industries are provided partly by government and partly by private sector. Along with government, private sector also contributes to the resources and management. The management of such industries is jointly by both the stakeholders. Joint sector will have benefit of professional managerial expertise of private sector along with government control. The share of government and private sector in financial resources and management may vary from industry to industry. If government has more than 51 percent share government has more control over private. In some cases government is minority stakeholder with private sector playing major role.

Public Sector in India

Every country of the world, capitalist or socialist, has presence of public sector and India is not an exception. But India, being mixed economy, public sector has been given strategic position. Due to imperial rule of British Government, over the years India lost its industrial base and turn into agrarian country exporting agriculture products, raw materials etc. and importing manufacturing products. Barring few industries like textile, cement, steel etc. there



was no significant industrial development. At the time of independence, Government thought that in order to have speedy economic development in the shortest possible time, expansion of basic industries in the field of energy, coal, steel, transport and communication etc. was necessary. In the absence of strong private sector, the responsibility for the development has to be shouldered by state. State intervention in economic development through trade and commerce was inevitable. The main objectives of public sector were enlisted as follow;

1. To gain control of the commanding heights of the economy.
2. Provide surplus to government for economic development.
3. To fulfill the critical gap in industrial structure.
4. To achieve self reliance in critical areas.
5. To develop infrastructure facilities
6. To ensure balanced regional development.
7. Reduce economic disparities of income.
8. Prevent concentration of economic powers in few hands.
9. To generate employment opportunities.
10. To support small and medium industries.

Role of Public Sector in India

Public sector in India has been playing a significant role in the economic and social development of country. The role played by public sector in economic and social development is presented below;

- (a) Development of infrastructure
- (b) Development of Strong Industrial Base
- (c) Development of Backward Areas
- (d) Capital Formation
- (e) Foreign Exchange Earnings and Savings
- (f) Skill Development and Technological Development
- (g) Economic and Social Equality

Problems of Public Sector in India

Public sector in India, over a period of time, has diversified in to various areas and geographical locations, strengthening the economy, there are certain deficiencies and problems with the sector. Because of these issues public sector, to some extent, has become conspicuous in their functioning. Some of the major shortcomings of public sector in India are discussed below.

- (a) Under Capacity Utilization
- (b) Pricing Policies
- (c) Problems of Management
- (d) Political Interference
- (e) Personnel Problem
- (f) Problems of Industrial Relations
- (g) Over Capitalization



Public Sector Enterprises in India

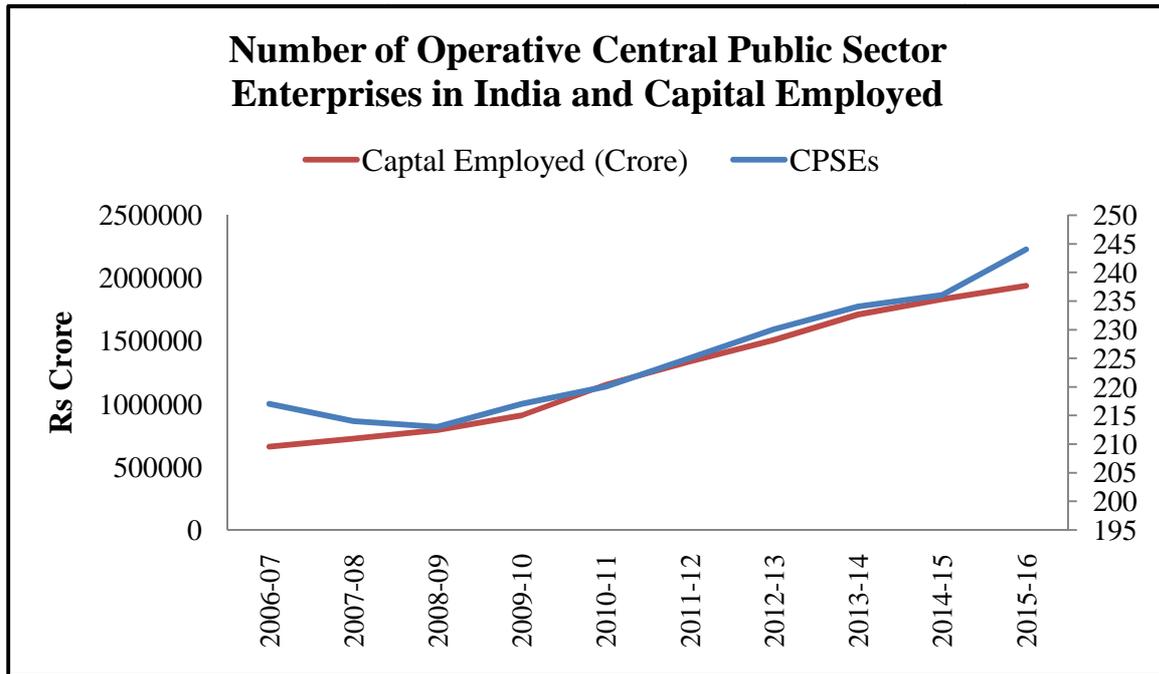
The information about total public sector enterprises managed by Central Government (CPSEs) is presented in table below;

Central Public Sector Enterprises (CPSEs) in India	
Operating Enterprises	244
Enterprises which are yet to commence commercial operation	76
Insurance Companies	7
Total	327

According to the report of Ministry of Heavy Industries and Public Enterprises, Department of Public Enterprises there are total 327 CPSEs in India including 7 insurance companies. Out of total 327 CPSEs 244 are operative while remaining are non operative. Growth in the number of operative Central Public Sector Enterprises in India and capital employed over a period of time is presented in table and graph below.

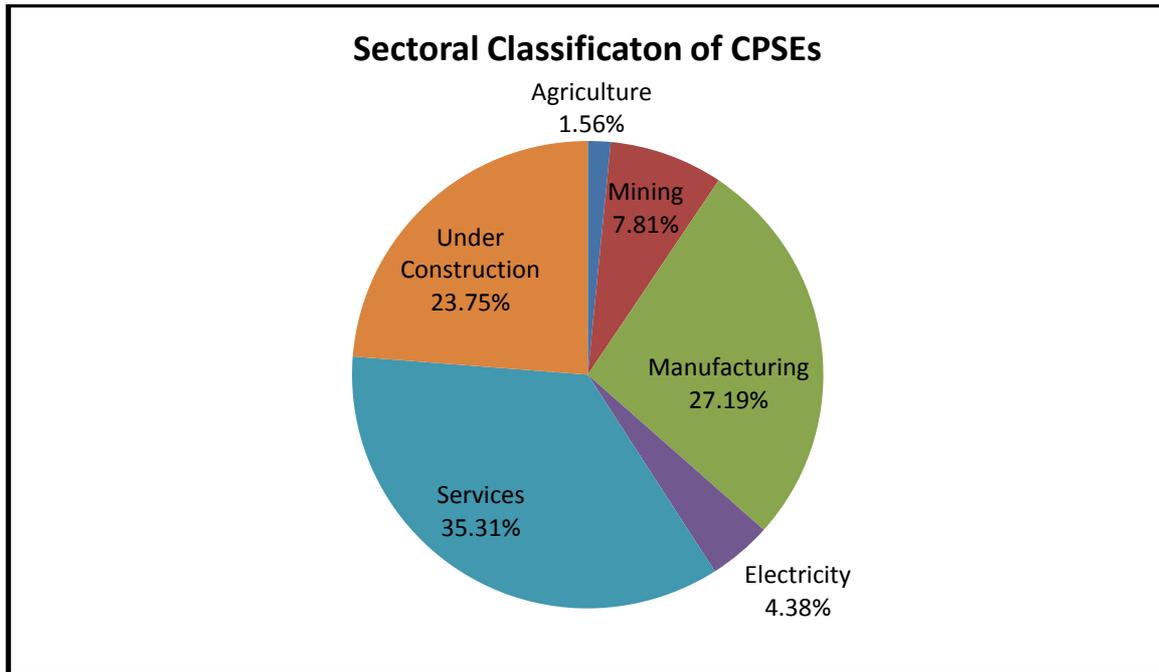
Number of Operating Central Public Sector Enterprises (CPSEs) and Capital Employed		
Year	Number of Operating CPSEs	Capital Employed (Rs Crore)
2006-07	217	660630
2007-08	214	724009
2008-09	213	792232
2009-10	217	908007
2010-11	220	1153833
2011-12	225	1337821
2012-13	230	1508177
2013-14	234	1710453
2014-15	236	1833274
2015-16	244	1938795

Source: Public Enterprises Survey 2015-2016, Government of India



It is clearly evident from the table and graph above that total number of central public sector enterprises in India has increased from 217 during the year 2006-07 to 244 during the year 2015-16. During the same period total capital employed by CPSEs increased from Rs 660630 crore to Rs 1938795 crore. The number of CPSEs which are making profit increase from 154 during 2006-07 to 165 during 2015-16 while number of CPSEs making losses increase from 61 to 78 during the same period. The classification of CPSEs by sector is presented in table and graph below. The data shows that largest numbers of CPSEs are in service sector. More than 5 percent of total CPSEs are in service sector while nearly 27 percent are in manufacturing sector. It is important to note than only about 1.56 percent CPSEs are in agriculture sector.

Sectoral Classification of CPSEs	
Sector	Number of CPSEs
Agriculture	5
Mining	25
Manufacturing	87
Electricity	14
Services	113
Under Construction	76
Source: Public Enterprises Survey 2015-2016, Government of India	



Public Sector Undertakings in Gujarat

State Public Sector Undertakings (SPSUs) in the state of Gujarat consist of State Government Companies and Statutory Corporations. Government of Gujarat has established SPSUs in order to carry out the activities of commercial nature keeping in view the welfare of people. SPSU plays significant role and occupy an important place in the state economy. According to the report of Comptroller and Auditor General of India (CAG) on Public Sector Undertakings in the state of Gujarat, there were 72 Working SPSUs (68 Companies and four Statutory Corporations) and 14 non-working SPSUs during 2016. Out of total 86 SPSUs (working and non working) four were listed on the stock exchanges.

Type of SPSUs	Working SPSUs	Non-working SPSUs	Total
Government Companies	68	14	82
Statutory Corporations	4	-	4
Total	72	14	86

Source: CAG Report 2015-16

(a) Non working SPSUs

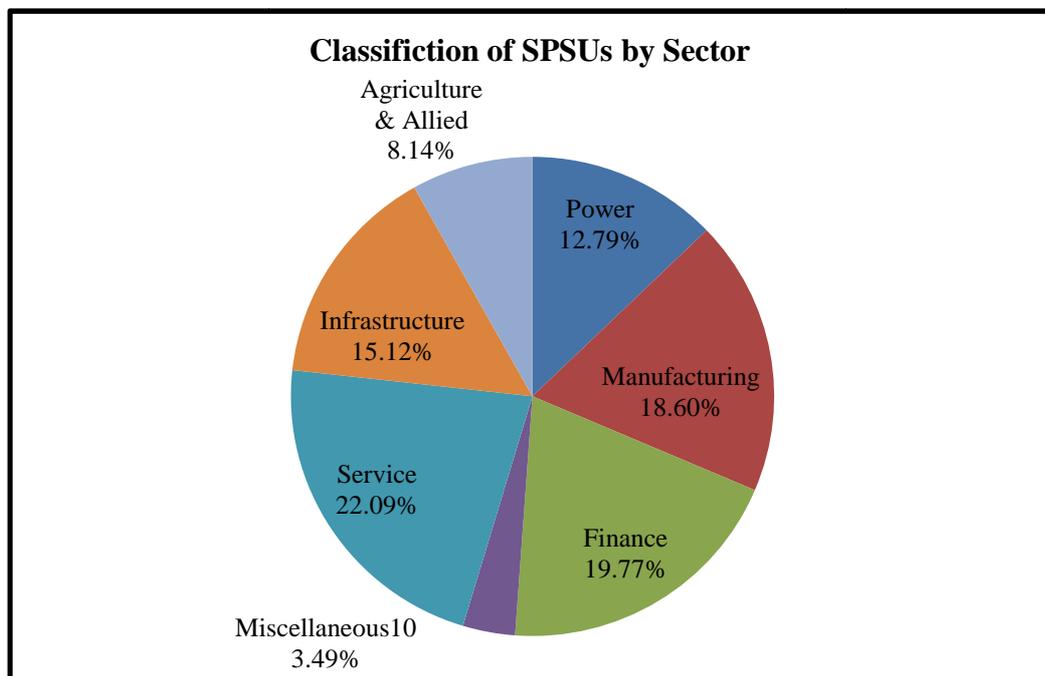
During the year 2016, there were 14 non-working SPSUs in the state of Gujarat with total investments of Rs 800.53 crore. Out of total non working SPSUs in the state liquidation process has been initiated in the case of 8 while in liquidation process has not been stated in the case of 6 SPSUs.

(b) Classification of SPSUs by Sector

The classification of SPSUs in the state of Gujarat based on sector is presented in table and graph below.



SPSUs in Gujarat; Classified by Sector				
Sector	Government & Other Companies		Statutory Corporations	Total
	Working	Non Working		
Power	11	0	0	11
Manufacturing	8	8	0	16
Finance	13	3	1	17
Miscellaneous10	3	0	0	3
Service	18	0	1	19
Infrastructure	11	1	1	13
Agriculture & Allied	4	2	1	7
Total	68	14	4	86



It is evident from the data that highest numbers of SPSUs in the state of Gujarat are in the service sector. Nearly 22.09 percent of total SPSUs in the state are in the service sector followed by 19.77 percent in finance sector and 18.60 percent in manufacturing sector. The proportion of SPSUs is lowest in agriculture and allied sector. Out of total 86 SPSUs in the state only seven are in the agriculture and allied areas which constitutes only around 8.14 percent of total SPSUs.

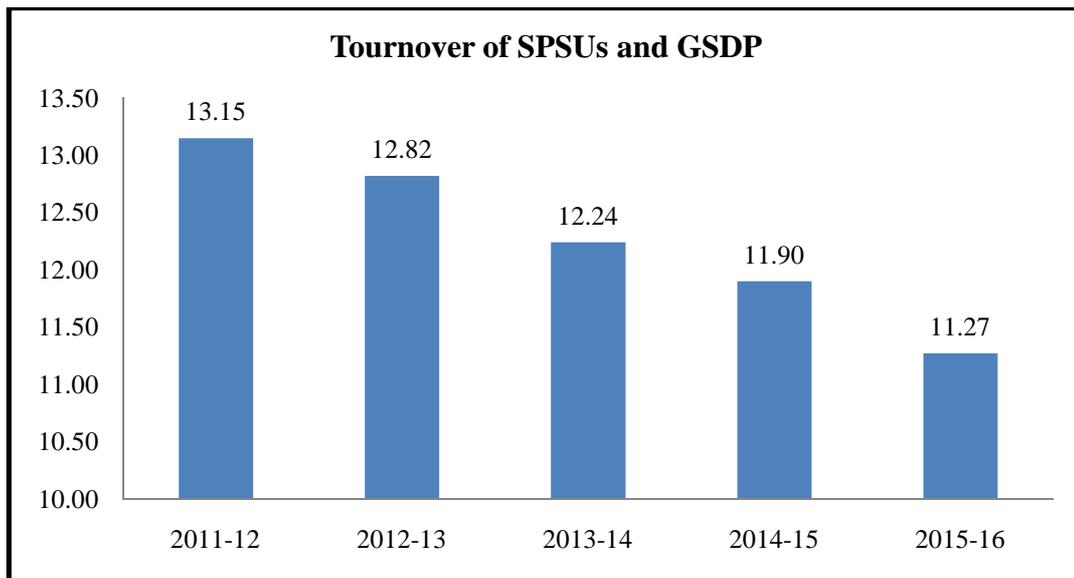
(c) Turnover

The working SPSUs in the state of Gujarat have registered total turnover of Rs 1, 11,036.50 crore, which was equal to 11.27 per cent of State’s Gross Domestic Product for the year 2015-16⁴.

⁴ Report of Comptroller and Auditor General of India on Public Sector Undertaking for the year ended 31 March 2016, Government of Gujarat, <http://www.cag.gov.in>



Turnover of SPSUs and GSDP					
Particulars	Year				
	2011-12	2012-13	2013-14	2014-15	2015-16
Turnover (Rs in crore)	79641.86	91309.63	98718.90	106553.54	111036.5
GSDP (Rs in crore)	605456	712123	806745	895202	984971
Percentage of Turnover to GSDP	13.15	12.82	12.24	11.90	11.27



The comparison of turnover of SPSUs and GSDP as presented in table and graph above shows that over a period of time the contribution of SPSUs to GSDP has been declining. During the year 2011-12, total turnover of SPSUs was registered at Rs 79641.86 which was 1.1 percent of GSDP. The turnover of SPSUs has increased to Rs 111036.5 during the year 2015-16, but the share of SPSUs in GSDP has declined to 11.27 percent. Thus it is clear from the data that over a period of time the contribution of SPUS to Gross State Domestic Product has registered a declining trend.

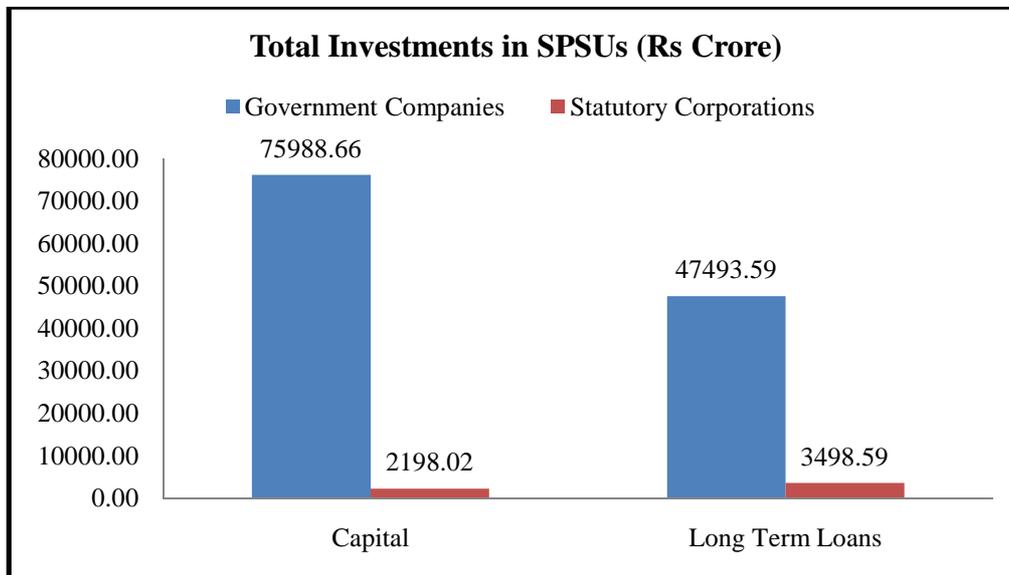
(d) Investments

According to CAG report on PSUs in the state of Gujarat, total investments in 86 State Public Sector Undertakings (SPSUs) as on 31 March 2016 was Rs 1,29,178.86 crore. Out of the total investment in SPSUs Rs 1, 28,378.33 crore (99.38 percent) was in working SPSUs while 800.53 crore (0.62 percent) was in non-working SPSUs. Out of total investments in SPSUs 60.53 percent has been invested towards capital while 39.47 percent are invested in long term loans.



Total Investment in SPSUs 2015-16 (Rs Crore)							
Type of SPSUs	Government Companies			Statutory Corporations			Grand Total
	Capital	Long Term Loans	Total	Capital	Long Term Loans	Total	
Working SPSUs	75,901.04	46,780.68	1,22,681.72	2,198.02	3,498.59	5,696.61	1,28,378.33
Non-working SPSUs	87.62	712.91	800.53	0.00	0.00	0.00	800.53
Total	75,988.66	47,493.59	1,23,482.25	2,198.02	3,498.59	5,696.61	1,29,178.86

Source: CAG Report

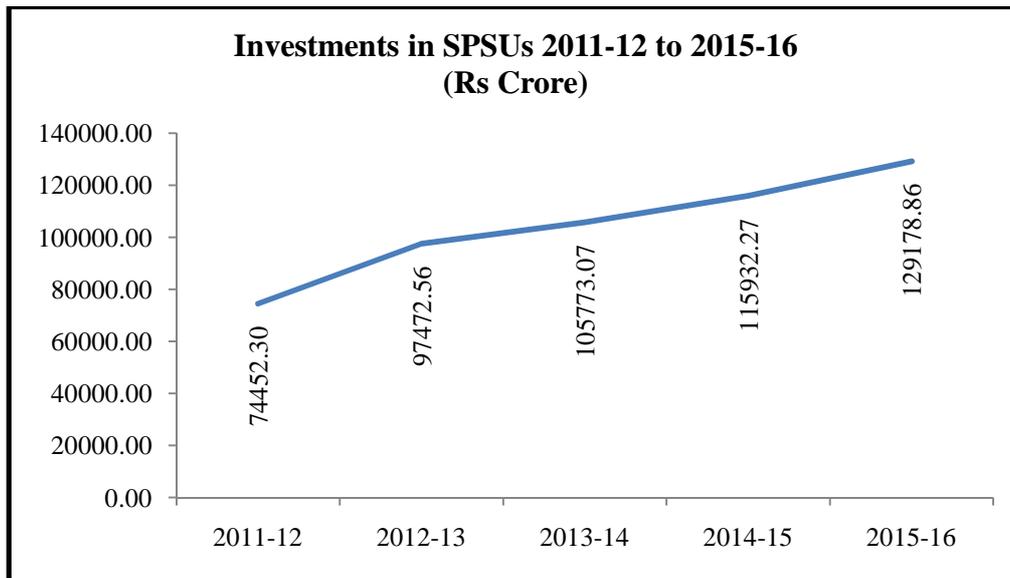


The data about total investments in SPSUs in the state of Gujarat for the year 2015-16 as presented in table and graph above shows that in the government companies out of total investments more than 61 percent was is capital investments while nearly 39 percent was in the form of long term loans. On the other hand in statutory corporations, around 39 percent was in the form of capital and nearly 61 percent was in the form of long term loans.



Investments in SPSUs 2011-12 to 2015-16	
Year	Investments (Rs Crore)
2011-12	74452.30
2012-13	97472.56
2013-14	105773.07
2014-15	115932.27
2015-16	129178.86

Source: CAG Report



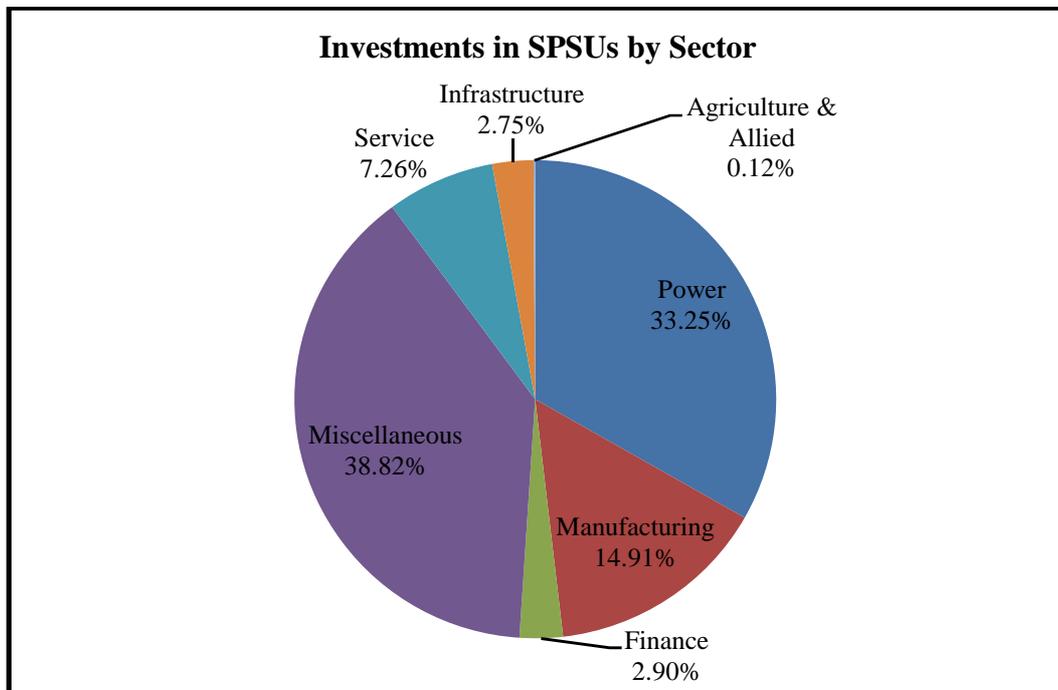
It can be seen from the data that over a period of time total investments in SPSUs in the state of Gujarat has registered a positive trend. Total Investments in SPSUs was recorded at Rs 74452.30 Crore during 2011-12 which increased to Rs 129178.86 Crore in 2015-16. During the period 2011-12 to 2015-16 total investment in SPSUs in the state of Gujarat has registered an increase by around 73.5 percent.

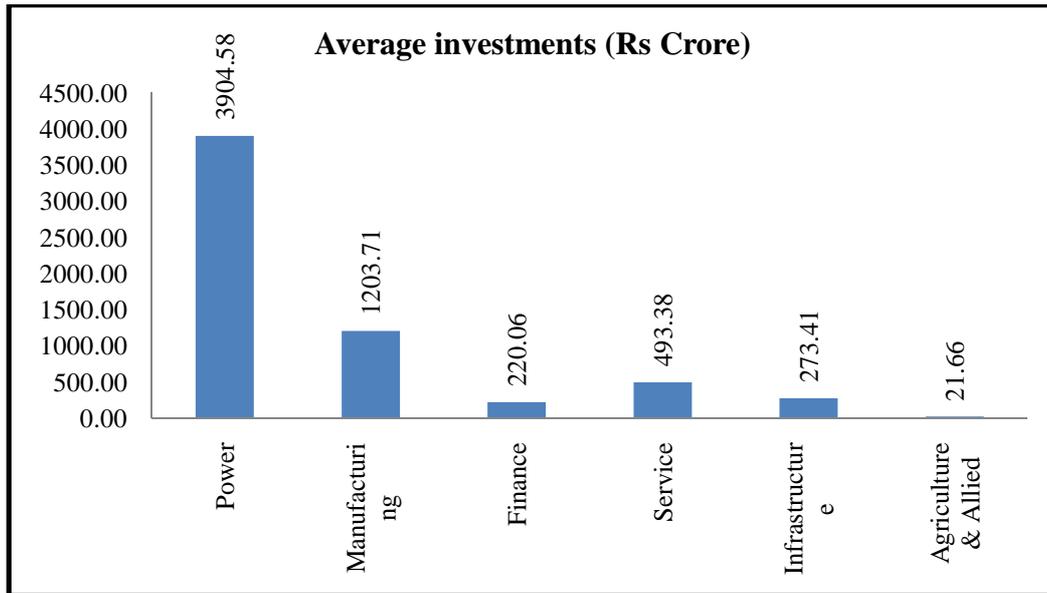
(e) Investment by Sector

Investment made by Government of Gujarat in SPSUs across various sector is presented in table and graph below.



Investments in SPSUs by Sector				
Sector	Number of SPSUs	Total Investments (Rs Crore)	Percentage (Share)	Average I Investments (Rs Crore)
Power	11	42,950.41	33.25%	3904.58
Manufacturing	16	19,259.29	14.91%	1203.71
Finance	17	3,741.08	2.90%	220.06
Miscellaneous	3	50,147.93	38.82%	16715.98
Service	19	9,374.21	7.26%	493.38
Infrastructure	13	3,554.31	2.75%	273.41
Agriculture & Allied	7	151.63	0.12%	21.66
Total	86	129178.86	100.00%	1502.08





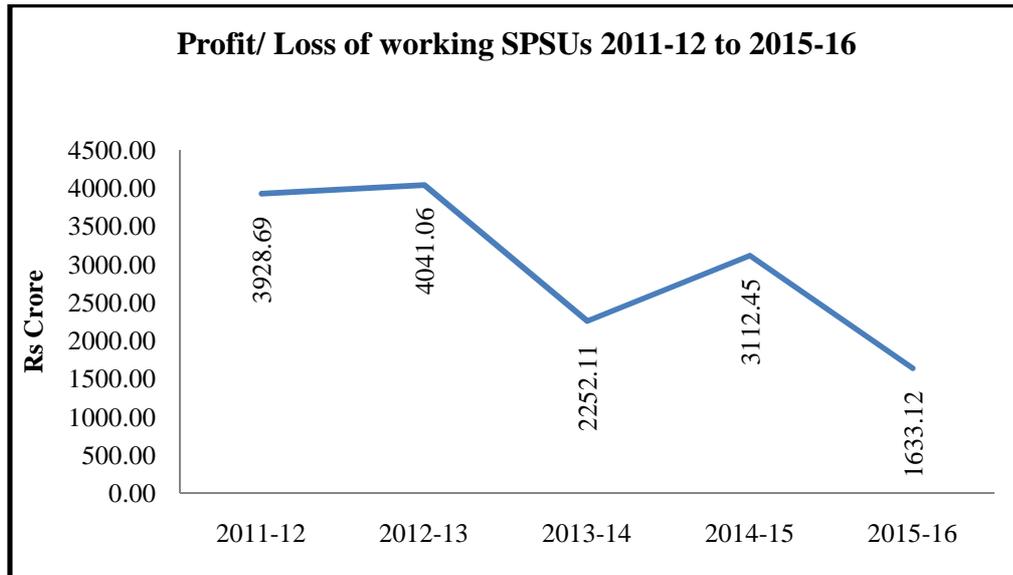
Investments in SPSUs in the state of Gujarat by different sectors as presented in table and graphs above shows that major investment has been made in power sector followed by manufacturing sector. Out of total investments of Rs 129178.86 crore in SPSUs in Gujarat, Rs 42950.41 crore are invested in power sector which constitutes 33.25 percent of total investments. Similarly Rs. 19259.29 crore invested in manufacturing sector constitutes nearly 15 percent of total investment in the state.

The data about average investments in SPSUs across various sectors shows average investment figure of Rs 1502 crore. The highest average investments among SPSUs has been recorded in power sector with average investment of nearly Rs 3905 crore. On the other extreme SPSUs in agriculture and allied activities recorded average investments of Rs. 21.66 crore only.

(f) Profit/Loss

During the year 2015-16, out of total 72 working SPSUs in Gujarat, 49 have earned total profit of Rs. 2854.27 crore while 14 SPSUs have registered total loss of Rs 1221.15 crore. The detail about profit/loss of SPSUs over a period of time is presented in table and graph below. The data shows that total profit of SPSUs has declined from Rs. 3928.69 crore registered during 2011-12 to Rs. 1633.12 crore during 2015-16. There has been 58.43 percent decline in the profit of SPSUs during the period 2011-12 to 2015-16.

Profit/ Loss of working SPSUs 2011-12 to 2015-16	
Year	Profit/Loss (Rs Crore)
2011-12	3928.69
2012-13	4041.06
2013-14	2252.11
2014-15	3112.45
2015-16	1633.12
Source: CAG Report	



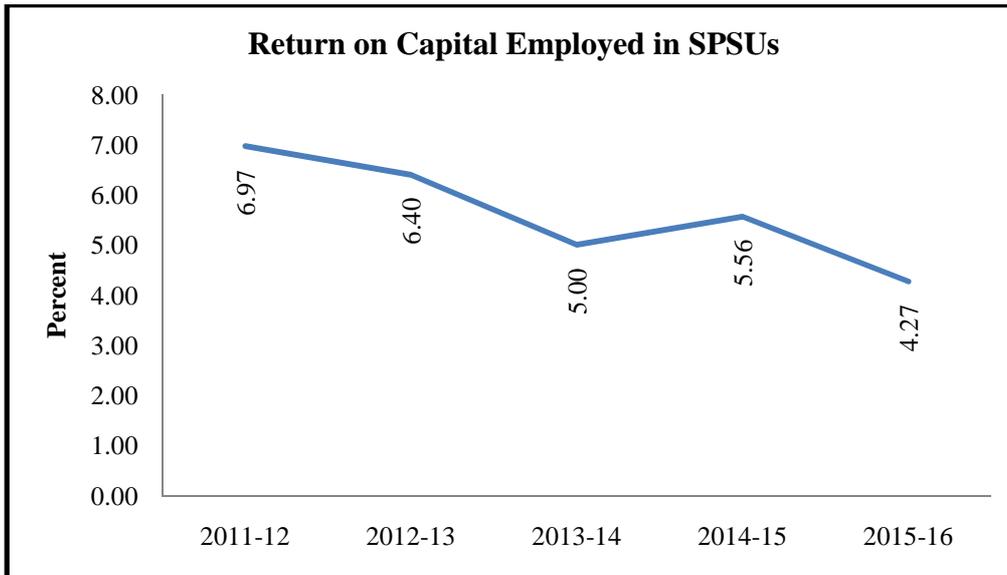
(g) Return on Capital Employed

Return on capital employed is most widely used parameter to measure the financial performance of any company. The data about return on capital of SPSUs in the state of Gujarat is presented in table and graph below.

The data shows that return on capital employed of SPSUs in the state of Gujarat has registered a declining trend since 2011-12. The return on capital employed was registered at 6.97 percent during 2011-12 which declined to 4.27 percent during 2015-16.

Return on Capital Employed SPSUs 2011-12 to 2015-16	
Year	Return on Capital Employed
2011-12	6.97
2012-13	6.40
2013-14	5.00
2014-15	5.56
2015-16	4.27

Source: CAG Report



The return on capital employed in SPSUs has declined by nearly 39 percent during five year period i.e. 2011-12 to 2015-16, which should be cause of concern for all.

(h) Profit Making SPSUs

Among the profit making SPSUs Petronet Limited was at the top with total profit of Rs. 667.86 crore. Other leading profit making SPSUs were;

Gujarat Gas Limited Rs 252.25 crore

Gujarat Mineral Development Corporation Limited Rs 336.63 crore

Gujarat Energy Transmission Corporation Limited Rs 302.79 crore.

(i) Loss Making SPSUs

Among SPSUs incurring losses, Gujarat State Petroleum Corporation Limited registered the highest loss of Rs. 875.00 crore. Other highest loss making SPSUs were;

Gujarat State Road Transport Corporation Rs 132.45 crore

Gujarat State Financial Corporation Rs 104.99 crore

Gujarat Water Infrastructure Limited Rs 91.37 crore

Conclusion

The status of public sector enterprises in the state of Gujarat shows that return on capital is declining over a period of time. Though the purpose of public sector enterprises is not make profit, reasonable margin is expected from them. The profit earned by public sector enterprise is source of revenue for the government, and when units make losses it results into draining of public funds. The money invested in loss making units should be withdrawn in a systematic process and can be used for the development of profit making public sector enterprises. In the ear of globalization, it become necessary for the government to withdraw from the areas, where private sector is ready invest and prove their performance.



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A Study on Organizational Culture, Commitment and Personality in CRAIGMORE Tea factory - Nilgiris District

Prof. D. Gopalsamy
Assistant Professor
Dept of Economics-Gobi Arts and Science College
Gobichettipalayam - Tamilnadu

Abstract

In India Tea industry has been occupied on the classification of organized and unorganized sector workers. It seems contentious one since independence .The reason is the category of organized labours who engaged all the privileges and benefits as per Plantation Labour Act 1951. In this decade, we observed a lot of changes and consequences in tea industry for its up and down in the light of global market changes failure of monsoon, labor migration. Even ,the labor movement and position is a contentious and challenging one. Despite, these restriction, privacy strategy this organization faced a lot of challenges towards maintained peacefully organization growth personality and commitment for sustainable development and continuous effort taken by management in order to CSR. The industry organizational setup and functional areas are likely to be “Cobweb” in these days. Because of Global market competition, have cannot properly maintained organization climate and commitment, personality for only one organization function such as managerial function, operative function collaborative activities with other organization, research and extensive . the labor movement is peacefully in nature, table result shown as positive approach on manufacturing and sales which are prescribed by the labor system where there is the tough competition in the Tea plantation. Therefore, organizational climate, commitment and personality in adequate in this organization. this will be continued without any restriction for further enduring achievement in the Tea plantation.



A Study on Organizational Culture, Commitment and Personality in CRAIGMORE Tea factory - Nilgiris District

Introduction

In India Tea industry has been occupied on the classification of organized and unorganized sector workers. It seems contentious one since independence .The reason is the category of organized labours who engaged all the privileges and benefits as per Plantation Labour Act 1951. Whereas, the unorganized labors are engaged either on the basis of quantity of work produced or the daily wage which is prescribed by the employer or contractual agreement. In this context, the large size enterprises or MNC based tea factories are engaging the peasant organizational culture and commitment by labour engagement. Because of, controversial issues by Trade Union after Manjolai Tea Estate Tamilnadu and various strikes , lock out by West Bengal, Assam Tea Estates during 2000-2004.

Labour standards in Tea Plantation

Major part of sale is under export basis for all MNCs (Tea Factories) and domestic larger Tea Industries. Their expectation from labour environment and practice are based on ILO Convention. At international exports now, most of the buying countries are expected the labour standards. Many big plantations are interested to implement the corporate social responsibility (CSR). Many international buyers are expected the code of conduct certificate like Ethical Trade Initiative, Fair Labour Organisation and SA 8000, these two are universally accepted popular code in tea industry. Many tea estates are got these certificates for the market promotion. The main aim of this code is develop the labour standard, but in practical these code are not implemented in major plantation, but they are try to got these certificate.

The main code of these certificate are Freedom from forced labour, No child labour, Freedom of association and right to collective bargaining, Freedom from discrimination Wages, Health and safety, working hours, Regular employment etc.

Along with following code lists 14 standards conditions must exist for fair trade: It has to be directed by the convention of ILO.

- Freedom of association to be guaranteed. Recognition of independent democratic trade unions and the right to organize and bargain collectively.
- Workers must be paid a living wage.
- Guaranteed adequate housing, sanitation and safe water.
- Weekly hours to be fixed at 40 hours over 5 days. Double time for overtime.
- No child below the school leaving age or the national registration age, whichever is lower, should work on a tea plantation.
- Health and safety standards: provision of protective clothing, no use of banned chemicals, training in occupational health & safety, establishment of safety committees.
- No discrimination on grounds of gender or race. Equal pay for equal work. Access to training and promotion should be available for women.
- Vocational training and paid time-off for trade union education.



- Casual, seasonal, piece-rate and task work should be discouraged but where it is unavoidable, pay and benefits should not be less than those of permanent workers.
- There should be paid maternity leave of at least 90 days, in addition to annual leave, with no loss of seniority. Paid paternity leave should also be granted.
- Respect for workers and dignity of labour. Sexual harassment of women will not be tolerated.
- Provision of welfare facilities and adequate social security provision, especially retirement benefits.
- Workers' children should have access to a crèche and school within reasonable walking distance.
- Environmentally friendly production of tea should be encouraged
- The above mentioned wage agreement and code of conduct are implemented only in few plantation.

Recruitment system in Tea Plantation

During the pre-independent period, recruitment in the plantations of south india was through intermediaries called Kankanis, who work regular employees in the estates. Because of their wide contacts or ability to work or get work done, they were engaged to bring labour for which they received a commission from the workers they brought. A distinct feature of recruitment was the unit of recruitment was the finally and not the individual.

Though the system of recruitment through Kankanis was abolished during the post-independent period, it still continues in certain estates. Many estates have settled labour of a generation or more, and on that account, local labour is available for recruitment. A large number of workers are employed as casual labour or through contractors. Trade unions and their leaders have a say in recruiting new labourers. Casual labourers are given preference.

In the early days of plantation development, the only means of getting about was on foot or horseback or with bullock carts. The planters faced enormous difficulty in moving up with the newly recruited workforce from the plains. They had to provide shelter for themselves and their workforce. Hence the provision of accommodation for imported workforce became a necessity at the inception of the plantation industry.

Facilities were also required for workers health care, education of their children and supply of food and clothes, housing, medical aid, water supply, and sanitation facilities were to be set up.

Concept of Organizational Commitment

Organizational Commitment which reflects attitudes of people towards organizational values and purposes. Human resource specialists and academics are interested in exploring organizational commitment, since there is a relationship between organizational commitment and desirable organizational consequences such as decreased absenteeism, reduction of displacement, improved job performance.



Concept of Personality

Personality refers to general characteristics in daily life as well as permanent features during the time which do not change from one situation to another and refer to existential nature of a person. As a separate concept that its exploring is worthwhile without any relation with other concepts, personality entered psychology via Allport theories psychologist believed that personality is dynamic psychological-physiological organization of an individual which determines his/her behavior and thoughts.

Profile of Study Area

Craigmore Plantations(India) private is an Inlaks Group Company that was originally incorporated in the UK in 1884, as the Ceylon Land and Produce Company Limited. The company has consistently produced and delivered the highest quality of High Grown Orthodox Tea to discerning customers in Global Markets for more than 130 years. The Company presently owns and Managers approximately 1200 Hectares in the Pristine Environment of the Nilgiris, Southern Part of India.

Performance and General Practices

Craigmore Plantations(India) private Limited, being a major Exporter of Teas to the European Union and also in view of supplying Teas to Customers who use Teas as raw materials for Pharmaceutical applications.

Manufacturing hygiene

Both the factories have been provided an antibacterial epoxy coated flooring that is of pharmaceutical standards. The fermenting area at craigmore factory has flooring of vitrified tiles with water proofed epoxy sealants to prevent bacterial contamination in the fermenting process. Transparent roofing sheets along with adequate windows have been installed at both factories, to ensure sufficient natural lighting entering our processing areas during most daytime manufacture. This reduces usage of electricity in manufacturing process. The entire manufacturing area in both craigmore and pascofes woodlands factories are bird and animal proofed to prevent any contamination by birds or other external sources. Adequate flying insect traps have been installed to trap any insects inside both the factories and to ensure there is no contamination from these sources to our teas.

All workers in the factory use face masks, gloves head gear and shoes and specially provided uniforms during manufacture to maintain very high levels of hygiene. The factory are regularly trained in hygiene and food safety through especially organized and structured trainee programmes in the language understood by them there are effective systems for hand and foot wash provided in both factories prior to their entering the factory building.

Both the factories have been provided with the high security chain link fence to prevent unauthorized entry into our factory premises and a document procedure of Do's and Dont's have been exhibited in both the factories offices which the visitors who are authorized to enter the factories are required read and understand, prior to signing a declaration and only after that enter the factory building. This is followed to ensure complete security against harmful of Environment and contamination from outside sources.



There are documented standard operating procedures to prevent glass, plastic, metal and any other form of contamination in our factories, so that, food safety is given top priority at all times. There is a documented policy on preventing nicotine contamination which is brought to the notice of all workers working in the factories.

The latest SENVEC color sorter, made in Japan, used to clean our teas to the maximum extent possible have been procured for both our factories to further enhance the quality of Tea produce. Dust extraction systems, (roof mounted wind turbines a suction based dust extractor) in the packing, sifting, drying and blending areas improve worker comfort and hygiene within craigmore factory. Further, in both factories turbo wind ventilators have been provided in various sections to ensure effective air circulation for workers comfort, safety and food hygiene.

The sifting, cleaning and packing areas are fully conveyor at craigmore factory and each conveyor has been provided with a high powered magnets to remove any metal contamination that may occur. These magnets are tested for its efficiency every year by a third party and replaced in case magnets are found to have lost their capacity to efficiency remove metal.

All teas are packaged in food grade paper sacks or poly propel avenue non woven sandwich bags from a specially designed hopper that is magnetized to remove any possible metal contamination even at the last stage of manufacture-packing. This has ensured that our teas have less than 10% of the permissible metal content in teas as per FSSAI rules.

ECO Response : Water Conservation & Waste Management

A Documented policy on water conservation and water quality monitoring analysis and its implemented ensures that this precious resources is not wasted or left polluted in the environment.

A documented policy on waste management details the process to be adopted for segregation and responsible disposal of all kinds of waste degradable, non-degradable, glass/CFLs and water from workshop.

Every workers house ,staff house, executive's bungalow office, hospital ,factory etc belonging to this company is provided with bags in to which all non-degradable waste is collected by occupants and the same is collected and transported to a central point from where it is transported out of the plantation for reprocessing. Every building on the company premises is also provided with an individual concrete degradable waste receptacle in which organic manure.

Rainwater harvesting measures have been taken to recharge the ground water around buildings and areas of human habitation to save precious fresh water.

Integrated Crop &Pest Management,Soil Management

A documented integrated pest management program, based on UPASI Tea Research Foundation's scientific guidelines and the company's Field Policy Document, is followed which discourages rampant use of agro-chemicals, keeping in mind ecology of the place.As



per company policy a high density of shade trees are maintained in the tea fields to maintain the low micro-climate and act as a natural deterrent to pest build up.

No prohibited or banned Agro-chemicals are used on the group. All purchases are centralized & purchases approved only by the managing director or CFO based in the Registered Office. No estate is permitted to produce any Agro-chemical directly from suppliers. All Agro-chemicals used are approved for use in the tea as per European Union standards.

A strict Safety Harvest interval is followed after all pesticide/fungicide sprays to ensure that teas manufactured meet EU MRL levels at all times. Monthly MRL analysis is carried out by third party NABL accredited laboratories.

The company has undertaken a scientific Bio Diversity study through a reputed Environmental Group(Wildlife Trust of India) to scientifically documents its Bio Diversity.

To protect its diverse Flora and Fauna the company maintains a strict control on protecting its forests and wildlife by deploying watch and ward around its property and its fuel clearing /private forests. Felling of trees and poaching of wildlife is strictly prohibited.

The company has been creating an environment where its wildlife population can peacefully coexist with its plantations by ensuring its fuel clearing and private forests are protected and further by building check dams and rainwater harvesting reservoirs for providing the wildlife adequate water.

Commitment and personality on Operative Function

Nature of work Category of Labors	No. of Respondents			Total
	Leaf Procurement	Manufacturing	Package and Dispatch	
Daily wage	40(60)	14 (21)	13 (19)	67(100)
Contract labour	27 (50)	20(37)	7 (13)	54(100)
Permanent labour	6 (32)	2 (10)	11 (58)	19(100)
Total	73 (52)	36 (26)	31 (22)	140(100)

(Figures in brackets are percentages to column total)

It was found that leaf procured as major part of occupation by Daily wage workers(60%) from the total number of workers. At the same time, packaged and dispatch work is major concentrated by Permanent workers(58%).It is noted that procurement of leaf or leaf plucking are handled any one(either contract basis or Daily wage).But, manufacturing concern is only permanent workers are suitable .This can be determined for organizational commitment and peaceful organizational climate from the labor movement.



Perception from shareholders and stake holders

A positive response and perception from share holder and stake holders in every organization which reflects through annual growth and increased trend for individual. These factors are generally determined by sales and productivity. The productivity is raisen, labour effort and other sub system efforts also shown positive. Unless there is no meaningfull growth and reputation of the organization. In this connection, the always sale by auction price fixed by the bidder in coonoor, cochin market shown as much as higher than other layer factories is nilgiris is 2014-2015 year. Therefore, synchronized effort and approach is reveled on the basis of perception by share holders and stake holders in this organization.

Personality on Capital, Growth

In accordance with the nature of work, business policy and manufacturing and sales in this organization has been reflected on the basis of supporting system of “concernity with small Tea grown and engaging bought leaf factories” in coonoor region. It means, the small grown who residency in remoter areas or unable to sale for leaf layers factories at right time and higher price due to less infrastructure, they approach some agent where where there is collect their leaf only is the surrounding area and they are going to sale to layer factories. In this report, craigmore has under taken may of BLF and fixed reasonable price with better treatement for grown, BLF agent at the right time. Hence, their capital structure is raised in order to various segment of manufacturing and labor utility.

Organisational commitment and Climate

Organizational commitment and climate refers to the position in which raised growth, peacefully in nature from the result by productivity and reputation with managerial and operative functions where there is a position or status raisen by the indoor, outdoor management, they must have accomplished for effort, time management ,removal of biasness elimination of interpersonal conflict. By and large, the integral part of joint effort which leads to efficient manner at right time. Thus a combined effort and end result by organized and organized workers, management structure. Business policy would reflect the organized commitment and climate therefore, the next stage or step is going to achieved growth and development of the organization. In this regard craigmore Tea plants has follows the effective manageable and operative functions without any restrictions by CSR and policy .

Observation

In this decade, we observed a lot of changes and consequenes in tea industry for its up and down in the light of global market changes failure of mansoon, labor migration. Even ,the labor movement and position is a contentious and challengable one. Despite, these restriction, privacy strategy this organization faced a lot of challenges towards maintained peacefully organization growth personality and commitment for sustainable development and continuous effort taken by management in order to CSR. The ILO convertors has declared a strict rule followed for Tea plantation labor environment under universal. This organization faced policy level issues due to Tea marketing control order and labor migration.Eventhough they achieved proper recruitment system, management and operative functions, adequate



export activity etc, job design, job analysis, promoters, setrenctiment also follow properly .eventhough, contract system of labor is not advisable, this organization contract labor are happy to do work accessible to their quality of work produced. Based on manufacturing tie up with other organization. The UPASI makeup have declared good organization.

Conclusion

The industry organizational setup and functional areas are likely to be “Cobweb” in these days. Because of Global market competition, have cannot properly maintained organization climate and commitment, personality for only one organization function such as managerial function, operative function colloborative activities with other organization, research and extensive . the labor movement is peacefully in nature, table result shown as positive approach on manufacturing and sales which are prescribed by the labor system where there is the tough competition in the Tea plantation. Therefore, organizational climate, commitment and personality in adequate in this organization. this will be continued without any restriction for further endurable achievement in the Tea plantation.

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Water Poverty in India: Issues and Strategies

Dr. Jyoti Achanta

Associate Professor

Department of Business Economics

Faculty of Commerce

The M.S. University of Baroda

Abstract

Water has multiple functions social, economic and environmental. In past, water from the same source was used for different purposes and it becomes multiple use resource. However this multi use resource has multiple paradoxes attached to it and the issues relating to it are becoming multi-dimensional. Initially, when the population was low and lifestyle was simple, water was considered as free good as it was available in plenty. Conversely, with growing demand for water and exhaustion of the available water, guaranteed supply of good quality water is becoming a growing concern for its stakeholders. Not only this there is uneven distribution of water across different continents; some countries have excess water whereas many other countries are already facing shortage of water. Ever since generations, the prototype of water use in different countries is mostly reliant on their culture, lifestyle and industrial development, as availability of water was not a serious concern. However this does not hold true in the present scenario. India is presently witnessing fast economic growth, development and urbanization on one hand and at the same time on other hand it is also facing issues relating to population growth, water shortages in some regions, water pollution, natural calamities etc. In lieu of this an attempt has been made in this paper to address the concern and give an overview on the water sector in India in an integrated, holistic manner. And what are its present situation and the prospects for its stakeholders and policymakers.

Key Words: *Water Poverty, Scarcity, Water Resources, Water Consumption*



Water Poverty in India: Issues and Strategies

Introduction

“Water is vital for life and to attach its great significance, many civilizations have water gods and goddesses to represent lakes, rivers, other sources of water, and seas. It is central to ensure economic growth and enhance development. Access to safe water, its adequate availability for all, and its effective management is the most important indicator of the level of development of a country. A developed country means a country that has most effective institutions to manage its water resources. Anywhere, if water is easily and adequately available for people when they need it in their household, in farms or in industrial works – it means people there enjoy democracy and human rights [Bhattarai, 2013]”

The only planet to have water is Earth and this make it fit for human living. But, with irresponsible neglect and increasing demand, due to mounting population pressures and unsustainable lifestyle, various countries have started facing severe water crisis. In the near future it is been predicted that the lack of appropriate remedial measures can make many developing countries including India to face crisis of food and water security. “Although, India is not a water poor country, due to growing human population, severe neglect and over-exploitation of this resource, water is becoming a scarce commodity. India is more vulnerable because of the growing population and in-disciplined lifestyle. This calls for immediate attention by the stakeholders to make sustainable use of the available water resources [Hegde, 2012]”.

Water has multiple functions social, economic and environmental. In past, water from the same source was used for different purposes and it becomes multiple use resource. However this multi use resource has multiple paradoxes attached to it and the issues relating to it are becoming multi-dimensional. Initially, when the population was low and lifestyle was simple, water was considered as free good as it was available in plenty. Conversely, with growing demand for water and exhaustion of the available water, guaranteed supply of good quality water is becoming a growing concern for its stakeholders. Not only this there is uneven distribution of water across different continents; some countries have excess water whereas many other countries are already facing shortage of water. Ever since generations, the prototype of water use in different countries is mostly reliant on their culture, lifestyle and industrial development, as availability of water was not a serious concern. However this does not hold true in the present scenario. India is presently witnessing fast economic growth, development and urbanization on one hand and at the same time on other hand it is also facing issuing relating to population growth, water shortages in some regions, water pollution, natural calamities etc. In lieu of this an attempt has been made in this paper to give an overview on the water sector in India in an integrated, holistic manner. And what are its present situation and the prospects for its stakeholders and policymakers.



What is Water Poverty?

Water poverty can be defined as the condition of not having access to ample water or water of an adequate quality to meet one's basic needs. Suffering from water poverty also means that your nearest source of water is far away, unclear or unaffordable. It is being estimated that around the world, 783 million people are said to be suffering from water poverty. "70% of the earth surface is covered with water, which amounts to 1400 million cubic kilometers [$m\ km^3$]. However, 97.5% of this water being sea water, it is salty. Fresh water availability is only $35\ m\ km^3$ and only 40% of this can be used by human beings. Out of the total fresh water, 68.7% is frozen in ice caps, 30% is stored underground and only 0.3% water is available on the surface of the earth. Out of the surface water, 87% is stored in lakes, 11% in swamp and 2% in rivers [Anon, 2006]".

Water, Poverty and The Millennium Development Goals

"In 2000, the UN set eight Millennium Development Goals [MDGs] to uphold the principles of human dignity, quality, equity, and to build a more peaceful and prosperous world. These goals are anticipated to be attained by 2015 [UNICEF, 2013]". Of the eight MDGs 'water' is one on high priority. As it is more so subsequent to the deliberation that has surfaced in light of MDGs that pathway development of countries on various developmental indexes including access to water. The areas related to sanitation in India too have long been seen as key gap in the sector. "However, the percentage of population with access to improved drinking water is not the only aspect of drinking water provision. The resources availability, quality and quantity of domestic water as well as capacity to buy water are also essential factors. Therefore, looking forward, it is necessary to move beyond the basic MDG target and thoroughly evaluate their drinking water adequacy. [Mingxuan & Rao, 2011]".

Indian Scenario

Water scarcity is amid the key problems that the world faces today. India is no exemption, as it struggles with the crisis of water scarcity in many of its region. "India has only 4 percent of global water resources, but 16 percent of the world's population – which means it faces serious challenges in meeting water demand. Despite India's booming economy, 625 million people still defecate in the open. In 2010 the country lost more than 600,000 children under 5 due to WASH [Water, Sanitation and Hygiene] related diseases such as diarrhoea and pneumonia. The marginalized and poor are hardest hit, along with women upon whom falls the burden of fetching water over long distances. [UNICEF, 2013]"



Table 1: Total Water Requirement for Different Uses

Uses	Year 1997-98	Year 2010		Year 2025		Year 2050	
		Low	High	Low	High	Low	High
Irrigation	524	543	557	561	611	628	807
Domestic	30	42	43	55	62	90	111
Industries	30	37	37	67	67	81	81
Power	9	18	19	31	33	63	70
Inland Navigation	0	7	7	10	10	15	15
Flood control	0	0	0	0	0	0	0
Environment (1) Afforestation	0	0	0	0	0	0	0
Environment (2) Ecology	0	5	5	10	10	20	20
Evaporation losses	36	42	42	50	50	76	76
Total	36	42	42	50	50	76	76

Source: UNICEF, FAO and SaciWATERs, 2013

Total Water Requirement for Different Uses is presented in the data given in table 1. The above table shows the data relating to the year 1997-98 and 2010. It also shows the projected estimates for the year 2025 and 2050. It can be seen that maximum water is used by agriculture sector followed by domestic use, industrial use and by power sector. And same trend is going to continue even in the year 2025 and 2050. We are not using water for industrial and economic development of the country. “It is imperative to consider the relational aspect of water scarcity and the differential consumption patterns as the scarcity experienced by a poor person with reference to basic livelihood needs should not be clubbed with the luxury needs of the urban rich [UNICEF, 2013]”.

Urbanization and Population Growth

“Urbanization and economic growth are considered to be the most striking features of the past century [McGranahan, 2006].” Due to various socio-economic factors, like population pressure and poverty, the urban regions have witnessed a large influx of people from the rural areas. “There is currently a radical demographic shift in progress worldwide, wherein people are moving from rural to urban areas at an increasing rate [IIR, 2011]”.

“India’s urbanization levels, currently estimated at about 30 percent, are low compared to international standards. The country has, however, witnessed rapid growth in its urban population over the years, and is second only to China in total number of urban residents. India’s urban sector also makes a disproportionately large contribution to the country’s economy. The contribution of India’s urban sector to the gross domestic product [GDP] is expected to increase from about 63 percent in 2007 to about 75 percent by 2021”. [Planning Commission, 2007] The urban population of India is now 377.1 million [Census of India, 2011], which is 31.16 per cent of the country's total population. The decadal growth rate of urban population during 2001-11 is 31.8 percent, which is 1.8 times the overall and 2.6 times as compared to the rural population growth and the absolute increase in urban population is more than the rural population. It is further estimated that this figure is set to increase to 40 percent by 2030.



Table 2: Population Growth during 1991-2011

Population (in millions)	1991	2001	2011	Addition during 1991-2011
India (Total)	846.4	1028.7	1210.2	363.8
Rural	630.6	742.6	833.1	202.5
Urban	215.8	286.1	377.1	161.3
Share of urban population	25.49	27.81	31.16	44.34

Traditionally, India is branded as the country of villages, but the population composition of the country in last two decades has changed notably. One of the characteristics of population increase in India is the marked rise in urban population. During 1991-2011, the overall population of the country increased by 43 per cent – the rural population increased by 32 per cent while urban population increased by 75 per cent. The share of urban population was 25.49 per cent in 1991, which has increased to 31.16 per cent in 2011. The number of towns [urban centers] has increased from 5,161 to 7,935, an addition of 2,774 towns during 2001-11.

Water in India

“India’s water future is in danger if current trends in its use continue. The total annual surface water availability in the country is estimated to be 1869 billion cubic metre [BCM]. Due to spatial- temporal variation, an estimated 690 bcm of surface water is utilizable. Add to this 432 bcm of replenishable groundwater, and the total utilizable water in the country is 1122 bcm, which appears to be just about sufficient to meet our present needs. Since the total available water is more or less constant, rising demands due to population and economic growth will strain the demand-supply balance. The Water Resources Group estimates that if the current pattern of demand continues, about half of the demand for water will be unmet by 2030 [WRG, 2009]

Table 3: Average Annual Per capita water availability in India

Year	Population (Million)	Per capita water availability (m ³ /year)
1951	361	5177
1955	395	4732
1991	846	2209
2001	1029	1820
2011	1210	1545
2025*	1394	1341
2050*	1640	1140

Source: UNICEF, FAO and SaciWATERs, 2013 [* Projected]

“A per capita availability of less than 1700 cubic metres [m³] is termed as a water-stressed condition while per capita availability below 1000m³ is termed as a water scarcity condition [UNICEF, 2013]”. The Table 3 shows Average Annual Per capita water availability in India. The table gives an idea about per capita water availability in 1951 was 5177 m³ per year when the total population was only 361 million. In the year 2001, as the population increased



to 1029 million, the per capita availability of water reduced drastically to 1820 m³ per year and in the year 2011 when the population increased up to 1210 million there was further decline in per capita availability of water to 1545 m³. It is further projected that by 2025, the per capita water availability will further plunge down to 1341 m³ and to 1140 m³ in 2050.

“It must be noted that an indicator like 'per capita water availability' may not present the true picture as a large population does not have physical access to water even when it may appear so in official records. Similarly, rising population is cited as a reason for water scarcity although there is an enormous disparity between the water consumption patterns of the rich and the poor. This approach considers the quantity of water but not its access and control by different agents. Access to water resources is governed by power relations in the society with the poor often being differentially excluded from this process. The efforts to augment water supply and 'manage the scarcity' often concentrate on the technical and managerial aspects thereby reinforcing existing inequalities [UNICEF, 2013].”

Table 4: Indian Water Utilities Performance Indicators

Indicator	ADB 20 [2007]	SLB 28 [2009]	S. E. Asia [average]
Production			
Water Production [Ipcd]	240	225	-
Service			
Coverage	81.2(incl. public taps)	66.6 (only direct)	74.9
Water availability [hrs/d]	4.3	3.3	22.9
Water consumption[Ipcd]	123.3	126.4	106
Efficiency			
Unaccounted water [%]	31.8	44.1	27.8
Connections metered [%]	24.5	49.8	99.4
Unit production cost [Rs/ m ³]	3.4	5.7	-
Operating ratio*	1.63	1.49	0.84
Break up of total operating cost			
Power/fuel [%]	43.9	40.4	-
Personnel [%]	29.7	27.0	-
Repair & maintenance [%]	11.5	12.9	-
Staff/1000 connections	7.4	8.4	7.2

Source: Ministry of Urban Development [2010] and Asian Development Bank [2007]

*Note: Definitional differences exist between the two data points; Ipcd: litres per capita per day

SLB 28: Service Level Benchmarking for 28 cities.

The table 4 shows, Indian Water Utilities Performance Indicators. The data reveals that the production of water [Ipcd] as per ADB 20 in 2007 was 240 and in 2009 it was 225 as per SLB 28. [Service Level Benchmarking for 28 cities] the data for S.E. Asia was not available. In terms of services in 2007 its coverage was 81.2 percent which included connections of public taps as well. And in 2009 only direct connections were 66.6 percent, whereas S.E. Asia covered almost 75 percent. The consumption of water in 2007 & 2009 was high as



compared to S.E. Asia region. While taking note about efficiency, data revealed that in 2007 approximately one-third i.e.31.8 water was unaccounted and in 2009 it reached up to almost 50 percent [44.1%]. In S.E. Asia this proportion was low. The proportion of metered connections in 2007 was one-fourth [24.5] and in 2009 it was 49.8 percent where in S.E. Asia it was 99.4 percent. The data for unit production cost [Rs/ m³] showed that it was 3.4 percent in the year 2007 and it almost doubled in 2009 [5.7%]. No data was available for S.E. Asia. During the same period the operating cost was 1.63, 1.49 & 0.84 percent respectively. The breakup of total operating cost showed power/fuel on higher side as compared to personnel & repairs and maintenance cost. The availability of staff per 1000 connections showed a marginal gap of 1 percent between 2007 and 2009.

However it is clear from above table that the S.E. Asian region is better off as compared to India. At the same time it can be seen from the above table that the coverage statistics do not reflect real accessibility of water supply, which is better reflected by service quality indicators such as hours of supply, water quality and quantity. A look at all the mentioned indicators shows that performance remains extremely weak and in several instances they are seen to be declining. “The water supply sector in India thus continues to be plagued with severe deficiencies in terms of availability, quality and equity of services. Though access to infrastructure may be keeping pace with urbanization, accesses to reliable and affordable services remain poor, resulting in high coping costs for consumers. [Bhatnagar & Ramanujam, 2011]”

Table 5: City/ Town-wise Average Access to Drinking Water

City/ Town [population]	Average access to drinking water [Percentage]
Class I cities [100,000 & above]	73
Class II cities [50,000- 99,999]	63
Class III cities [20,000-49,999]	61
Other cities/ towns [<20,000]	58

Source: Planning Commission [2007]

The table 5 shows City/ Town-wise Average Access to Drinking Water, it can be seen that average access to drinking water is highest in Class I towns [73 per cent], followed by Class II towns (63 per cent), Class III towns (61 per cent), and other towns (58 per cent) This means that those cities with more population has better provision of access to drinking water which is not the case with other cities.

Table 6: Physical Coverage of Drinking Water Supply in Five Highest Covered States

State	% habitation level coverage as on 1 st April 2011
Jharkhand	98.04
Gujarat	95.46
Tamil Nadu	90.86
West Bengal	90.11
Goa	87.88

Source: Department of Drinking Water & Sanitation [DDWS] 2011



Table 7: Physical Coverage of Drinking Water Supply in Five Lowest Covered States

State	% habitation level coverage as on 1 st April 2011
Tripura	28.59
Karnataka	34.33
J & K	43.12
Chattisgarh	46.06
Manipur	48.29

Source: Department of Drinking Water & Sanitation [DDWS] 2011

The table 6 & 7 shows Physical Coverage of Drinking Water Supply in Five Highest and Lowest Covered States respectively. Data collected from the Department of Drinking Water Supply and Sanitation on the physical coverage of drinking water supply illustrates that Jharkhand tops the list of percentage of habitation level roofed against the total habitation. The state has 98.04 percentage of habitation covered with drinking water supply sources. “Any person with slightest understanding of the State Jharkhand may refute this. There could be two issues – one that the data may be wrong. If not, then the definition of coverage needs to be changed to represent the reality in better fashion” [UNICEF, 2013]”. In table 6 Tripura is the weakest link amongst the given five states.

Lessons and Implications for Urban India

Escalating urbanization together with rise in the consumption prototype would mean a new confront for water resources. Currently, access to water in urban India is harshly constrained. “Though it is being said that the various main cities in the developing countries sustain a prerequisite of 24-hour of water supply. Most Indian cities have water supply for only a few hours of the day” [World Bank, 2006]”. The increasing population means that the urban arrangements not only face the challenge of meeting the water requirement but also of adequate sanitation facilities.

“With an estimated per capita availability of 1,588 cu m/capita/year [CWC, 2010], India does not fall under the category of a water scarce country, rather it can be termed as a country under 'water stress'. But it is widely believed that an aggregate estimation does not reveal the actual scenario. The report further mentions that, in the 2030 base case scenario, India will face a large gap between current supply and projected demand, amounting to 50 per cent of demand or 754 BCM.

“The need is to recognize the fact and reduce the disparities in the provision of water and sanitation facilities and services. Considering the fact that water and sanitation are among the essential needs and basic human rights of all people, they should be provided to all, irrespective of the tenure status. Availability of reliable information on slum settlements and populations is essential for planning and providing water and sanitation, and therefore comprehensive counting and mapping is required. Sustainable and effective water and sanitation is only possible through community participation and there is a need to develop strategies based on learning and past experience [UNICEF, 2013]”

The demographic and socio-economic drivers along with technological drivers are creating pressure on demand for water. “Stakeholders' involvement has become a buzzword in the



social development sector. It envisages the partnership of all actors in the water sector—state, community, market and civil society [UNICEF, 2013]” Governments in many countries are already debating on possibility of introducing PPP model. In partnership with community and civil society organizations it’s high time that we determine needs and gaps. Water metering to be introduced and high end water users should be charged pro-rata basis [telescopic tariff system]. It becomes pertinent to keep in mind that effective management of water resources is not possible resources calls for a proper estimation of the availability and use of water.

Conclusion

In India the urban water sector is in a state of anguish. On one hand there is continuous rise in urbanization and urban population and at the same time there is inadequate access to water, poor quality, and poor reliability of urban water supply. Water utilities are operationally inefficient and financially weak. The malfunction of the state in supplying sufficient water to meet the needs of urban dwellers has led to the emergence of unconventional supply systems.

Basically India is not a water deficit country. However, several regions in the country face water stress and crunch given the ruthless neglect and lack of monitoring of water resources development projects. If such trends continue for long then it may lead to water scarcity during coming the next 1-2 decades. “It is therefore necessary to prevent this crisis by making best use of the available technologies and resources to conserve the existing water resources, convert them into utilizable form and make efficient use of them for agriculture, industrial production and human consumption. Imposing regulatory measures to prevent the misuse of water and introducing rewards and punishment to encourage judicious use of water, will be helpful to conserve water. Finally, awareness and orientation of all the water users to change their lifestyle to conserve water can help the country to tide over the water crisis in the future. The challenge is manageable provided we have favorable policies and mechanisms to persuade our people to change their lifestyle [Hegde, 2012]”.

There should be the availability of water for all rather than a promise. It needs to be turned to reality. Equitable distribution of quantity and quality of water needs to be maintained. It is being proposed to evaluate National Water Mission using global water partnership toolbox. If we fail to take concrete steps for proper and worthwhile utilization of water resources that are available in all forms in the country then no wonder if the dear water will really becomes dearer.

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Declining Proportion of Students Belonging Socially Weaker classes toward the Higher Education in Gujarat

Dr. Naresh M. Chauhan
Assistant Professor,
Department of Rural Economics
Gujarat Vidyapeeth, Ahmmedabad-14

Abstract

This paper deals with the declined students' proportion in education for social weaker groups of society like SC, ST, and OBC, especially in “Imperative Higher education” (Here these are courses like medical and engineering). The paper discusses the results which we found from the ICSSR (Indian Council for Social Sciences Research) sponsored national wide research project titled “Educational Status of Scheduled Castes: Achievements and Challenges” which was conducted during 2012-15. This paper begins from the primary level educational enrolment data and then concentrated the segment of imperative higher education only. Hence major differences among SC, OBC and General/others' groups of students in the area of institutional environment, differences in family background, differences in surrounding environment from where the students are belonging, differences in encouragements and initiatives from family members and others, etc. The major objectives of this study are to analyse the decline proportion of students belonging socially weaker communities and to know which students are getting imperative higher education from these social weaker background of SC and OBC. Paper answer the question of what are their economic background and whether they are getting the same treatment from their academic institute or not? Paper also discusses their different opinions to know the different perspectives towards the role of government/ governmental policies. Thus this paper tries to identify the reasons for decline proportion of such students toward the higher education.

The major findings of this paper are; the SCs' students group which are getting imperative higher education is belonging mostly urban based, educated family background with so-so economic condition, these students are facing higher level of dissatisfaction for their practical/ project work given by their authority than the rest of the students groups, opinion analysis which shows the difference of perception indicate that these students are highly emphasis to make sure for state role toward providing privilege to the weaker group of the society.

The entire paper is classified in four sections the first section discussed some secondary data and concluded that students from socially weaker categories are declining rapidly from primary level of education to college level of education. Remaining sections second and third analyzes primary data, section two begins with the introduction of the survey.. The third section is about data analysis; this section deals with finding regarding major differences among concern social groups of students. In final section major concerns in this regard, with conclusion and policy implications have been discussed.



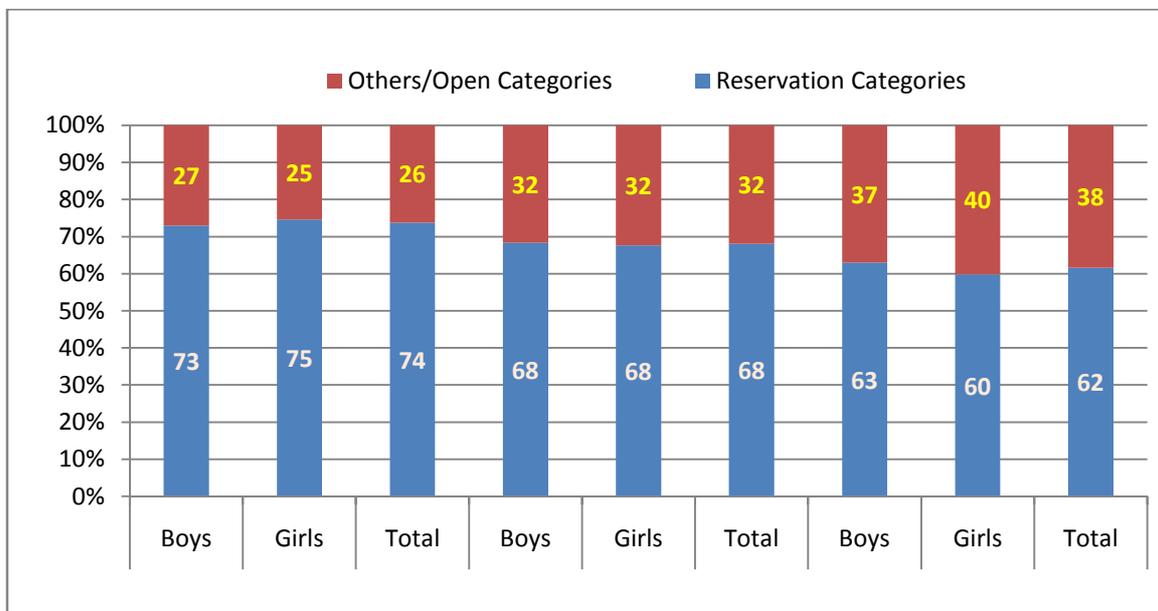
Declining Proportion of Students Belonging Socially Weaker classes toward the Higher Education in Gujarat

Introduction: This paper deals with the major differences between SCs' and Non-SCs' students, which we found from the ICSSR (Indian Council for Social Sciences) sponsored national wide research project titled "Educational Status of Scheduled Castes: Achievements and Challenges" which is Conducted during 2012 to 2015. This sample bases study interviewed the students from primary schools, secondary schools, colleges and head of the households. (See: reported submitted to ICSSR). As far as the paper concern it discussed here major differences between SC, OBC and Others students. Paper deals with the subgroup of the students which belonging imperative higher education (such as medical and engineering at UG or PG level).

I Students' Proportion from primary to higher secondary: declining proportion of students is measured with following three measurements.

(a) Declining student proportion of student belonging weaker section of the society:

In this aspect paper divided students into two major groups as reservation category which included all those students who are provided reservation quota. SCs, STs' and OBCs are those categories. Graph mention combined proportion of the students from total numbers of the student for respective standards by respective gender.



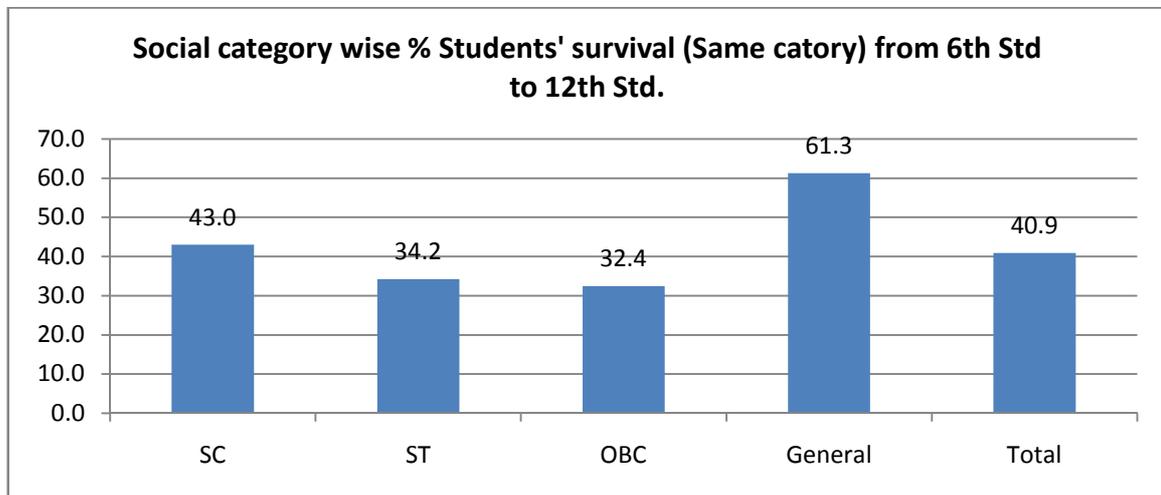
Source: Calculated on the basis of School Education in India-2014-15,Flash Statistics,

The graph shows that for 7th students total numbers of students' proportion was 74% for reservation category. If we analyze it by gender we can say it was higher proportion girls students than the boys. Hence we go for the same categories we can



clearly see that from standard 7 to 10 there is sharp declining in student proportion from 74% to 68% this declining trends continuing for the 10th standard to 12th standard. In short, we can see that where in primary schooling reservation category represented 74% of total numbers, which is declined by 62%. Among the students, we can also observe that girls' representation is declined faster than the boys for reservation category. The students' proportion decline would be more clear with the help of the phenomena of student expectation to survival rate as mention below.

(b) Students' Expectation to Survival: student expectation to survival means measurement in percentage: The difference of student proportion enrolled in lower standard and in the higher standard. In other words, total numbers enrolled student for previous time minus total numbers

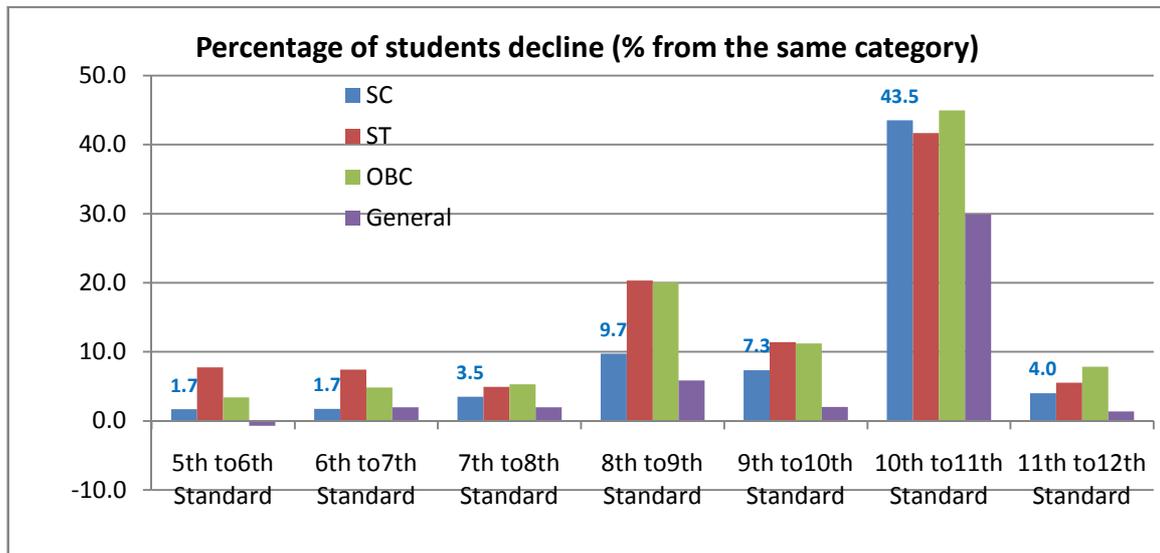


Source: Calculated on the basis of School Education in India-2014-15,Flash Statistics,

The graph shows that for SC's students 'Student Expectation to Survival' is 43%. This means if the student enrolled in classed 7th the expectation for enrolled up to standard 12th is 43%. In another word we can say among all students enrolled for 7th standard, only 43% students are reached to 12th standard. This Student Expectation to survival is much higher (61.3%) for the student for general categories. Though the total Student expectation to survival is 40.9%, which is lower than the SCs'. Such trend shows the awareness of SCs' are higher to get the education than that of the STs' and OBCs'.



(c) Declining Percentage of students:



Source: Calculated on the basis of School Education in India-2014-15,Flash Statistics, DISE,(NUEPA).

The graph shows that the major declining occurred during the promotion from standard 8th to standard 9th. Among all the categories STs' and OBCs' reported almost same and highest of 20% students' decline followed by SCs' with 9.7% for the same standard. The second major declined occasion which is occurred during the promotion from the 10th to 11th standard, during this occasion all the weaker categories are reported around 42% to 44% decline. With compare of the general category, we can easily see that general category consequently reported the very low decline of student than the students with weaker categories.

After analysis of students' declining proportion this paper tries to investigate the reasons for this decline. To investigate paper took the help of the primary database from the survey conducted with the help of the ICSSR the further details regarding this survey has been discussed in next segment.

With the help of this primary data, we tried to investigate the detailed of students those survived for higher education with belonging weaker section and getting the higher imperative education, to make comparative study also investigate same parameters for Non weaker/General category's students too. This comparison answered three major components such as Family background and its implications for these students' group, Caste identity and caste-based discrimination for these students' group and finally opinion Study and differences among the categories.

II. The introduction of the survey:

Section two is on the basis of the sample survey, the primary data collected by the personal interview technique at the places and time, as per student convenient. After collection of such primary data, it has been processed by the SPSS software for further



analysis. the paper uses simple descriptive statistics methods which show various students percentage and make comparative study feasible. As far as this study concern four main students groups are needed such as SC- to study the Dalit issues, ST- to study the tribal issue, OBC- to study as a breeze group of students and finally the student's groups of Others contains all remaining castes which are known as 'general category'. To avoid the complexity and to focus only on SC student group, the study excluded ST and minority students from the sample.

Study focus on the issue of SC student group at imperative higher education. The academic institutes with imperative higher education are the convenient places to track respondent, there for study identify such institute with equal numbers of medical and engineering program. Hence sample contains the unequal numbers of students with the different program of education (medical/Engineering) as study interviewed ten percentage more students than the sample shows in table-1. After cleaning of data the final sample selection size and its bifurcation are as follows.

Category			Gender		Total
			Male	Female	
SC	SC	Reservation	29	21	50
			58.00%	42.00%	100.00%
Non-SC	OBC	Non Reservation	8	12	20
	Others		40.00%	60.00%	100.00%
Total			14	6	20
			70.00%	30.00%	100.00%
Total			51	39	90
			56.70%	43.30%	100.00%

Total 90 students are from the different education program has interviewed. Among these 90 students, 55% (50) are belonging SC and 45% (40) are belonging Non-SC, within the Non-SC student's group 20 students are belonging OBC whereas 20 belonging another category. Thus in an overall sample size, 22.5% are belonging OBC and 22.5% are belonging others category. According to another bifurcation, 70 students are belonging reservation category which contains OBC and SC. (here we must keep in mind that all OBCs are not liable to reservation).

	Gender	Total
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	Male	Female	
SC	29	21	50
	58.00%	42.00%	100.00%
	56.90%	53.80%	55.60%
Non-SC	22	18	40
	55.00%	45.00%	100.00%
	43.10%	46.20%	44.40%
Total	51	39	90
	56.70%	43.30%	100.00%
	100.00%	100.00%	100.00%

The study also maintains the gender ratio at fare level. Within the SC and Non-SC category study tried to maintain the gender ratio between 40 to 60%. Table-2 shows the vertical and horizontal percentage by gender which is under the limit of 40 to 60%.

	I live in a student's Hostel	I live with my Parents	I live alone in a rented (or Owned room)	I live with my friends	I have my own family/married	
SC	24	19	1	6	0	50
	48.00%	38.00%	2.00%	12.00%	0.00%	100.00%
Non-SC	12	21	6	0	1	40
	30.00%	52.50%	15.00%	0.00%	2.50%	100.00%
Total	36	40	7	6	1	90
	40.00%	44.40%	7.80%	6.70%	1.10%	100.00%

Students' accommodation during the study is also important table-3 shows where students are living during their imperative higher education. Here we can see that very low percentage of SC students are living with their parents than Non-SC students.

III. Major findings:

(a) Family background and its implications:

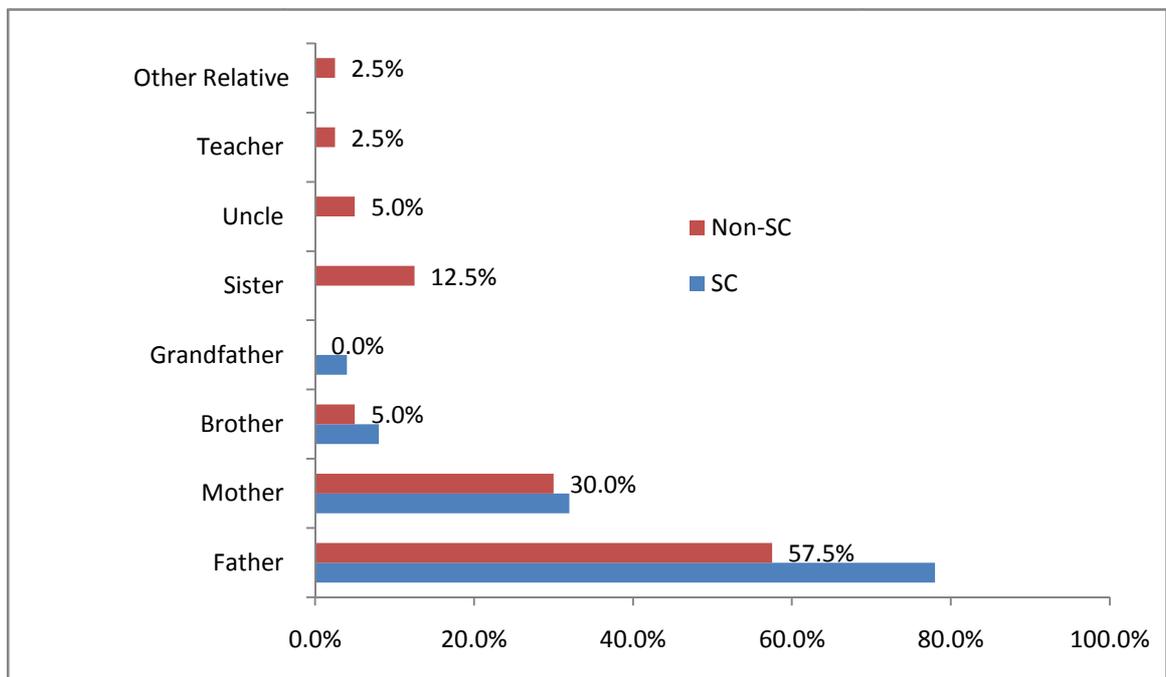
At least one of the family members with knowing the English language is prone to be the major determinant of the entire education level of the family members. A general observation in this regard shows that, if at least one member knows the English language can get better educational information. The purpose to ask this question is about to know from which family background students are coming to get the imperative



higher education.

	Does anyone know English at home?			Total
	Yes	No	DK/NA	
SC	28	20	2	50
	56.00%	40.00%	4.00%	100.00%
OBC	14	6	0	20
	70.00%	30.00%	0.00%	100.00%
Others	13	7	0	20
	65.00%	35.00%	0.00%	100.00%
Total	55	33	2	90
	61.10%	36.70%	2.20%	100.00%

Table- shows that 56 percentage students are coming from English knowing families. These numbers are 70% and 65% for OBC and Other social categories respectively. Indian society has general belief that educated family (here we consider English knowing the family as the educated family) providing better encouragement for education to their new generation. The following graph is about the results of the response, the students asked: "who is providing you the most encouragement to get the better education?"



The graph shows that SC students are getting encouragement from within the family though sister as an encouragement provider reported zero from the students' groups of Non-SC, whereas that is reported by 12.5% students from the Non-SC students' group.



	Where do your parents live?				Total
	Village	Town	Big metro cities	Not Ascertained	
SC	12	11	24	3	50
	24.00%	22.00%	48.00%	6.00%	100.00%
OBC	13	3	4	0	20
	65.00%	15.00%	20.00%	0.00%	100.00%
Others	2	8	9	1	20
	10.00%	40.00%	45.00%	5.00%	100.00%
Total	27	22	37	4	90
	30.00%	24.40%	41.10%	4.40%	100.00%

Our general understanding about family residential area plays a vital role in ones' academic career in the Indian situation. A student belonging urban residents are prone to get better facilities to education and vice versa. Students sample from imperative higher education shows that same nature and supports our general beliefs as mention above; total 59% students are belonging urban areas either big metro or town, but this trend is not identical for all the students' groups. Because

Almost half of the SCs' students are coming from the big metro cities along with town belonging students we can observe that 70% students are belonging urban areas, whereas, for OBC group this percentage is only 35%, the others category students have 85% portion for urban belonging students.

Independently this data cannot explain the reality, we must compare this students proportion with overall population distribution. Others category castes proportion are higher living in urban areas and over sample shows the reflection, but SCs' has the majority are population are living in rural areas still sample shows the opposite trend. This result should be interpreted as "if a student belonging SC caste and living in the rural area has the lower probability to get admission in imperative higher education and vice versa."



	Own Caste/Tribe People	Other Caste/Tribe People	Mixed caste/tribe people	Not Ascertained	
SC	10	1	39	0	50
	20.00%	2.00%	78.00%	0.00%	100.00%
OBC	12	0	8	0	20
	60.00%	0.00%	40.00%	0.00%	100.00%
Others	4	1	14	1	20
	20.00%	5.00%	70.00%	5.00%	100.00%
Total	26	2	61	1	90
	28.90%	2.20%	67.80%	1.10%	100.00%

Our general observation regarding SCs' education is about locality surrounding residents also affect the educational career building. The students who lived in own caste's colony has the lower probability to get the better education. Students' sample for imperative shows that only 20% students are living in the colony with 'own caste'. These percentages are 60 and 20 for OBC and Others' category respectively. The data shows that highest percentage of students (that is 78%) are reported for living with 'Mixed caste' for SC students group. this trend would be interpreted as " the SC students living with 'Mixed caste' colony are very much probability to get admission in imperative higher education and vice versa". The upcoming analysis would be the focus on the various vital reasons regarding why such trends are created?

We asked students "Are there educated persons living in your neighbourhood?" the same percentage of students respond identically from the OBC and others' category of students' groups. But SCs' students' groups differ. As we know that SCs' colony has lower literacy hence lower education level. Such colony leads some anti-educational environment and vice versa.

	Are there educated persons living in your neighbourhood?		Total
	Yes	No	
SC	42	8	50
	84.00%	16.00%	100.00%
OBC	19	1	20
	95.00%	5.00%	100.00%
Others	19	1	20
	95.00%	5.00%	100.00%
Total	80	10	90
	88.90%	11.10%	100.00%



Together tables mention above would be interpreted as the SCs' students belonging urban areas with mixed caste locality would provide higher appropriateness to get the education, hence it would be a higher probability to get admission in imperative higher education.

Economic status is the major component of one's family background. This study tried to measure economic status with the help of housing condition (size/room numbers) and its ownership as discuss below.

	What is the ownership status of the house in which you live?				Total
	Owned	Rented	Office accommodation	Others	
SC	46	0	2	2	50
	92.00%	0.00%	4.00%	4.00%	100.00%
OBC	14	3	2	1	20
	70.00%	15.00%	10.00%	5.00%	100.00%
Others	15	1	2	2	20
	75.00%	5.00%	10.00%	10.00%	100.00%
Total	75	4	6	5	90
	83.30%	4.40%	6.70%	5.60%	100.00%

At the first site, we believe that study found some abnormal trends in this regards. the table shows that 92% students are reported with owned house whereas those percentages are much lower for OBC and others as 70% and 75% respectively. The case for reservation or quota arise because of social discrimination hence economic poverty, but data shows that if we consider as house ownership as an economic indicator than SCs' are much more economical superior followed by others and OBCs'. Such results can misguide anyone and one can argue about no relevance of quota or reservation for SCs'. Here we must take into account the condition or size of the house as mention in tables below. Only ownership cannot be the indicator for economic status.



	Pucca House with very good condition	Pucca House with less space for all family member	Semi Pucca	Kutchha (Mud walls, floor & Thatched roof)	
SC	37	10	2	1	50
	74.00%	20.00%	4.00%	2.00%	100.00%
OBC	11	3	4	2	20
	55.00%	15.00%	20.00%	10.00%	100.00%
Others	14	3	3	0	20
	70.00%	15.00%	15.00%	0.00%	100.00%
Total	62	16	9	3	90
	68.90%	17.80%	10.00%	3.30%	100.00%

The table shows that SCs' students are in the much better condition as far as we talk about the condition of the house. 74 percentage of students are living in 'Pucca house with the very good condition' whereas these percentages are reported 55% for OBC and 70% for others. Thus data indicate that SCs' students are in superior economic condition than the other. The study also investigates the size of the house which is mention below.

	How many rooms have you in your house?					Total
	1	2	3	4	More than 4	
SC	1	10	16	11	12	50
	2.00%	20.00%	32.00%	22.00%	24.00%	100.00%
OBC	1	5	7	5	2	20
	5.00%	25.00%	35.00%	25.00%	10.00%	100.00%
Others	0	5	5	9	1	20
	0.00%	25.00%	25.00%	45.00%	5.00%	100.00%
Total	2	20	28	25	15	90
	2.20%	22.20%	31.10%	27.80%	16.00%	100.00%

The picture remains the same as SCs' students are in superior conditions than the Non-SCs'. If we consider three and more rooms in the house as comfortable housing facility than we can observe that 78% students from SCs' have such comfortable housing facilities following by 75% of other category students and 70% of OBC students.

Thus all three indicators for economic status measurements show that SCs' students are in superior to the remaining two categories of OBC and others. Data shows misguided at the one hand but it shows the reality of the imperative higher education, as data



indicate the SCs students from the economic superiority only can get the admission in imperative higher education.

When one argue for reservation or quota in education for economic poor and socially weaker SC, he or she must supplements that how would be insured quota for economical poor as the majority of the reserved quota are obtain by the socially weaker but economically stronger especially in imperative higher education. This is just opposite condition when one argue caste based reservation quota in education and apply economic condition based reservation for poor. In such case, one should answer that how will you make sure that such quota would be obtained by socially weaker classes named SCs', STs' and OBCs.

	Do you have a separate place to study in your house?			Total
	Yes	No	Not Applicable (Not enough rooms in the house)	
SC	13	37	0	50
	26.00%	74.00%	0.00%	100.00%
OBC	2	18	0	20
	10.00%	90.00%	0.00%	100.00%
Others	4	15	1	20
	20.00%	75.00%	5.00%	100.00%
Total	19	70	1	90
	21.10%	77.80%	1.10%	100.00%

The table- also depicted the one more proof that the students with better housing condition lead the students to get the higher chance for better of empirical higher education. The SCs' students are reported 26% who have a separate place to study in their house, whereas these percentages lie as 10% and 20% for OBCs' and others respectively.

	Do you have any relative in abroad if yes who?					Total
	Family members	Relatives	friend	Nobody	DK/NA	
SC	4	6	0	35	5	50
	8.00%	12.00%	0.00%	70.00%	10.00%	100.00%
OBC	3	2	1	14	0	20
	15.00%	10.00%	5.00%	70.00%	0.00%	100.00%
Others	0	4	2	11	3	20
	0.00%	20.00%	10.00%	55.00%	15.00%	100.00%
Total	7	12	3	60	8	90
	7.80%	13.30%	3.30%	66.70%	8.90%	100.00%



(b) Caste identity and caste-based discrimination:

	Does it make a difference if the number from your community is small/large in class?		Total
	Yes	No	
SC	7	43	50
	14.00%	86.00%	100.00%
Non-SC	1	39	40
	2.50%	97.50%	100.00%
Total	8	82	90
	8.90%	91.10%	100.00%

Data in this section shows that caste identity hence caste-based discrimination are one of the determinant factors in the Indian imperative higher education system. The first question in this regards was asked as: Does it make a difference if the number from your community is small/large in class? This question deserves the answer with contain the various experiences in day to day academic life. Much higher percentage from SCs category responded as "Yes" it make a different if the numbers from same community are smaller/ large in the class. This indicates that caste identity hence caste or community-based groups also prevails in imperative higher education too. Such groups often put minority groups in the unsafe condition. Non-SC students group is reported only 2.5% of students who face such insecurity.

	Do you approach you teacher for seeking guidance and advice?				Total
	Yes, I go quite often	Sometimes	Never	Not Ascertained	
SC	9	39	1	1	50
	18.00%	78.00%	2.00%	2.00%	100.00%
OBC	8	5	0	7	20
	40.00%	25.00%	0.00%	35.00%	100.00%
Others	12	5	0	3	20
	60.00%	25.00%	0.00%	15.00%	100.00%
Total	29	49	1	11	90
	32.20%	54.40%	1.10%	12.20%	100.00%

To investigate in caste based discrimination study asked the question as "Do you approach you teacher for seeking guidance and advice? Answers deserve the reflection of the entire academic environment, especially student-teacher relation. The table shows the higher percentage of students reported with the pathetic response from the SCs' students as "Sometimes". OBC and other category students are reported much higher who responded as "Yes they go quite often". As we mention above such responses



shows that there is some caste based poor academic environment which leads SCs student for avoiding approaching their teacher for seeking guidance and advice. There would be some another probability that SCs students could have inferiority complex which lead them isolated.

To focus on institutional caste environment, study asked “Do you think you should have done better in an examination?” The results show that significant deference among SCs’, OBCs’ and Generalcategory students’ group.

	Do you think you should have done better in an examination?			Total
	Yes	I have done well	Do not Know/NA	
SC	17	0	33	50
	34.00%	0.00%	66.00%	100.00%
OBC	3	1	16	20
	15.00%	5.00%	80.00%	100.00%
Others	4	0	16	20
	20.00%	0.00%	80.00%	100.00%
Total	24	1	65	90
	26.70%	1.10%	72.20%	100.00%

Table above shows that 34% students from SCs’ group replied that they think that they should have done better in an examination, OBCs’ and General students have 15% and 20% respectively replied the same.

	Do you face any problem of adjustment in the hostel?			Total
	Yes	No	Not Ascertained	
SC	8	15	27	50
	16.00%	30.00%	54.00%	100.00%
Non-SC	1	25	14	40
	2.50%	62.50%	35.00%	100.00%
Total	9	40	41	90
	10.00%	44.40%	45.60%	100.00%

The casteism or unhealthy social environment at academic institute can be clearly measurable at the student hostel or the places of the accommodation. The study asked students "Do you face any problem of adjustment in the hostel?" 16% students from SC groups are facing problems to adjustment in the hostel. Results show that Non-SCs' are



adjusted at a large number and SCs' are facing problems but it is not direct implicate that there is clear cut discrimination toward SCs' but it indicates that there might be some factors which had made such environment in which make SCs' problem to adjust in the hostel. The next analysis shows the direct implication of some hatred environment toward the SCs'.

	Did you face any difficulty in getting a Scholarship/Stipend/ Any caste based benefits?		Total
	Yes	No/Not Applicable	
SC	8	42	50
	16.00%	84.00%	100.00%
OBC	1	19	20
	5.00%	95.00%	100.00%
Others	1	19	20
	5.00%	95.00%	100.00%
Total	0	90	90
	0%	100.00%	100.00%

The government ensures that students get their scholarship/ stipend at a time without any irregularity. The government has made sufficient machinery to abolish any problems to getting such benefits to eligible students, but still, there is some caste based environment makes such payment delay and put students in trouble. We asked a question "Did you face any difficulty in getting a Scholarship/Stipend/ any caste based benefits?" OBC and SCs' both are not 100% eligible to get the scholarship, so we cannot get the real picture in this regards but still, we can say that higher numbers of students are facing problems to get their benefits would have a casteism shadow.

	Do you like your work provider by your boss during practical / internship?			Total
	Yes	No	Not Answered	
SC	36	2	12	50
	72.00%	4.00%	24.00%	100.00%
Non SC	27	4	9	40
	67.50%	10.00%	22.50%	100.00%
Total	63	6	21	90
	70.00%	6.70%	25.20%	100.00%

Imperative education programs scheduled with higher Weightage of practical and internship work. In this study we asked directly "Do you like your work provider by your boss during practical / internship?" to know whether there is any caste based



discrimination or not? The result shows that there is no such response, which can support that SCs' students are provided unlinking practical and internship work.

Caste-based discrimination was found previously in to provide harder and hectic practical and internship work. After lots of serious cases in this regards, the government made some rules and regulation and make surveillances to avoid such discrimination so that it is not feasible to observe it at the level of providing practical and internship work, but it could be followed by implementing and evaluation level. To track such discrimination study asked students "How is your boss behaviour for you during practical / internship?"

	How is your boss behaviour for you during practical / internship?			
	cooperative	unfair	DK/NA	
SC	18	23	9	50
	36.00%	46.00%	18.00%	100.00%
Non-SC	26	6	8	40
	65.00%	15.00%	20.00%	100.00%
Total	44	29	17	90
	48.90%	32.20%	18.90%	100.00%

The table shows that considerably higher percentage of students reported that their boss behaviour during the practical and internship work is unfair toward them. Almost half (46%) of the students within the SCs' students group are reported with "unfair" boss behaviour while it is only 15% within the Non-SCs' students' group, this is an alarming condition. After making lots of rules or regulations and providing harder vigilances, still, the feeling of unfair behaviour by the boss within the SCs' students group on such a higher level would be the major area of concern. There is no doubt that such unsatisfactory response toward the boss would have caste element.

	Are you married or Unmarried? (Variable from 485 to 489 is for those who are Married)		Total
	Yes	No	
SC	5	45	50
	10.00%	90.00%	100.00%
Non-SC	0	40	40
	0.00%	100.00%	100.00%
Total	5	85	90
	5.60%	94.40%	100.00%



The casteism can make its presence in marriage decision. 10% students from SCs are married and not from Non-SC are married. Rests of the students are asked is there caste influence in the decision for your life partner choice. Or in the decision of your marriage, His/her caste will be considered?

	Is His/her caste important in your marriage decision?				Total
	Very Important	Important	Unimportant	Do not know/NA	
SC	5	11	9	25	50
	10.00%	22.00%	18.00%	50.00%	100.00%
OBC	5	0	3	12	20
	25.00%	0.00%	15.00%	60.00%	100.00%
Others	9	2	2	7	20
	45.00%	10.00%	10.00%	35.00%	100.00%
	19	13	14	44	90
	21.10%	14.40%	15.60%	48.90%	100.00%

Table shows the hierarchy, among SCs only 10% replied caste is "Very important" in marriage decision, among OBCs' 25% replied it is "Very Important", the other category students who are on the top of the social caste structure, among this category 45% replied that it is "Very important" this result shows that in Indian society the most responsible group who are getting imperative higher education they also gave caste factor very important in a marriage decision. Though we should appreciate those responses from various caste groups in which they answer caste is unimportant in marriage decision.

(c) Opinion Study:

Students' opinion is very important because casteism cannot reflect in a direct questioning. People from various caste groups can hide their caste hatred. Opinion study will help us to analyze students' attitude toward the weaker section of the society containing economically and socially backward groups. Study asked questions.



	Opinion toward the Area of social concern	Response: say "Yes"		
		SC	OBC	Others
1	There should be ban on possessing land and property above a limit	58.0%	50.0%	25.0%
2	The number of government employees should be reduced as paying their salaries is costly for the country.	2.0%	5.0%	10.0%
3	The Government factories and business should be sold/ handed over to private companies.	2.0%	0.0%	5.0%
4	People themselves are responsible for their poverty, not the government.	8.0%	0.0%	20.0%
5	Because of their birth and family background, some people are more capable than others.	44.0%	25.0%	20.0%
6	The government should encourage private entrepreneurs to establish colleges for education.	34.0%	25.0%	5.0%
7	The government should invest & encourage developing colleges for excellent quality for few who are capable rather than spend money to common colleges for all students.	38.0%	20.0%	30.0%
8	Government hospitals should offer better treatment even if it means charging high/costly fees.	28.0%	40.0%	20.0%
9	The government should provide good quality education & health services to every citizen; irrespective of their paying capacity.	88.0%	95.0%	60.0%
10	The government should continue to provide benefits of reservations in education & employment to SCs and STs.	92.0%	70.0%	35.0%

Opinion regarding social concern would help us to study the perception prevailing in the student's group of imperative higher education. the perception of the social concern area no. ten in above table is directly related to perception toward caste ideology, in which study asked: "Government should continue to provide benefits of reservations in education & employment to SCs and STs." 92% among SCs' and 70% among OBCs are in favouring to continue the provide benefits of reservation in education and employment to SCs and STs. Those who are not favouring or response clear "Yes" are replied either "No" or "Cannot say anything". Most of the responded in this section avoid answering and kept blank. In this opinion study, we can easily observe that other caste students are lowest reported to replied "Yes" to favour in various government's social responsibility toward social and economic poor classes.

IV Conclusion and policy implications:

In this study all three indicators House ownership, condition of house and size of house as an Indicator of economic status show that SCs' students are in superior than the



remaining two categories. Data misguided at the one hand, but its shows the reality of the imperative higher education, as data indicate the SCs students from the economic superiority class have much more probability to get the admission in imperative higher education. There is lower probability to get the benefits of caste based governmental initiatives for poor group among SCs. In fact, some little proportion within the SCs emerged as 'economical better off class' and they are continuously sucking the major benefits of the Government policies/initiatives. Thus, the Government should insure how they will provide benefit to poorer among the SCs.

The reservation or quota came in to existence because of social discrimination (ForSocial deprived class), but study shows that within SCs' there are lower probability to get the benefits of caste based governmental initiatives for poor group of SCs.

Sample of students indicate caste based discrimination against the question of "Do you think you should have done better in examination?" "Do you face any problem of adjustment in the hostel?" "Do you approach you teacher for seeking guidance and advice? Etc. All these indicator shows that caste based discrimination still exist in the education system in the state of Gujarat.

The student group of imperative higher education replied that they face difficulties in getting a Scholarship/Stipend/ any caste based benefits, moreover, the felling of unfair behaviour by the boss within the SCs' students group in such a higher level would be the major area of concern because thought there are majority of the SCs' students are from the well-off economic environment but, there are some genuine/ deserving students also within the SCs' students' they need help from the society.

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The Concept of Corporate Social Responsibility Three Dimensional Aspect in SME's in India

Prof Jignesh Soni

PhD Scholar, Rai University
Ahmedabad

&

Prof Megha Devashish Raval

Research Scholar
Department of Management,
Indus University

Abstract:

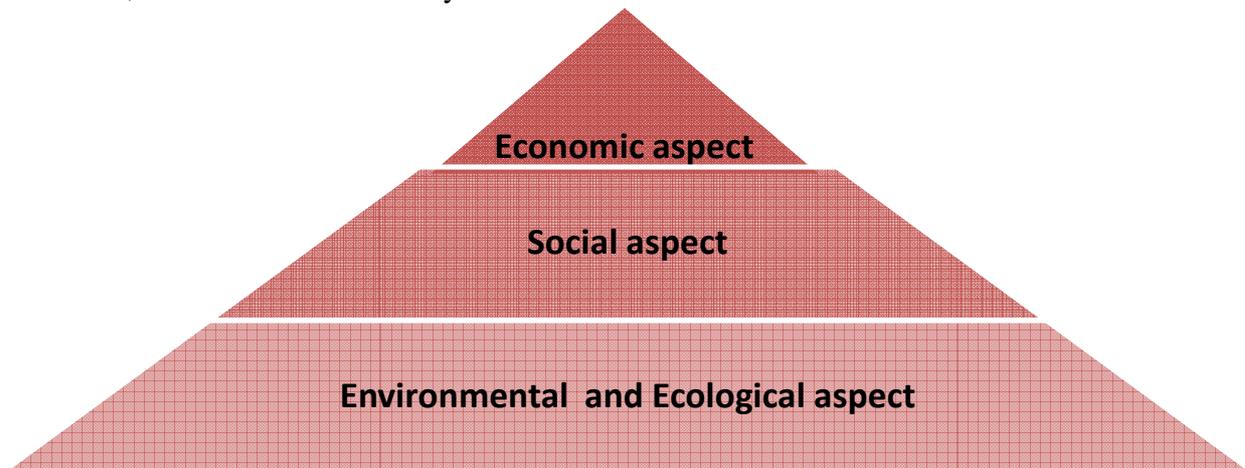
Corporate Social Responsibility is not just for specialist or large-scale companies, all business leaders and managers of tomorrow must understand why they are engaged in CSR. This article analyzes the corporate social responsibility as a three-dimensional concept (aspects): economical; social; environmental and ecological. It is shown that environmental and ecological orientation and sustainable development is a key pillar of the corporate social responsibility. CSR, or corporate social responsibility, is the way the business sector would see an engagement in the community as a strategy that has long-term benefits for the business. It is not solely driven by profits, but it has to go along with the social welfare as well as environmental protection. Surely CSR is important as an element of development because in the present days, more than ever, companies need to look after their communities.

Key Words: *Corporate social Responsibility as a Economic aspect, Social aspect, Environmental and Ecological aspect.*



Introduction:

The concept of CSR originated in the 1950's in the USA but it became prevalent in early 1970s . At that time US had lots of social problems like poverty, unemployment and pollution. Consequently a huge fall in the prices of Dollar was witnessed. Corporate Social Responsibility became a matter of utmost importance for diverse groups demanding change in the business. During the 1980's to 2000, corporations recognized and started accepting a responsibility towards society. Corporate social responsibility (CSR) focuses on the wealth creation for the optimal benefit of all stakeholders– including shareholders, employees, customers, environment and society.



The contribution of the Small and Medium Enterprises (SME's) to the economic growth of a nation is well recognized. In developing countries, as some authors argue(Leutkenhorst, 2004) the contribution of SME's towards employment generation is significant because they

- tend to use more labour intensive production processes than large enterprises, boosting employment and leading to more equitable income distribution
- Provide livelihood opportunities through simple, value adding processing activities in agriculturally based economies;
- Nurture entrepreneurship; and
- Support the building up of systemic productive capacities and the creation of resilient economic systems, through linkages between small and large enterprises.

SME's in India: The Small & medium Enterprise alone contribute to 7% of India's GDP. As per the Third All India Census of Small Scale industries conducted in 2004, the SME's have increased from about 80,000 units in the 1940's to about 10.52 million units. Their total employment is about 25 million and they produce about 7500 products including high technology products. In the sports goods and garments sector their contribution to exports is as high as 90% to 100%. They constitute 90% of the industrial units in the country and also contribute to about 35% of India's exports. (Pandey, 2007)

The Government of India since 1951 has encouraged and supported the SME's through its various policy initiatives. Since 2005, The Government of India has identified 3,000 SME clusters of artisan-specific, village and small enterprises in the country and has taken up 1,150 such clusters for intervention and improvement.



Literature Review:

The concept of CSR originated in the 1950's in the USA but it became prevalent in early 1970s . At that time US had lots of social problems like poverty, unemployment and pollution. Consequently a huge fall in the prices of Dollar was witnessed. Corporate Social Responsibility became a matter of utmost importance for diverse groups demanding change in the business. During the 1980's to 2000, corporations recognized and started accepting a responsibility towards society. Corporate social responsibility (CSR) focuses on the wealth creation for the optimal benefit of all stakeholders – including shareholders, employees, customers, environment and society. The term stakeholder, means all those on whom an organization's performance and activities have some impact either directly or indirectly. This term was used to describe corporate owners beyond shareholders as a result of a book titled Strategic management: a stakeholder approach by R. Edward Freeman in the year 1984.

¹According to Bowen, —CSR refers to the obligations of businessmen to pursue those policies to make those decisions or to follow those lines of relations which are desirable in terms of the objectives and values of our society. — ²Frederick (1960) stated “Social responsibility means that businessmen should oversee the operation of an economic system that fulfills the expectations of the people.” ³Davis (1960) argued that social responsibility is a nebulous idea but should be seen in a managerial context. He asserted that some socially responsible business decisions can be justified by a long, complicated process of reasoning as having a good chance of bringing long-run economic gain to the firm, thus paying it back for its socially responsible outlook (p. 70). ⁴An ideal CSR has both ethical and philosophical dimensions, particularly in India where there exists a wide gap between sections of people in terms of income and standards as well as socio-economic status (Bajpai, 2001) ⁵. Goyder(2003) argues: —Industry in the 20th century can no longer be regarded as a private arrangement for enriching shareholders. It has become a joint enterprise in which workers, management, consumers, the locality, govt. and trade union officials all play a part. If the system which we know by the name private enterprise is to continue, some way must be found to embrace many interests whom we go to make up industry in a common purpose.)). ⁶ CSR implies some sort of commitment, through corporate policies and action. This operational view of CSR is reflected in a firm's social performance, which can be assessed by how a firm manages its societal relationships, its social impact and the outcomes of its CSR policies and actions (Wood, 1991). ⁷

Chowdhury (2004) believes that, as a part of corporate governance. Corporate governance and monitoring is an important control device. The independent roles of nonexecutive directors in a society are dependent on economic, socio – political and cultural factors of that society. Asia particularly china, Japan, India, Bangladesh, Malaysia and Indonesia is characterized by collectivism and paternalism where there is high loyalty to senior people and juniors and subordinates obey seniors' wishes and desires.

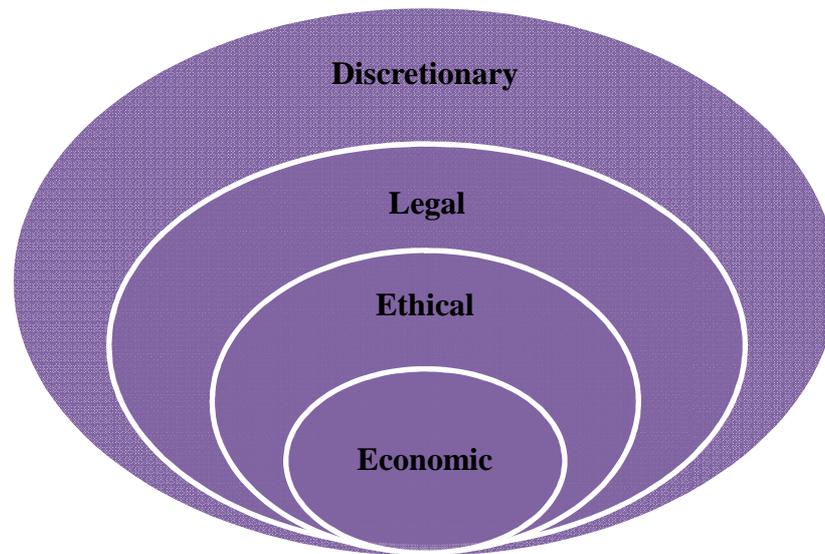
Hussain and Hussain (2005) provided a constructive picture between consumer's perception and organization's spending pattern on different CSR activities. They also figured out whether consumers expect to incorporate only brand name, or only company name or both brand and company name while organizing CSR activities.

CSR is defined in many ways and no universally accepted definition is in place, however, the scope of CSR in corporate board rooms to be management ranks have pervaded and continue



to gain momentum. Hill (2006) Explained that CSR is a set of practices that form a part of good management or business practices much of it is about transparency and disclosure. Many organizations find that in actuality they already do much of what is considered “CSR” but often do not have formalized systems to report on those activities. Further CSR should not be viewed as an add – on activity as it is a concept of good practice that cuts across an organization (e.g. in HR, Purchasing, Customer Services etc.).

I recommend Carroll’s Model for social Responsibility. Archie B. Carroll has defined CSR as the complete range of duties business has towards the society. He has proposed a 3-d conceptual model of corporate performance. According to Carroll, a firm has the following four categories of obligations of corporate performance.



- **Economic:** The firm being an economic entity, its primary responsibility is to satisfy economic needs of the society and generation of surplus for rewarding the investors and further expansion and diversification.
- **Legal:** The laws of the land and international laws of trade and commerce has to be followed and complied with.
- **Ethical:** Ethical responsibilities are norms which the society expects the business to observe like not resorting to hoarding and other malpractices.
- **Discretionary:** Discretionary responsibilities refer to the voluntary contribution of the business to the social cause like involvement in community development or other social projects pertaining to health and awareness of the masses

Conclusion & Recommendations:

Since SME’s contribute significantly to the economy and are geographically widely spread in a country like India, their adoption of CSR and Ethical practices is crucial to a balanced development. There is a paucity of academic research in this area. In a vast country like India, comprising of 28 states which are economically at different stages of development, a study of the intra country similarities and differences in adoption of CSR practices in SME’s could be a valuable exercise for policy makers. Corporations should consider the referred three dimensions of CSR for running successfully in this competitive world. CSR as a strategy is



becoming increasingly important for businesses today because of three identifiable trends: Changing social expectations, Increasing affluence and Globalization. Corporations should consider three dimensions of CSR for running successfully in this competitive world. CSR as a strategy is becoming increasingly important for businesses today because of three identifiable trends:

- ❖ Changing social expectations
- ❖ Increasing affluence
- ❖ Globalization

There is an implicit contract between big business and society or indeed between whole

economic sectors and society. CSR asks to companies to ensure their business operations are clean and equitable, and contribute positively to the society in which they are based. Key steps on the road to integrating CSR within all aspects of operations include: Ensure the commitment of top management, and particularly the CEO, is communicated throughout the organization.

- Appoint a CSR position at the strategic decision-making level to manage the development of policy and its implementation.
- Develop relationships with all stakeholder group and interest.
- Incorporate a social or CSR audit within the company's annual report.
- Ensure the compensation system within the organization reinforces the CSR policies that have been created, rather than merely the bottom line.

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