

**CAREER PERCEPTION OF SC/ST STUDENTS
IN
INSTITUTIONS OF HIGHER LEARNING**

**PLANNING COMMISSION
GOVT. OF INDIA**

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PREFACE

In view of the importance of the Government's efforts for the upliftment of the weaker sections of the society, The Centre for Research, Planning and Action (CERPA) with its 35 years of experience and its continuous interest in the socio economic issues specially those related to the weaker sections proposed to conduct a study on the Career Perception of SC/ST Students in Institutions of Higher Learning and the same has been completed.

The study covered the students pursuing various streams of higher education such as Medicine, Engineering, Agriculture, and Management besides ordinary graduation and post graduation and was conducted in the States of Uttar Pradesh, Tamil Nadu, Gujarat, West Bengal and Delhi. The complete details of the study along with the conclusions and recommendations are presented in this report.

We have recommended for SC/ST students, ensuring strong foundation at primary and secondary level of education holding of special classes on various subjects, ensuring adequate facilities including financial support, developing communication skills, giving preference to those in whose family the benefit has not been availed, increasing the awareness of job opportunities ensuring academic –industry liaison etc.,

We would like to place on record our thanks for the encouragement and support given to us by the Planning Commission, The SER Division and the Backward Classes and Tribal Division and their guidance from time to time.

The entire study was carried out under the able leadership of the Shri.S.P. Ahuja, our President, a former finance ministry official belonging to Indian Economic Service and a British Council Scholar. He had been giving continuous and valuable guidance right from the stage of conceiving the proposal to the stage of presenting the final report. Our Director Dr. K.C Karunakaran, Ph.D, a specialist in social Research with more than 30 years of experience in NGO field, had been closely associated with this study right from the beginning and he had been guiding the staff at every level and controlling them. The analysis, the preparation of Final Report and a part of field coordination had been taken care of by the undersigned, a former Director Planning Commission, and Joint Director National Sample Survey Organisation and a retired Indian Statistical Service Officer. Our Manager Shree P.K Rout, MHRM, and our Research Associates S/Shree S.K. Sharma, and Pradeep Kashyap, had been organizing and supervising the field work in various states besides scrutinizing and coding the filled in Schedules. Our colleagues Ms. Indira Priyadarshini Rout, Ms. Pushpa lata Sundar, Ms. Shamshad Rehman, Ms. Jaya Matnani S/Shri Anil Kumar and Dharambir Sharma, Ramashray and Chabinath had been giving all the logistic support for the entire work. We sincerely thank them all.

Last but not the least, we would be failing in our duty if we do not thank the students, teachers, head of Institutions, prospective employers, the State level official without whose cooperation and willingness to provide us the necessary information, the survey would not have become a success.

(T.S. Krishnan)
Vice President

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EXECUTIVE SUMMARY

The Planning Commission commissioned Centre for Research, Planning & Action (CERPA) a study on career perception of SC/ST students in institutions of higher learning based on a proposal submitted by CERPA.

The study has been carried out in five states viz. U.P., Tamil Nadu, Gujarat, West Bengal and Delhi and the principal objective of the study was to ascertain perceptions and aspirations of SC/ST students in the final year of graduate/post graduate courses with regard to further education/choice of employment/future course of action.

Coverage

Streams of education that have been covered in the present study are :

1. Arts, commerce and pure science.
2. Hotel management, business management, computer application and information technology.
3. Engineering technical and Architecture.
4. Medicine, dentistry, pharmaceuticals
5. Agriculture, Veterinary

The subject population of the study is :

1. students in the final year of post graduate course for the first two groups i.e. M.A./MSc/M.Com, MBA etc.
2. Those in the final year of graduate course or post graduate course in the case of last three groups i.e. B.E., MBBS, BDS, BAMS, BUMS, BHMS, B.Pharm, B.Sc.(Agriculture), B.Sc(Vet) etc.
3. The target population includes students of SC /ST category as well as those belonging to general category so that the comparative evaluation of the perceptions and aspirations is feasible.
4. In addition to the students other respondent categories include (a) teachers (b) heads of institutions and (c) representatives of the prospective employers.

The study is based on a total sample size of 5151 of which 4426 are students, 125 heads of institutions, 500 other teaching staff and 100 employers. Of the students 2947 are SCs/STs, 740 OBCs and 739 others.

Socio-economic Demographic Profile

Of the students included in the survey 10.54 percent belong to the age group of 16-20 years, 77.14 percent in the age group 21-26 years, 6.38 percent in the age group of 27-30 years and 5.94 percent in the age group of above 30 years.

The highest age group of students over 21 years are slightly more among SC/ST/OBC students. At the same time a higher proportion of students from general category are observed to be in the age group of above 30 years. It appears that those in the highest age group belonging to general category are generally going back to studies after taking employment or sitting for competitive examinations.

Included in the survey are 72.39 percent males and 27.61 percent females. The proportion of female respondents among students is slightly higher in general category as compared to SC/ST/OBC category. The share of students from rural areas was 37.22 percent as compared to 61.66 percent who said they belong to urban areas. The share of urbanites was slightly higher at 69.57 percent among others as compared to 63.35 percent among STs, 59.38 percent among SCs and 57.62 percent among OBCs.

There was a difference by place of birth and by domicile. By domicile only 27.37 percent mentioned that they belong to rural areas. A larger proportion at 40.63 percent was in U.P. More SCs/STs/OBC students described their domicile is rural as compared to general category students.

In most SC/ST/OBC households the share of educated member of the family was the student himself. This was not the case with general category students where in one third of the cases the highest educated member was the father.

Very few students belonged to below poverty line or low income brackets. Most of the students belonged to middle class. Almost one fifth of the students also belonged to upper middle class or high class. As expected share of students belonging to upper middle class and high class was slightly higher among general category as compared to SC/ST/OBC.

Occupation wise there is not much difference among families of SCs/STs/OBCs as compared to general category except that farming is much more common among SC/ST students followed by OBC students as compared to general category students.

Distribution by Subject

Of the students interviewed 33.15 percent belong to Arts, Commerce and Pure Science group, 15.03 percent to the management group including hotel management, business management, computer application and information technology, 20.43 percent were pursuing engineering, technical and architecture, 18.53 percent were in the medical stream including dentistry and pharmacy. 9.35 percent were pursuing agriculture and veterinary course and 3.52 percent were pursuing other courses including law.

Relatively a smaller proportion of ST students were pursuing management and related courses. Arts, commerce and pure science are relatively less popular with general category students. A somewhat lower proportion of OBC students are pursuing engineering, technical and architecture. Agriculture and veterinary science are also less popular with general category students as compared to SC/ST/OBC students.

Willingness to Continue Studies

More than two thirds of the students were willing to continue their studies further . This proportion was largely uniform among SCs/STs/OBCs and general category students indicating that all students who were willing to continue their studies beyond the course they were currently pursuing were not influenced by their caste status.

Almost three fourths of the students interviewed wanted to go for a job. This proportion was somewhat lower at only 37 percent in the state of Gujarat. More students belonging to OBC category wanted to go in for a job followed by SCs and further followed by general category.

School Background

38 percent of the students interviewed came from Govt. schools or Govt. aided schools and another 38.54 percent came from private schools. The rest came from public, central and municipal schools. More OBC and SCs students came from govt. and govt. aided schools followed by ST and general category students. Private schools were popular with general category students and also ST students. General category students also preferred public schools followed by SCs/OBC and ST students.

For post primary (middle school) education almost 48 percent of the students interviewed had received their middle school education in Govt./Govt.aided schools. This proportion was 30.63 percent for private schools, 13.94 percent for public schools and 6.21 percent for central schools. The ratio of those who received their middle level education in govt./govt. aided schools was somewhat higher among SCs/ST and OBC students as compared to general category students. Public schools were more popular with general category students as compared to SC/ST category students. Similar preference was also seen among general category students for private schools.

The share of government and government- aided schools goes upto 58 percent for secondary education. This is followed by 23.91 percent going to private schools, 10 percent public schools, 5.8 percent to central schools. Share of those going to govt. and govt. aided schools were slightly more than average for SC/OBC category students. This share is somewhat lesser for ST and is followed by general category students. Almost one fourth of the students interviewed completed their secondary education from private schools. This proportion was lower at about 28 percent for STs and about 20 percent for SCs and OBCs.

For senior secondary education almost 61 percent of the students went to govt./govt. aided schools. The share of all those going to private.schools was 21.8 percent and those going to public schools 10.4 percent. About 5 percent went to central schools. The share of those going to govt./govt- aided schools was higher with OBCs at 68 percent followed by SCs at about 64 percent and by STs at about 60 percent. This share was 48 percent for general category students. More of the general category students had passed their senior secondary examination from a public school as compared to SC/ST and OBC. Same is

also true for those passing out of the private schools though here share of ST students going to private schools is approx. same for general category students. This share is significantly lower for SC and OBC students.

Medium of Instruction

At the middle level almost half the students had English as medium of instruction. This share was larger at about 60 percent for general category students and somewhat lower for ST/SC/OBC. Hindi as a medium of instruction was more popular with OBC/SC and regional language with ST Students.

The share of English as medium of instruction goes upto 51 percent at the secondary level of education and further to 55 percent at the senior secondary level of education. Regional language appears to be more popular with STs followed by OBCs and SCs.

At the graduate level English medium is predominant with almost 76 percent using this as medium of instruction. Only 14 percent use Hindi and another 8.6 percent regional language. English as medium of instruction is more popular with general category students followed by ST. Hindi is popular among SCs/OBC followed by general category and ST.

Level of Performance at School

More students belonging to all categories i.e. SCs/STs/OBCs and general category mentioned that their performance level at middle, secondary and senior secondary level has been good to very good. This reply is apparently based on their self esteem rather than the facts. Very few students, almost negligible, mentioned that their performance at middle, secondary and senior secondary level has been poor.

As in the case of schooling at the college level almost 84 percent of the students mentioned that their performance has varied from good to very good. This proportion is approximately similar among SC/ST/OBC and general category students. Very few have confessed that their performance at various levels has been poor.

Almost 40 percent of the students mentioned that their family conditions had adversely affected their studies. This proportion was somewhat higher among OBCs followed by SCs/STs.

33.24 percent students mentioned that adverse conditions affecting their studies were mainly because of economic circumstances and another 34.8 percent mentioned that it was due to lack of facilities. Lack of facilities were mentioned more often by ST students and economic factors were mentioned more often by OBC students. Almost a similar percentage of general category students also mentioned that they were affected by economic factors or lack of facilities.

Preparation for Admission to Present Course

Almost 40 percent mentioned that they had not spent any time to specifically prepare for admission to the course they were pursuing. However, 33 percent said that they had spent almost one year in preparing for admission and another 16.38 percent had spent two years.

A fairly large proportion of ST students got admission into the desired course without spending much time after completion of the minimum education to meet eligibility conditions. Almost 34 to 36 percent of students in SC/OBC and general category spent a year to prepare for admission to the desired course. This ratio varied from 15 to 17 percent among SC/ST/OBC and general category students. Almost 35 percent had benefited from coaching for taking admission in the desired course. The ratio of those who had taken coaching was somewhat higher among general category students as compared to SC/OBC students. A high proportion among ST students had not availed coaching for taking admission to the desired course.

28 percent of the students who received coaching mentioned that their coaching was financially supported. The share of those who received financial support was somewhat higher for general category students as compared to SC/ST and OBC students.

Course Preference

Almost 88 percent students mentioned that they were pursuing course of their choice. Proportion of those who mentioned that they were pursuing course of their choice was much higher among ST/SC students followed by OBC and general category students. It appears that more and more general category students were dissatisfied with the course they were following and may have wished to follow some other course if choice was available.

Some students had made their choice based on market value or remuneration expected. This ratio was almost similar among all category of students. Social status was another factor influencing choice of course. This factor was more important among ST/SC/OBC students as compared to general students. Interestingly almost one third of the students mentioned service to society/community as a reason for choice of course. This ratio was slightly higher at about 40 percent among general category students as compared to less than 30 percent among SC students.

Those who could not secure admission to their first preferred course mentioned lack of knowledge as an important reason for this. Only 5 percent mentioned that they could not qualify and another 5 percent that they had not made sufficient effort.

Not being able to qualify was mentioned more often by ST/OBC and general category students. Insufficient effort was mentioned by ST/SC/OBC students. Lack of knowledge was also mentioned by about 43 percent of ST students.

Performance Levels in College

70 percent of the students interviewed considered performance of SC/ST/OBC students at par with the general category students. However, about 30 percent considered that their performance was not at par with general category students.

Majority of students belonging to SC/ST and OBC considered their performance at par with general category students. Almost 60 percent of those in the general category considered performance of SC/ST/OBC students to be below par as compared to their own performance. Asked for reasons for comparatively low performance many among SC/ST/OBC category believed insufficient knowledge of fundamentals as the major cause. Lack of adequate grasping power and not having adequate retention capacity were other reasons given by the students for their below par performance.

Almost 40 percent considered that quality of institution last attended was a major factor in influencing their performance. This proportion was higher at 48.5 percent among SC students.

39 percent of the students mentioned that social background was contributory factor for SC/ST/OBC students not being able to cope up and attain the level of performance as of general category students. The share of students who believed social background as a contributory factor for level of performance was somewhat higher at 46.5 percent among SC students.

Asked as to what needs to be done to assist SC/ST/OBC category students to attain a high level of competence 21 percent mentioned special classes for training in fundamentals. This ratio was quite high at 47.4 percent in Delhi.

Career Options

It appears that own business/family business/entrepreneurship can be made popular among all students including SC/ST/OBC as a career option. This is an option which many students have at the back of their minds in case they are unable to find a suitable job.

Almost 90 percent of the students mentioned that they were aware of the possibilities and opportunities that arise from studies. The level of awareness was almost similar among all categories of students i.e. SC/ST/OBC and general category. Almost 90 percent of the students were also aware of future prospects of the course, the degree they were following. This ratio was also approx. similar among different categories of students as divided by castes.

High level of awareness was shown by almost all students with regard to performance level required to get admission into higher studies. This ratio was again above 90 percent among all categories of students.

Awareness as to performance level required to get a job was also generally appreciated by all students among all caste categories. Thus, in today's competitive environment awareness among students as to requirements for admission to course in higher education and for getting employment etc. is almost universal particularly among students based in urban areas who have been interviewed in the course of the present study.

What is required is to create scope and opportunities to translate this awareness into practice so that they are able to translate their aspirations into actual educational/job opportunities.

Asked as to source of awareness 37 percent mentioned parents, 2 percent teachers, 14 percent friends. Other sources of information mentioned included educational institutions, media and other sources.

Parents as source of information was more often mentioned by general category as compared to SC/ST/OBC students. Teachers were a more common source of information among SC/ST/OBC. Friends as a source of information was also mentioned more often by SC/ST/OBC students as compared to general category.

As regards knowledge about future prospects of different courses. 21 percent of the students mentioned parents, 25 percent teachers, 20 percent institutions and another 20 percent friends. Media as a source of information was mentioned only by 7.4 percent of students. Awareness as to future prospects through parents was somewhat higher among general category students. It appears institutions and friends as source of awareness was mentioned more often by SC/ST/OBC students.

About 40 percent of the students mentioned that they have changed their career plans during the course of this study. This proportion was approx. similar among all category of students though marginally higher among OBCs. Those who had changed their aspirations/career plans mentioned that they were influenced by the institutions/teachers/job market. Job market as a factor in change in career plans was the most important factor influencing change in career plans. This was as high as 50.8 percent among general category students but somewhat lower at 37 percent among OBCs.

SC/ST and OBC students mentioned that they were considerably influenced by their teachers in changing their career plans. The institution also was a factor in change of career plans for SC/ST/OBC students but to a somewhat lesser extent in the case of general category students.

Most of the students however did not feel the need to change their career plans after joining specific institutions. 75 percent of the students mentioned that the choice of career was influenced by their family. 13.3 percent mentioned that their choice was made independently. That family had influenced their choice of career was somewhat more pre-dominant among SC/ST/OBC students as compared to general category students.

49 percent of the students acknowledged that family looked at particular career plan as a source of their economic upgradation and another 37.6 percent mentioned that they consider this as a source of social upgradation.

Inter Caste Attitudes

43.4 percent of the students interviewed mentioned that attitude of general category students towards SC/ST/OBC students was normal and another 47.5 percent mentioned it was friendly. Only 6.6 percent of the students mentioned that it was non friendly. More ST students considered attitude of general category students as friendly as compared to SC and OBC students.

Attitude of Faculty

40 percent of the students considered attitude of the faculty favourable and 52.57 percent as neutral. Very few mentioned that attitude of the faculty was unfavourable or hostile towards them. Among those who mentioned faculty is unfavourable 6.75 percent belong to OBC, 4.8 percent to SCs and 2.25 percent to STs.

45.33 percent students believed that faculty should specially help SC/ST/OBC students. This proportion was somewhat higher among SC followed by ST students. 54.6 percent of the students mentioned that there was no need for any special help for SC/St/OBC students.

Asked as to nature of help required from faculty 21.5 percent asked for scholarship and 15.2 percent asked for financial support. Another about 9 percent asked for extra classes and special tutorials and for concession in fees and free text books. By and large almost all students desired some pecuniary help followed by help in the form of special tutorials.

Opinion about Reservation

54.8 percent of all students suggested that there should be reservation for SC/ST/OBC students. Proportion of such students was highest at 65.74 percent among SC, 56.2 percent among ST and 52.23 percent among OBCs. The share of such students among general category was only about 27 percent.

Those who suggested preference for SC/ST/OBC felt that it will be helpful in social and economic upliftment of SC/ST/OBC families. They considered that opportunities for this group were lacking and providing certain special concessions will bring about social equality. However, those who did not favour any preference to SC/ST/OBC students suggested that all selections and placement should be merit based. They also suggested reservation leads to division of society. They were particularly against including creamy layer in the quota fold.

About 80 percent of the students contacted suggested that they will like to secure their place through competition. This share was slightly higher at 83 percent among OBC and slightly lower among 70 percent of SC/ST students. 62 percent of the students mentioned that they hoped to get a job through reservation quota.

Views of Teachers

In the course of the study about 500 teachers were requested to give their views on the subject of the study which included reasons for difference in performance level between categories of students, problems faced by SCs/ST students and what needs to be done to help overcome these problems and their views about reservation quota.

Of the teachers contacted 25.4 percent belong to arts and science, 19.4 percent to management, 23.4 percent to engineering, 18.2 percent to medical and 8.8 percent to agricultural streams. 54.6 percent were Ph.Ds, 21.4 percent M.Phil and 24 percent post graduates. Of the teachers contacted 15.8 percent were SCs, 3.2 percent ST, 25.6 percent OBC. Others belong to general category.

43.7 percent were of the opinion that there is no difference in the performance level of different categories of students. However, 56.3 percent believed that there is difference in the performance level of SCs/ST/OBC and general category students. Of those who believed that there is a difference 73.4 percent mentioned lack of understanding of the fundamentals of the subject and 13.3 percent lack of ability for comprehension and retention. A few gave other reasons including lack of facilities.

Of those who believed that there is a difference in performance 55.5 percent mentioned that students have successfully overcome their difficulties. 44.5 percent believed that they have not been able to overcome their difficulties. In the case of those who are not able to overcome their difficulties 28.5 percent of the teachers were of the opinion that they are not capable. Another 35.4 percent were of the opinion that there is lack of interest on the part of SCs/ST/OBC students. Financial constraints were mentioned by 20.63 percent of the teachers.

60 percent of teachers favoured reservation in arts. This proportion is at 51 percent in the case of science and 45 percent in professional courses.

Among those who favoured reservation 74 percent believed that the dependence of those who have already availed of the concessions under SC/ST/OBC Category should be debarred from taking advantage of the quota for their children. Almost identical number also mentioned that those belonging to creamy layer should be kept out of benefits of reservation. To meet admission levels for SCs/ST/OBC teachers suggested that additional facilities be provided for admission of SCs/ST students in institutions of higher learning including relaxation in standards and eligibility criteria.

Efforts be made to provide special guidance, coaching camps or consultancy camps before admission. This may be done free of cost. Further, attention may be paid to

basics in the case of SC/ST students. Also, scholarship/financial support be provided to such students. Opinion was also expressed that probably SC/ST students will perform better if they were not sheltered by the quota system.

The observations made in regard to admission are also largely repeated for improvement in job opportunities in favour of SC/ST students. Some teachers suggested that success stories from among SCs/ST be documented and shared with other SCs/ST students hoping that such success stories will inspire them. Some teachers also mentioned that policy of reservation should be carefully implemented and monitored. They also suggested efforts should be made to improve the quality of SC/ST manpower before they enter the job market. The system of reservation adversely affects the job market as also the beneficiaries of such concessions. Some teachers also suggested dedicated colleges/hostels for SCs/ST students and a survey be conducted to identify all such students who deserve support and therefore need to be provided coaching and other facilities.

Further, efforts should be made to keep SC/ST students informed about emerging job opportunities and create awareness among them as to advantages/disadvantages of different job options.

Views of Heads of Institutions

In the course of the survey about 125 heads of institutions of higher learning were also contacted.

95 percent of the heads of institutions contacted confirmed that they had reservation for specific categories of students. However, 12 percent of the institutions located in Tamil Nadu mentioned that they had no provision for reservation. These were largely private institutions. 48 percent of the institutions mentioned that they provided fee concession for weaker sections of students. 52 percent of the institutions had no such provision.

About half the institutions provided scholarships and another half had no provision for special scholarships. 65 percent of the institutions attracted SC/ST students to take admission in their institutions by offering free books or books at subsidized rates. Another 36 percent provided free or subsidized hostel accommodation and 14 percent mentioned that they offered free or subsidized special coaching. 2.4 percent of the institutions also mentioned that they offered bank loans. 33.6 percent of the institutions offered counselling for SC/ST students and another 30.4 percent career guidance.

Workshop and seminars were organized by about 36 percent of the institutions. These were intended to assist SC/ST students towards better understanding of choice of career. 83 percent of the institutions admitted that SC/ST students had shown inquisitiveness with regard to facilities made available to them. About 17 percent of SC/ST students did not show any particular keenness with respect to facilities available. 20 percent of heads of institutions were of the opinion that attitude of counsellors/selectors towards SC/ST students was rather indifferent whereas about 54 percent mentioned that their attitude was

encouraging. However, 26.4 percent mentioned that their attitude towards SC/ST students was neutral.

75 percent of the respondents mentioned that performance of SC/ST students was approx. at par with performance of general category students. Only 25 percent of the institutions believed that the performance of SC/ST students was below par as compared to performance of general category students.

Only 38 percent of heads of institutions believed that past background of SC/ST students contributed to their performance. Another about 62 percent mentioned that there was no such effect on the performance of SC/ST students which may be related to their past background.

31.2 percent of heads of institutions believed that the past background of SC/ST students influenced their performance at their job.

Most heads of the institutions suggested that SC/ST students require additional training specially with respect to English. Also their level of awareness needs to be periodically upgraded specially with regard to career guidance and also improvement in their self confidence.

Steps should also be taken to improve their communication skills. According to heads of institutions most SC/ST students preferred Central govt./State Govt. jobs. The share of such students accounted for almost three fourths of SC/ST students. Very few of SC/ST students opted for MNCs or private sector.

48 percent heads of institutions were in favour of reservation in Arts courses. This share was 38.4 percent in Science courses and 37.6 percent for professional courses.

More heads of institutions in Tamil Nadu preferred reservations for SC/ST students in all the three disciplines. Those heads of institutions suggesting reservation in either of the three courses was limited in other states.

55 percent of heads of the institutions were of the opinion that children of those who have already availed quota benefits under SC/ST reservation should not be allowed to take advantage of SC/ST reservation. Also another 71 percent were of the opinion that those belonging to creamy layer of society should be excluded from taking advantage of quota under reservation.

Views of Employers

In the course of the survey employers/organizations were also contacted to evaluate the suitability and employability of the graduates/post graduates coming out of the institution contacted and belonging to different caste categories. 58 percent of the organizations contacted were covered under Companies Act, 12 percent under Factories Act and 7 percent under Registration of Societies Act.

28 percent of these were engaged in manufacturing, 33 percent in marketing and 20 percent in services. A large majority of institutions contacted in Delhi belong to a manufacturing sector. 24 percent of the organizations were registered as public limited companies, 29.2 percent as private limited companies and another 29.2 percent as proprietorships.

24 percent of the organizations contacted mentioned that their method of recruitment included campus selection. About 40 percent made their recruitment through advertisements and 14.0 percent through placement agencies. 15 percent also mentioned that they recruited persons through contacts. Major criteria for recruitment included candidates' understanding of the subject (52.0 percent), and 22.0 percent on marks obtained in the final examination and personality of the candidate (18 percent).

In the case of Arts graduates of employers contacted 7.0 percent mentioned that they paid a salary of less than Rs. 5000/- per month. Another 49.0 percent mentioned that the salary range was Rs. 5000 to 10000. 29.0 percent had a salary range of Rs. 10000 to Rs. 15,000 and 15.0 percent mentioned that they paid a salary of Rs. 15,000 and above.

Post graduate and engineering students accounting for 8.0 percent received a salary upto Rs. 10,000/- and 38.0 percent received Rs. 10,000 to Rs. 15,000. Another 25.0 percent received a salary of Rs. 15,000 to Rs. 20,000. Additional about 29.0 percent received above Rs. 20,000.

In the case of graduates and post graduates in management 4.0 percent were getting a salary upto Rs. 5000. 14.0 percent between Rs. 5000 to Rs. 10,000. 32.0 percent between Rs. 10000 and Rs. 15000 and 28 percent .between Rs. 15000 and Rs. 20,000. Additional 22.0 percent were getting more than Rs. 20,000.

For those with PG qualification in science, the average emoluments for 2.0 percent were Rs. 5000, 26.0 percent between Rs. 5000 and Rs. 10,000 , 44.0 percent received a salary of Rs. 10,000 to 15,000 and 28.0 percent above Rs. 15000 per month.

For graduates in agriculture 3 percent got less than Rs. 5000 and 13 percent between Rs. 5000 to Rs. 10,000. Another 37 percent of graduates got a salary of Rs. 10,000 to Rs. 15,000 and 20 percent within Rs. 15,000 to Rs. 20,000. Almost 27 percent of students got a salary of more than Rs. 20000 per month. 33.0 percent of graduates/post graduates in medicine got a salary between Rs. 5000 to Rs. 10000. These may be interns etc. The percentage of employees paying a salary of Rs. 10000 to Rs. 15000 was 22.0 percent. Another 2.0 percent paid a salary between Rs. 15000 and Rs. 20000. About 24 percent of the employees were paid more than Rs. 20000 per month.

Asked as to difference in capability 79 percent of the employers agreed that SC/ST/OBC students were equally competent whereas 21 percent mentioned that they were not equally competent as the general category students. However, of the employers only 31 percent were in favour of reservation. 69 percent did not approve of reservation in favour of SC/ST/OBC.

66 percent of the respondents mentioned that creamy layer among SC should be kept out of benefits from reservation. However, 34 percent did not object to this.

Two thirds of the respondents mentioned that the facilities available to SC/ST students were primarily similar to that of general category and 11 percent even believed that they get more opportunities than the general category students. However, 15 percent mentioned that opportunities available to SC/ST students were not as good as that of general category.

86 percent of the employers did not provide any quota for employment of SC/ST candidates. However 14 percent of the respondent institutions mentioned that they have reservation system in favour of SC/St students in their organization.

Most employers suggested that there should be good orientation and training of SC/ST students at primary level. They should also be provided with special guidance and coaching free of cost. Their awareness about job opportunities should be increased by different programs say by showing them success stories of their predecessors. SC/St students should also be encouraged to take up specialized courses such as software development and technology development. They also need assistance in further developing their communication and spoken language skill. They may also be guided as to how to conduct themselves in a formal interview.

1. INTRODUCTION

1.1 Background

The government is making a lot of efforts for the upliftment of the weaker sections of the society. A number of schemes have been floated for the benefit of the SC/ST students with the ultimate aim of providing them better education and better career opportunities so that they may come up in life. We have 16,66,35,700 (16.2 percent) Scheduled caste persons and 8,43,26,240 (8.2 percent) scheduled Tribe persons as per census 2001. The Government has introduced especially for the youth pursuing the higher education and aspiring for good career Schemes like, Post Matric Scholarships, Book Banks, Centrally sponsored Education & Training Programmes, Centrally sponsored Scheme for Coaching and Allied Activities etc. To strengthen the planning to assist the weaker section to enable them to compete in the job market and get suitable jobs it would be essential to understand their background, their dreams and ambitions and their perception especially career perception. Further, in spite of all these efforts there is a general feeling that the perception of the college students may not be the same among students belonging to different social groups.

In view of the need for understanding the perception of the students belonging to SC/ST groups and in order to broadly know how they differ from the perception of the General Category Students, the Planning Commission wished to conduct a study on “Career Perception of SC / ST Students in Institutions of Higher Learning vis-à-vis General Castes”. The study was entrusted to the Centre for Research, Planning and Action (CERPA), an NGO with more than three decades experience in the Social Research.

1.2 Objectives

The broad objectives of the study were to examine the perception of SC/ST students with their social and educational background, the help they may need, their readiness to reorient themselves in the light of emerging employment opportunities, the sectors in which SC ST students would like to get employment and the factors influencing them

1.3 The Scope

The study covers various aspects relating to the perception and aspirations of Mainly SC and ST students. However for the sake of comparison information had also been collected from students of other social groups also. Thus the scope includes Information on students on (i) The educational courses being followed by them (ii) Their aptitude for further studies or for a job; (iii) Their educational background, types of institutions attended, medium of instruction in the past and the performance level in the past (iv) Their family circumstances (v) Time spent by them on informal education, coaching etc.; (vi) The choice for different subjects, the fulfillment of the same and the reasons for failure for getting choice subjects; (vii) Awareness of the students of various opportunities available

for higher studies or various job opportunities available along with source of awareness and reasons for non awareness; (viii) The preferences for different types of jobs and preparedness to reorient oneself to a different situation (ix) Opinion on Reservation related issues and (x) Their Performance level.

The scope also includes collection of views of the teachers, heads of institutions and employers on the issues related to reservation, career perception and aspiration students, performance levels and related issues as well as suggestion for improvement of opportunities for the SC ST students.

1.4 Methodology

1.4.1 Geographical Coverage

The study was originally contemplated to be conducted in four States viz; U. P., Tamil Nadu, Gujarat and West Bengal one each representing each of the four regions North, South, East and West. However, Delhi was included primarily due to its being the national capital with concentration of educational institutions /activities catering to the needs of people from various other states in the country.

1.4.2 Subject matter coverage

Perceptions and aspirations of SC ST students in the final year of the graduate and post graduate courses with regards to their future course of action in the background of their family circumstances and their past educational history and a comparison of the same with those of the final year students belonging to other social groups formed the basic subject matter coverage of the study.

1.4.3 Respondents

The primary respondents were the students in Final year of various courses. For the purpose the students were mainly divided into five groups belong to different subject streams as indicted below :

- Arts, Commerce and Pure Science
- Hotel Management, Business Management, Computer Applications and Information Technology
- Engineering Technical and Architecture
- Medicine, Dentistry, Pharmaceuticals.
- Agriculture, Veterinary.

The target population for the study were primarily:

- Students in the final year of the Post graduate courses in case of the first two groups i.e., those pursuing the courses such as M.A., M.Sc., M.Com, M.B.A., M.C.A etc., and

- those in the final year of graduate courses or post graduate courses in the case of the last three groups i.e., persons pursuing the courses such as BE, MBBS, BDS, BAMS, BUMS, BHMS, B.Pharma, B.Sc. (Ag), B.Sc.(vet) etc., or the final year of the respective post graduate courses.

The target population included students belonging to SC/ST category as well as those belonging to other social groups, so that a comparative evaluation of the perceptions and aspirations could be made.

Besides, the students' opinions were also gathered from:

- the teachers,
- the heads of the teaching institutions ,
- the prospective employers

1.4.4 Sample Size

We proposed to cover a sample of 5225, comprising of 4500 Students, 625 teaching staff including 100 heads of teaching institutions and about 100 establishments where job opportunities would be available. The sample size was equally distributed among the five States to be covered. Thus in each state 900 students, 125 teaching staff including 25 heads of institutions and 20 establishments where job opportunities would be available were planned to be covered. The study was concentrated in the State capitals. Two additional districts in each of the states have also been covered to give geographical representation and to catch students belonging to various streams, as in some places streams like agriculture may not be available in the capital. In each of the Districts attempts have been made to identify one college each belonging to different streams.

However at the end of the survey we could conduct 5151 interviews as against the 5225 planned. The distribution of interviews actually conducted is given below:

Students	No.	(in %)
SC	2054	46.4
ST	893	20.2
OBC	740	16.7
General Category	739	16.7
Total	4426	100.0

Others	
Head of Institutions	125
Teaching Staff	500
Employers	100
Total of Others	725

Total Interviews = 4426 + 725 = **5151**

1.4.5 Methodology / Design.

Stratification was attempted among the Final Year students population. The 900 Students to be covered in a state were distributed among SC & ST, OBC and others in the ratio of 4:1:1. Two different districts in each of the states had been identified to give geographical representation and representation of different subjects of study by the students. The number of students were also distributed between the state capital and the other two districts in the ratio of 3:1:1. This was further distributed over different streams keeping in view the strength of the students in each stream in each of the states and suitable number of colleges having such streams were visited. In general, about 30 to 40 interviews of students were planned to be conducted in one college for one particular stream. However wherever there were field difficulties in getting enough interviews from one college with the bifurcation into social groups and streams as envisaged, students from the other colleges and streams in the same location had been contacted keeping the ratio for the students for different social groups in mind.

1.4.6 Questionnaires

For the purpose of conducting interviews and eliciting the required information four different types of questionnaires one each for

- Students,
- Teaching Staff,
- Heads of Institutions of Higher Learning and
- Representatives of prospective Employers

were prepared and pre-tested from the respective respondents in Delhi.

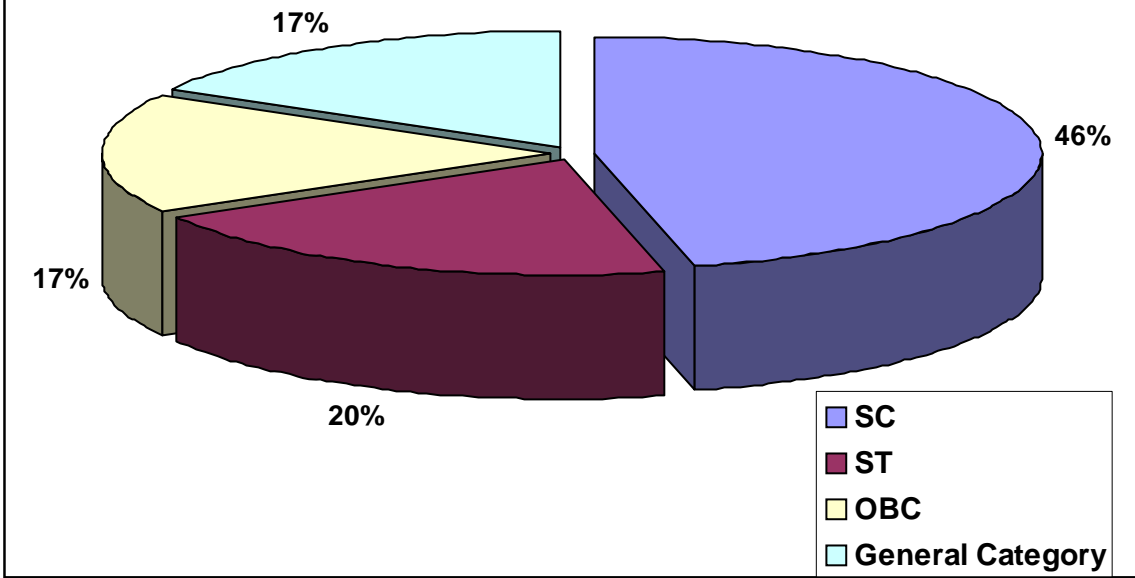
1.4.7 Field work

We had engaged different survey teams for conduct of interviews simultaneously in all the States under study and given thorough briefing about the work involved and on how to elicit the information from the respondents as the study was basically field work intensive one. The field work was commenced from the second week of November, 2006 and completed by the middle of January 2007.

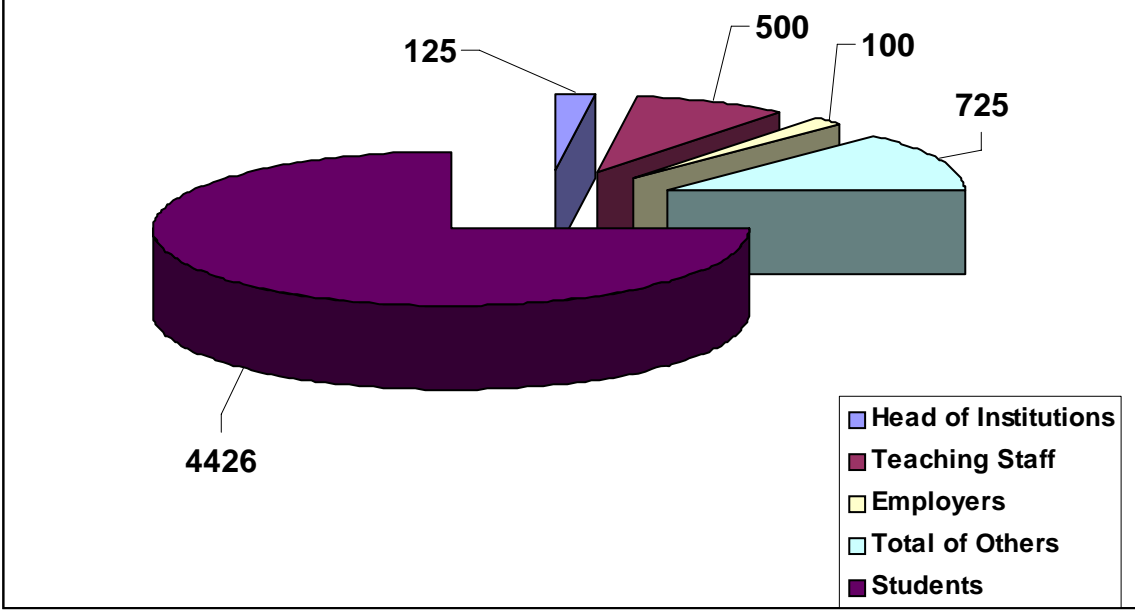
1.4.8 The Report

After having completed the field work the data collected were back checked, scrutinized, coded, and analyzed through the computer soft wares. The report has been brought out in the present form taking into considerations the valuable suggestions rendered by all parsons concerned.

Distribution of Students Contacted



Distribution of Samples



2. PROFILE OF FINAL YEAR STUDENTS

2.1 General

In any study to understand the findings on various characteristics in the proper background, it is essential to have the demographic and socio economic profile of the population on which the study is being carried out. Hence we have attempted to collect the various demographic particulars such as age, gender, place of birth and place of domicile, qualification of the members of the family, the house hold occupation and the economic status of the families of the students and analysed the same. The results of such analysis are presented in the following paragraphs.

2.2 Age Group

The age group-wise distribution of final year students within each State and each Social Group are given in Table-2.1 (a) and Table-2.1 (b), respectively.

Figs in % with in state

**2.1(a) : Age Group-wise Distribution of Final Year Students
in each of the States**

Age Group	Percentage of Number of Students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
16 – 20	18.16	12.53	8.22	14.83	0.96	10.54
21 – 26	69.80	66.42	86.40	80.23	81.52	77.14
27 – 30	8.20	6.42	0.95	0.59	16.09	6.38
Above 30	3.84	14.63	4.43	4.35	1.43	5.94
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with Social Group

**2.1(b) : Age Group-wise Distribution of Final Year Students
in different Social Groups**

Age Group	Percentage of Number of Students in				
	SC	ST	OBC	Others	Total
16 – 20	8.36	11.06	10.38	15.85	10.54
21 – 26	77.46	78.99	80.97	70.59	77.14
27 – 30	7.81	5.36	4.86	5.25	6.38
Above 30	6.37	4.59	3.79	8.31	5.94
Total	100.00	100.00	100.00	100.00	100.00

As could naturally be expected more than three fourth of the Final Year students belong to the age group 21 - 26. There is no appreciable difference in the pattern of age distribution of the Final Year students between the states of Delhi, Uttar Pradesh, Tamil Nadu and Gujarat. In West Bengal the pattern is slightly different with age group 27 - 30

being a little more prominent as compared to other states. It may be noted that in Delhi and UP, there are more students in the youngest age group. UP is peculiar in respect of elderly people of age group above 30 accounting for more than 10 percent the Final Year students' population.

The youngest age group 16 - 20 is found more in "others" (non SC / ST / OBC). The age group 21 - 26 constitutes about 80 percent of Final Year students' population in each of the social groups SC, ST and OBC whereas it is just 70 percent in "others". This indicates that more of the reserved groups reach the final year at comparatively advanced age. The proportion of people following education at the age of above 30 is also comparatively more in others. This perhaps indicates their affordability to continue education even after 30 with out entering into economic stream.

2.3 Gender Distribution

The gender distributions in each state and in each social group are given in Table-2.2(a) and Table-2.2(b) below:

Figs in % with in state

**2.2(a) : Gender Distribution of Final Year Students
in different States**

Sex	Percentage of Final year students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Male	83.92	88.95	60.03	55.93	69.61	72.39
Female	16.08	11.05	39.97	44.07	30.39	27.61
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with in Social group

**2.2(b) : Gender Distribution of Final Year Students
in different Social Groups**

Sex	Percentage of Final year students in				
	SC	ST	OBC	Others	Total
Male	73.57	69.39	78.81	66.62	72.39
Female	26.43	30.61	21.19	33.38	27.61
Total	100.00	100.00	100.00	100.00	100.00

More of boys than girls have been contacted every where and in every social group.

2.4 Caste

The study as was mentioned earlier was planned to capture about 67 percent of SC/ST students for the sake of comparison we have planned to cover about 16 percent of OBC and about 16% of others. We have more or less captured the students as per our plan on a purposive basis. The information on caste was being collected only to keep control that the sample of students contain the proportion of different casts as is envisaged in the sampling design. We had been successfull in our monitoring and controlling the proportion of students between different social groups as could be seen from the figures already given in Chapter 1.

2.5 Place of Birth & Domicile

As the place of birth and / or domicile being Rural or Urban may have an impact on the career perception of the students, it has been planned to gather information on the same. The results are presented in the tables below:

Figs in % with in States

2.3(a) : State wise Distribution of Final Year Students by Place of Birth - Rural and Urban

Place of Birth	Percentage of Final year students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Rural	51.86	53.26	15.32	34.98	37.54	37.22
Urban	46.72	46.11	83.10	63.83	61.98	61.66
Can't say	1.42	0.63	1.58	1.19	0.48	1.12
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with in Social Group

2.3(b): Caste-wise Distribution of Final Year Students by Place of Birth – Rural and Urban

Place of birth	Percentage of Final year students in				
	SC	ST	OBC	Others	Total
Rural	40.33	36.09	42.11	25.70	37.22
Urban	59.38	63.35	57.62	69.57	61.66
Can't say	0.29	0.56	0.27	4.73	1.12
Total	100.00	100.00	100.00	100.00	100.00

Figs in % with in States

2.4(a) : Distribution of Final Year Students in each State by place of Domicile - Rural and Urban

Place of Domicile	Percentage of Final year students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Rural	30.96	40.63	11.93	25.49	32.90	27.37
Urban	66.85	58.53	86.41	73.32	65.43	71.07
Can't say	2.19	0.84	1.66	1.19	1.67	1.56
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with in Social Group

2.4(b) : Caste-wise Distribution of Final Students by Place of Domicile – Rural and Urban

Place of domicile	Percentage of Final year Students in				
	SC	ST	OBC	Others	Total
Rural	31.24	24.47	30.50	17.52	27.37
Urban	68.12	74.19	68.96	77.24	71.07
Can't say	0.64	1.34	0.54	5.24	1.56
Total	100.00	100.00	100.00	100.00	100.00

The urban born are highly predominant in Tamil Nadu being more than 80% They form two - third in Gujarat and West Bengal. However in Delhi and UP, Rural - Urban differentiation is not predominant though urban born are slight higher than the rural born.

In all the social groups, the urban born are predominant- round about 70 percent. As expected the group “others” has a maximum urban born - about 80 percent.

The percentage of urban domiciled is more in all the states and in all the social groups as compared to the urban born, indicating that part of the rural born tend to become urban domiciled – again a natural phenomena

2.6 Education in Family.

Education level of other members in the family is supposed to have an effect on the children in their educational career and in their career perception. Hence, it has been attempted to find out who is the highest educated person in the family, what is his educational qualifications and how it compares with the qualification of the student himself. The information collected as such have been analysed and presented in Tables 2.5(a) and Table 2.5(b) respectively.

Figs in % with in States

2.5(a) : State wise Distribution of highest educated person in the family of final year students by relationship to students

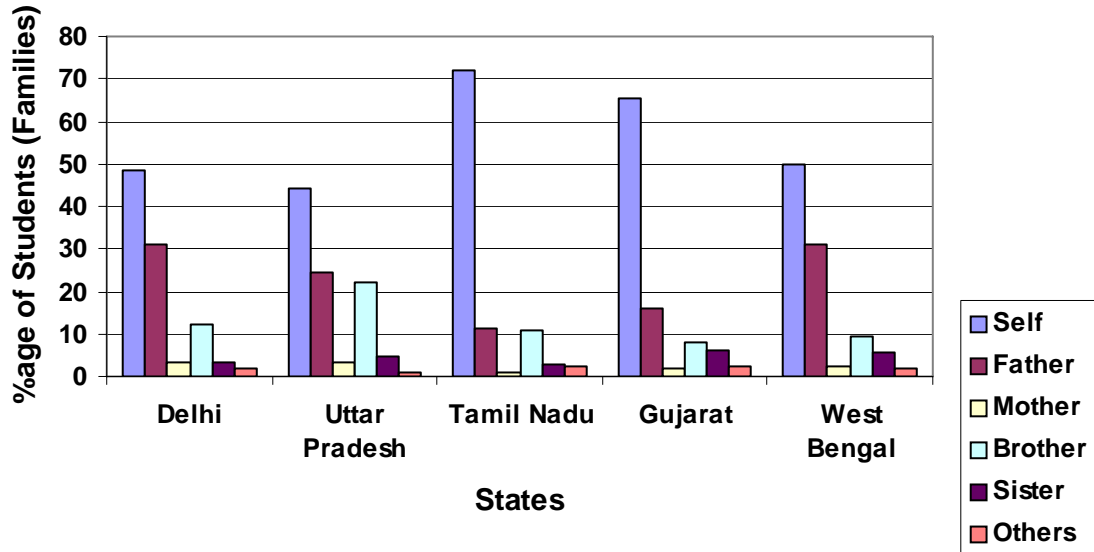
Relationship to student	Percentage of number of persons					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Self	48.58	44.42	71.80	65.60	50.06	56.46
Father	30.85	24.42	11.22	16.21	31.11	22.32
Mother	3.39	3.47	0.95	1.78	2.15	2.30
Brother	12.25	21.89	10.90	7.91	9.42	12.89
Sister	3.28	4.84	2.92	6.13	5.60	4.27
Others	1.65	0.96	2.21	2.37	1.66	1.76
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with in Social Group

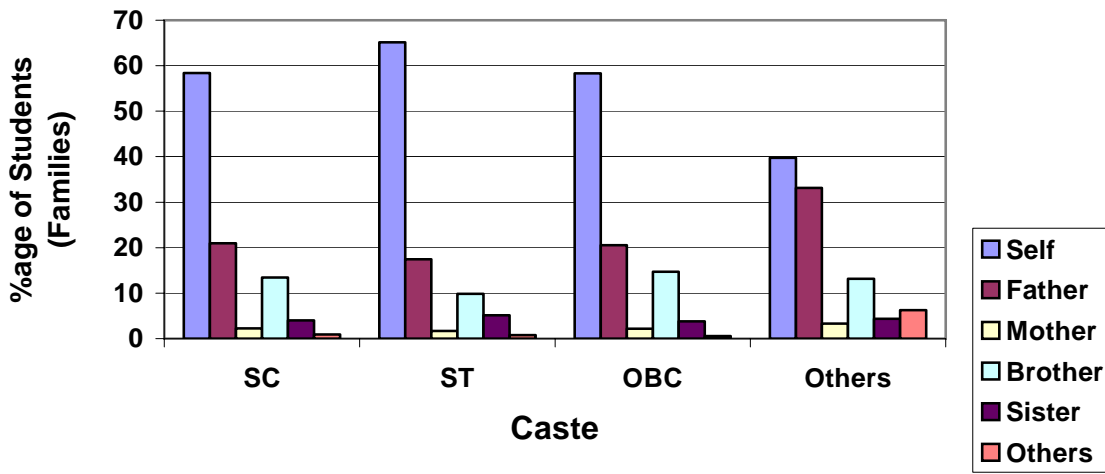
2.5 (b) : Caste wise Distribution of highest educated person in the family of final year students by relationship to students

Relationship to student	Percentage of number of persons				
	SC	ST	OBC	Others	Total
Self	58.36	65.14	58.30	39.77	56.46
Father	20.99	17.43	20.51	33.12	22.32
Mother	2.24	1.68	2.16	3.32	2.30
Brother	13.46	9.83	14.71	13.17	12.89
Sister	4.03	5.14	3.78	4.35	4.27
Others	0.92	0.78	0.54	6.27	1.76
Total	100.00	100.00	100.00	100.00	100.00

Distribution of Students by Highest Educated Person in their Families



Caste-wise Distribution of Highest Educated Person in the Family of Final Year Students by Relationship to Students



Figs in % with in Social Group

**2.7(b) : Caste-wise Distribution of Respondents
by Household Occupation**

Household Occupation	Percentage of Final year students in				
	SC	ST	OBC	Other	Total
Business	17.30	22.68	20.11	22.51	19.75
Service	50.63	50.95	46.56	51.92	50.25
Casual Labour	13.95	11.40	12.28	7.54	12.04
Farming	15.65	11.62	17.95	6.78	13.67
Other	2.47	3.35	3.10	11.25	4.29
Total	100.00	100.00	100.00	100.00	100.00

In all the States, the household occupation was found to be “Service” in majority of the cases, about 40 percent in U.P. and Tamil Nadu and about 60 percent in rest of the places. Business turned out to be the next major occupation everywhere except Tamil Nadu. The percentage of students with household occupation as ‘business’ ranged from 15 to 25 percent over the states. . However in Uttar Pradesh and Tamil Nadu, ‘Farming’ formed the household occupation of 30 percent of the students in the Final

Here again in the social groups the pattern of occupation remains more or less same in all the groups service accounting for about 50 percent in each group, business 20 percent, casual labourers 10 percent and the rest about 20 percent. It could be seen that there are more of casual workers in the reserved groups than in the general category.

3. EDUCATION & PERFORMANCE – THE BACKGROUND

3.1 General

The educational background of the students comprising the institutions attended in the past, medium of instruction, social background family situation and financial support etc have all direct bearing on the performance level of the students in institution of Higher learning . This chapter analyses these factors with reference to the students who were interviewed during the survey.

3.2 Courses Pursued by the Students

State-wise analysis of data on courses pursued by the students indicates that overall, a maximum of about one third were pursuing the courses categorized under Arts, Commerce, and Pure Science Stream, about one fifth each the courses under Engineering and allied faculties as well as Medicine and allied faculties, a little more than one sixth the management related courses, about one tenth agricultural and veterinary courses. A small portion of students were found to be following courses that we have not envisaged earlier such as degrees in Law, Education et., and they have been clubbed in to a new stream under the caption others.

In all the states except Tamil Nadu and Uttar Pradesh , Arts Science and Commerce was being pursued by the highest proportion of students the percentage of students following the course being about 45 percent in Gujarat and about 30 percent in Delhi and West Bengal. However in Uttar Pradesh Engineering was a dominant subject with 30 percent students and in Tamil Nadu medicine was dominant with little more than one fourth of the students. 15 to 20 percent students had been found in the Engineering as well as in the medicine related courses in each of the States. About 15 percent of students were found in Agriculture related courses only in Tamil Nadu and West Bengal and in all other places the students in these faculties were about 5 percent or less.

About 35percent of the students belonging to each of the social groups were found to be following the Arts Science or Commerce as their subjects where as only 28 percent of the general category students were found in these courses. In the management related course more of OBC students (about 20 percent) and less of ST students (about 10 percent) were found where as the other groups recorded about 15 percent each. Both in Engineering and Medicine related courses the general category students ruled high forming more than 20 percent of the students interviewed. SC Students alone were also more than 20 percent in Engineering relate courses only. In all other cases each of the groups recorded only less than 20 percent with not much differentiation. between themselves.

The results of the analysis are presented in Tables 3.1(a) and 3.1(b).

Figs in % with in State

3.1(a) : State-wise Distribution of Respondents by Courses Pursued

Streams		No. of Students in					
		Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
1.	Arts Commerce & Pure Science	32.94	29.37	25.68	44.47	29.2	33.15
2.	Hotel Management, Business Management, Computer Applications and Information Technology	5.14	16.84	14.31	23.9	22.05	15.03
3.	Engg. Technical & Architecture	19.48	30.11	14.29	19.76	15.85	20.43
4.	Medicine, Dentistry, Pharmaceutical	17.52	15.16	26.63	11.26	16.29	18.53
5.	Agriculture, Veterinary	2.95	6.63	14.93	0.00	15.13	9.34
6.	Other, including, Law Education	21.97	1.89	4.16	0.61	1.08	3.52
	Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with Social Group

3.1(b) : Caste-wise Distribution of Respondents by Courses Pursued

Streams		Number of Students in				
		SC	ST	OBC	Other	Total
1.	Arts, Commerce and Pure Science	33.14	34.93	35.54	28.59	33.15
2.	Hotel Management, Business Management, Computer Applications and Information Technology	15.10	12.80	17.22	15.21	15.03
3.	Engineering, Technical and Architecture	21.50	19.08	17.18	22.06	20.43
4.	Medicine, Dentistry, Pharmaceuticals	16.98	17.98	18.16	23.53	18.53
5.	Agriculture, Veterinary	9.61	10.39	8.94	7.66	9.34
6.	Others	3.66	4.81	2.95	2.93	3.52
	Total	100.00	100.00	100.00	100.00	100

3.3 Plan after the current course of studies.

3.3.1 Desire to study further

In an attempt to find out the minds of the students regarding their likely future course of action they were asked to say whether they would like to continue their studies further or not. The information obtained are presented in tables 3.2(a) and 3.2(b) respectively.

It may be seen that except in Tamil Nadu majority of the students would like to continue the studies further the percentage being about 90 percent or more in Delhi and West Bengal and 60 -70 percent in Uttar Pradesh and Gujarat. However in Tamil Nadu about 55 percent did not want to pursue the study further.

Figs in % with in State

3.2(a) : State-wise Distribution of Respondents by those willing to Continue their Studies Further

Willingness to continue studies	Number of Students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Willing	89.17	61.16	45.73	69.37	94.28	69.64
Not willing	10.83	38.84	54.27	30.63	5.72	30.36
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with Social Group

3.2 (b) : Caste-wise Distribution of Respondents by those willing to Continue their Studies Further

Willingness to continue studies	Number of Students in				
	SC	ST	OBC	Others	Total
Willing to continue	69.63	70.28	68.29	70.20	69.64
Not willing to continue	30.37	29.72	31.71	29.80	30.36
Total	100.00	100.00	100.00	100.00	100.00

There is no appreciable difference between different social group with regard to willingness of the students to continue the studies. About 70 percent of the students in each of the groups wished to study further.

3.3.2 Desire to go far a job.

The students were also asked a question about their willingness to go for job after their current course of studies. Overall, more than three fourths of the students contacted were willing to go for job after taking the Degree.

Except in Gujarat 75 to 85 percent of the students were prepared to take up a job after the studies. However in Gujarat it is only about 35 percent of the students who were willing to take up a job.

In each of the social groups about 70 to 80 percent of students were prepared to go for a job after the present course of studies. However among them the percentage was the lowest in ST and the Highest in OBC.

The state-wise & caste-wise distribution of respondents by those willing to go for job after taking the Degree is given in Table-3.3(a) & Table-3.3(b).

Figs in % with in State

3.3(a) : State-wise Distribution of Respondents by those willing to go for Job after taking the Degree

Willing to go for Job after current course of studies.	Number of Students in					Total
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	
Willing	84.46	87.05	74.49	36.96	83.67	76.65
Not willing	15.54	12.95	25.51	63.04	16.33	23.35
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with Social Group

3.3(b) : Caste-wise Distribution Respondents by those willing to go for Job after taking the Degree

Willing to go for Job after current course of studies	Number of Students in				Total
	SC	ST	OBC	Others	
Willing	78.57	68.94	80.57	76.73	76.65
Not willing	21.43	31.06	19.43	23.27	23.35
Total	100.00	100.00	100.00	100.00	100.00

3.3.3 Neither willing to continue studies nor willing to go for a job

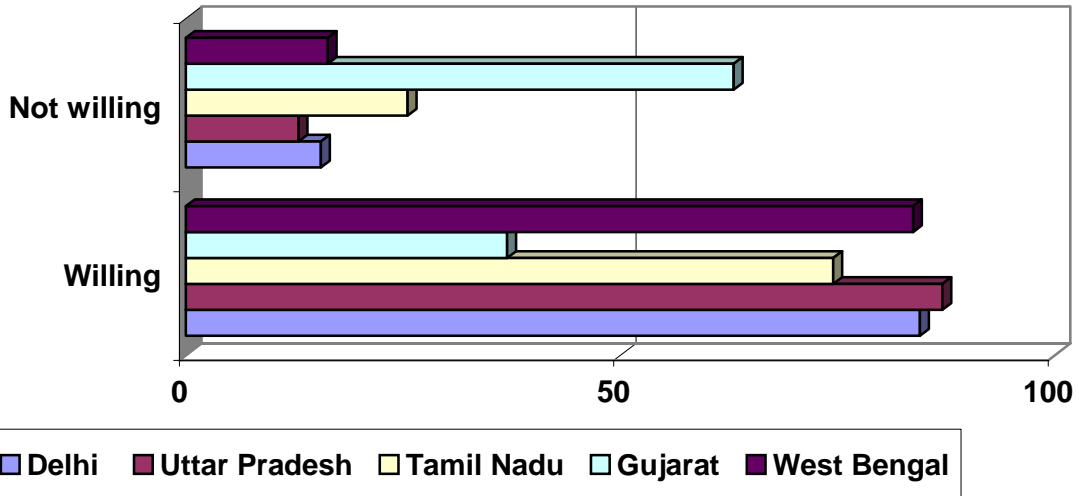
From the previous discussion it is clear that the majority of the students are willing to continue the studies as well as prepared to take up a job. Thus there is no clear cut exclusive choice between higher studies and immediate employment .

Further enquiry was made among the students who were neither willing to study further nor willing to go for a job after the current course of studies as to what would be their plan of action in future. It was also found that 61.7 percent of them wanted to take up own business / practice. There was wide variation in this respect among the states ranging from 45 percent in Gujarat to 78 percent. in Tamil Nadu. West Bengal, Uttar Pradesh and Delhi have registered about 50, 60 and 70 percentages respectively. The variation was comparatively less between the different social groups, the range being 52 percent to 67 percent. It has been seen that significantly larger proportion of reserved category students preferred to do own business or private practice after the current course of studies as compared to the students belonging to the general category.

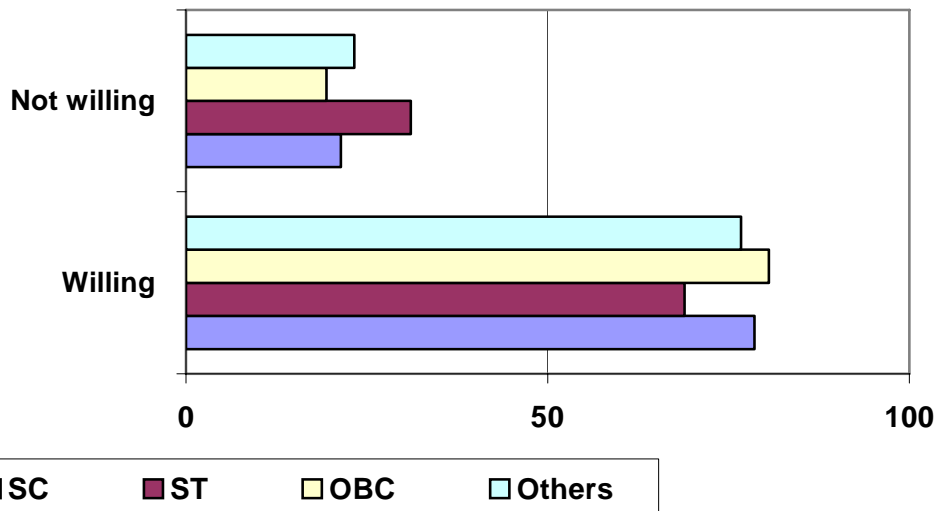
3.4 Past Educational History.

The type of institutions attended in the past, the medium of instruction they had earlier and their performance in the lower classes et c., may be factors affecting the prospects of the students in their present studies and their aspirations for the future. Hence an attempt was made to know the type of institutions where they had their earlier education, the

State-wise Distribution of Respondents by those Willing to go for Job After Taking the Degree



Caste-wise Distribution Respondents by those Willing to go for Job After Taking the Degree



Figs in % with Social Group

**3.4(b) : Caste-wise Distribution of Respondents by type of
Institutions Attended in the Past Primary Education**

Level of Education	Number of Students				
	SC	ST	OBC	Other	Total
Public School	15.99	10.73	15.11	19.05	15.33
Central School	5.88	7.37	6.07	7.16	6.43
Govt. School	28.13	25.59	29.69	18.16	26.14
Govt. Aided School	12.73	12.18	10.93	10.36	11.91
Municipal School	1.31	1.23	0.94	1.41	1.25
Private School	35.57	42.35	36.84	43.61	38.54
N.R.	0.39	0.56	0.40	0.26	0.40
Total	100.00	100.00	100.00	100.00	100.00

(b) Middle School Education

Overall, about 50% of the students interviewed had their middle school education in Government and Government aided schools and 30 percent in private schools. Only about 15 percent had been there in the public school and about 5 percent in Central Schools

In all the states the combination of Government and Government aided schools dominated as the largest proportion of students had their middle level education in these schools. It is only in Delhi and Uttar Pradesh that 25 to 30 percent of the students had been there in the Public Schools where as in Tamil Nadu it was only about 2 percent and in other place the relevant share was about 5 percent. In the case of Central School there is not much variation. About 4 to 8 percent of the students were in Central Schools for middle school education in each of the states. The contribution of Municipal Schools was insignificant every where.

About 50 percent of the students had their middle level education in Government and Government aided schools where as it is only about 40 percent in the case of students of general category. ST students were less in Pubic schools in comparison with others and the students of general category were more in Private schools as compared to others. In the case of Central Schools there had not been much differentiation between the social groups.

The results of the analysis with respect the type of schools where the students had their middle level education are presented in tables 3.5(a) and 3.5(b)

Figs in % with in State

**3.5(a) : State-wise Distribution of Respondents by type of Institutions
Attended where they had their Middle School Education**

Type of Institution	Number of Students in					Total
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	
Public School	24.84	32.00	1.66	5.53	5.24	13.94
Central School	8.53	8.84	4.11	4.35	5.01	6.21
Govt. School	44.86	28.63	25.51	24.90	26.22	30.18
Govt. Aided School	4.81	12.53	28.83	22.53	19.43	17.98
Municipal School	0.22	0.74	0.39	0.79	1.31	0.65
Private School	16.19	17.26	39.34	41.7	41.72	30.63
N. R.	0.55	0.00	0.16	0.20	1.07	0.40
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with Social Group

**3.5(b) : Caste-wise Distribution of Respondents by type of
Institutions Attended where they had their Middle
Level Education**

Type of Institution	Number of Students				
	SC	ST	OBC	Other	Total
Public School	14.38	9.39	14.3	17.65	13.94
Central School	6.17	5.70	6.07	7.03	6.21
Govt. School	31.29	31.28	34.14	22.25	30.18
Govt. Aided School	19.29	18.44	16.06	15.86	17.98
Municipal School	0.58	0.56	1.21	0.38	0.65
Private School	27.94	34.19	28.07	36.06	30.63
NR	0.34	0.45	0.13	0.77	0.40
Total	100.00	100.00	100.00	100.00	100.00

(c) Secondary School Level

While coming to the place of secondary education of the students covered the Government Schools and the Government aided Schools account for about 60 percent, Private Schools about 25 percent. Public Schools about 10 percent and Central Schools about 5 percent. The role of municipal schools as usual is negligible.

In each of the States the combination of Government and Government aided schools ruled high accounting for about 50 percent to 65 percent, the minimum being in west Bengal and the Maximum being in Tami Nadu. Public School as a place of secondary education was significant only in Delhi and UP (round about 20 percent), the same being about 5 percent or less in other places. Private Schools were more prominent in Tamil

Nadu, Gujarat and West Bengal as compared to other two States. Central Schools accounted for about 10 percent in Delhi and Uttar Pradesh whereas only 2 to 3 percent in other states.

The number of General Category students who had their secondary education in Government and Government aided schools is comparatively less (about 45 percent) as compared to other social groups which recorded more than 55 percent each. Comparatively larger proportion of general category students (about 35 percent) have had their secondary education in Private Schools. Though The ST students were nearing the same status in the case of SC and OBC groups the corresponding percentage was only about 25 percent each. There had not been much of an appreciable differentiation with regard to Public schools as well as in the case of Central School.

The results of the concerned analysis are presented in table 3.6(a) and 3.6(b) below

Figs in % with in State

3.6(a) : State-wise Distribution of Respondents by type of Institutions where they had their Secondary Education

Level of Education	Number of Students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Public School	23.09	19.37	1.82	5.73	3.93	10.72
Central School	9.19	10.00	2.69	3.75	3.34	5.81
Govt. School	45.62	39.79	27.57	27.27	28.01	33.89
Govt. Aided School	6.13	25.26	39.34	27.87	21.22	24.87
Municipal School	0.22	0.21	0.16	0.40	2.26	0.60
Private School	15.43	5.37	28.28	34.78	41.00	23.91
N. R.	0.33	0.00	0.16	0.20	0.24	0.20
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with Social Group

3.6(b) : Caste-wise Distribution of Respondents by type of Institutions where they had their Secondary Level Education

Level of Education	Number of Students				
	SC	ST	OBC	Other	Total
Public School	10.3	9.05	9.04	15.35	10.72
Central School	6.37	5.03	5.26	5.75	5.81
Govt. School	36.58	31.95	39.00	24.17	33.89
Govt. Aided School	26.34	24.47	25.51	20.84	24.87
Municipal School	0.29	0.78	1.62	0.26	0.60
Private School	19.97	28.38	19.57	33.25	23.91
N.R	0.15	0.34	0.00	0.38	0.20
Total	100.00	100.00	100.00	100.00	100.00

Figs in % with Social Group

**3.7(b) : Caste-wise Distribution of Respondents by
type of Institutions where they had their
Senior Secondary Level Education**

Level of Education	Number of Students				
	SC	ST	OBC	Other	Total
Public School	10.11	8.72	8.23	15.35	10.43
Central School	5.83	4.8	5.13	4.86	5.34
Govt. School	38.14	33.3	42.51	23.15	35.28
Govt. Aided School	26.43	25.03	25.64	25.44	25.85
Municipal School	0.53	0.56	0.81	0.38	0.56
Private School	18.37	26.58	17.14	29.92	21.83
N.R.	0.59	1.01	0.54	0.90	0.71
Total	100.00	100.00	100.00	100.00	100.00

3.4.2 Medium of Instruction

It has been attempted to ascertain the medium of instruction they had in their earlier education at different levels. Here we have considered only from the Middle school level onwards. At each stage we have enquired whether the student had his education in English or Hindi or the Regional Language or any other language.

(a) Middle School Level Education

It has been seen that nearly 50 percent of the students had their middle school education in English, about 30 percent in Regional Language and about 20 percent in Hindi.

There is wide variation between the States in the medium of instruction that the students had at middle school level. English was the medium in the case of less than 20 percent of the students in Gujarat, about 40 percent in Uttar Pradesh and above 50 percent in all other States. In Tamil Nadu as high as about 70 percent of the Students had their education in English. In Uttar Pradesh more than half of the students had their middle level education in Hindi and the corresponding percentage in the case of Delhi was just above 40 percent. In West Bengal it was as low as about 10 percent and in other cases it was negligible. Nearly 80 percent of the students in Gujarat had their middle school education in Regional Language whereas it was 30 to 40 percent in the case of Tamil Nadu and West Bengal.

More than 60 percent of the students of the general category had their middle school education in English whereas in the case of each of the other social groups the same was just below 50 percent. About one fourth of the students belonging to SC as well as OBC had their middle school education in Hindi. In the case of other social groups the percentage of students who had their middle school education was less than 20. A larger proportion of ST students (nearly 40 percent) had their middle level education in Regional languages. Though between the other groups there is not much differentiation, it is the general category students in whose case the proportion was the minimum.

The actual percentage of students who had their middle school education in different medium of instruction, with in each state as well as with in each social group are presented in tables 3.8(a) and 3.8(b) respectively.

Figs in % with in State

3.8(a) : Distribution of Respondents by Medium of Instruction at the middle level of education

Medium of Instruction	Number of Students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Eng.	54.60	38.00	67.69	18.38	49.94	49.80
Hindi	40.26	51.89	1.26	2.17	9.06	21.54
Regional Language	4.05	10.11	30.41	79.05	38.97	27.81
N.R.	1.09	0.00	0.64	0.40	2.03	0.85
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with Social Group

3.8(b) : Caste-wise Distribution of Respondents by Medium of Instruction at the middle level of education

Medium of Instruction	Number of Students in				
	SC	ST	OBC	Other	Total
Eng.	46.79	49.94	46.83	60.36	49.79
Hindi	26.14	12.07	24.83	17.14	21.54
Regional Language	26.14	36.87	27.53	22.12	27.82
N.R.	0.93	1.12	0.81	0.38	0.85
Total	100.00	100.00	100.00	100.00	100.00

(b) Secondary School Level

Over all, the medium of instruction of the students in their secondary school education followed more or less the same pattern as in the case of their middle school education.

The actual percentage of students who had their Secondary school education in different medium of instruction, with in each state as well as with in each social group are presented in tables 3.9(a) and 3.9(b) respectively.

Figs in % with in State

3.9(a) : Distribution of Respondents by Medium of Instruction in Secondary level of education

Medium of Instruction	Number of Students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Eng.	56.12	43.37	66.98	18.58	48.74	50.85
Hindi	39.39	54.20	1.18	1.98	9.30	21.85
Regional Language	3.83	2.32	31.36	79.04	40.29	26.63
N.R.	0.66	0.11	0.48	0.40	1.67	0.67
Total	100.00	100.01	100.00	100.00	100.00	100.00

Figs in % with Social Group

3.9(b) : Caste-wise Distribution of Respondents by Medium of Instruction in secondary level of education

Medium of Instruction	Number of Students in				
	SC	ST	OBC	Other	Total
Eng.	48.44	50.38	46.56	61.76	50.85
Hindi	26.97	12.07	26.18	15.47	21.85
Regional Language	23.86	36.54	26.86	22.38	26.63
N.R.	0.73	1.01	0.40	0.39	0.67
Total	100.00	100.00	100.00	100.00	100.00

(c) Sr. Secondary School Level

About 55 percent of the respondents had English, as medium of instruction at Sr. Secondary school level education. Nearly one fourth of the students had Regional Language as medium and about 20 percent had Hindi as medium.

The comparative positions of the States and the Social groups remained more or less the same as in the case of Middle school education and Secondary School education. though the proportion of those who had English as medium was generally higher as compared to the lower level of school education.

The actual percentage of students who had their Senior Secondary school education in different medium of instruction, within each state as well as within each social group are presented in tables 3.10 (a) and 3.10 (b) respectively.

Figs in % with in State

3.10(a) : Distribution of Respondents by Medium of Instruction at Senior Secondary level

Medium of Instruction	Number of Students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Eng.	64.65	43.37	69.67	21.74	55.54	54.98
Hindi	32.39	55.78	1.11	1.58	5.01	19.88
Regional Language	2.41	0.74	28.75	76.28	36.95	24.33
N.R.	0.55	0.11	0.47	0.40	2.50	0.81
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with Social Group

3.10(b) : Caste-wise Distribution of Respondents by Medium of Instruction at Senior Secondary level

Medium of Instruction	Number of Students in				
	SC	ST	OBC	Other	Total
Eng.	50.38	56.87	53.31	66.49	54.98
Hindi	27.02	8.72	21.59	12.28	19.88
Regional Language	21.82	33.18	24.56	20.59	24.33
N.R.	0.78	1.23	0.54	0.64	0.81
Total	100.00	100.00	100.00	100.00	100.00

(d) Graduation and above

In the graduation and above the picture has changed completely. More than three fourths of the respondents had English as medium of instruction. Only about 15 percent had Hindi as medium and those who had regional language as medium were found to be less than 10 percent.

In all the states more than 60 percent of the students had their higher education in English. The percentage was as high as about 90 percent in the case of Tamil Nadu and 85 percent in the case West Bengal. In the case of Delhi and Uttar Pradesh 30 to 35 percent students had Hindi as medium. It is only in case of Gujarat that considerable proportion of students (nearly 40 percent) had their higher education in Regional Language.

In all the Social groups more than 70 percent of the students had their higher education in English. It is the general category students who have recorded the maximum percentage of about 85 percent. SC and OBC had more or less same percentage about 70 percent) of students with English as medium and formed the lower limit of the range.

The actual percentage of students who had their education at the level of Graduation and above in different medium of instruction, with in each state as well as within each social group are presented in tables 3.11(a) and 3.11(b) respectively

Figs in % with in State

**3.11(a) : Distribution of Respondents by Medium of Instruction
at the level of graduation and above**

Medium of Instruction	Number of Students in					Total
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	
Graduation & above						
Eng.	70.35	62.11	89.81	62.65	85.34	76.03
Hindi	26.15	36.84	0.71	0.20	3.58	14.05
Regional Language	1.97	0.21	8.93	36.56	8.10	8.62
N.R.	1.53	0.84	0.55	0.59	2.98	1.30
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with Social Group

**3.11(b) : Caste-wise Distribution of Respondents by Medium of
Instruction at the level of graduation and above**

Medium of Instruction	Number of Students in				Total
	SC	ST	OBC	Other	
Eng.	72.01	80.56	73.01	84.27	76.03
Hindi	19.39	5.47	16.73	7.29	14.05
Regional Language	7.48	12.07	9.18	7.16	8.62
N.R.	1.12	1.90	1.08	1.28	1.30
Total	100	100	100	100	100

Figs in % with Social Group

3.12(b) : Caste-wise Distribution of Respondents by Performance Level in their middle school education

Performance Level	Number of Students in				
	SC	ST	OBC	Other	Total
Very Good	29.79	37.65	31.31	40.79	33.53
Good	53.30	49.39	54.39	44.62	51.18
Fair	15.16	11.28	12.01	12.79	13.45
Poor	1.02	1.23	1.48	0.90	1.12
N.R.	0.73	0.45	0.81	0.90	0.72
Total	100.00	100.00	100.00	100.00	100.00

(b) Secondary School Level Education

The pattern of performance at Secondary School level followed the same as in the case middle school level. However in general the percentages of students who had “Good” performance were higher as compared to the case of middle school education in every state. In the case of Social Groups in all the groups more than 50 percent of the students have recorded ‘Good’ performance.

The percentage distribution the students interviewed within each of the States as well as each of the social groups as per their performance in the Secondary School level are given below in tables 3.13(a) and 3.13(b) respectively.

Figs in % with in State

3.13(a) State-wise Distribution of Respondents Performance Level in their Secondary school education

Performance Level	Number of Students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Very Good	33.04	20.21	32.54	49.21	27.18	30.90
Good	55.14	63.89	51.18	46.24	57.56	55.32
Fair	10.94	15.05	15.72	3.95	12.75	12.71
Poor	0.44	0.43	0.17	0.40	2.03	0.65
N. R.	0.44	0.42	0.39	0.20	0.48	0.42
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with Social Group

3.13(b) : Caste-wise Distribution of Respondents by Performance Level in their Secondary school education

Performance Level	Number of Students in				
	SC	ST	OBC	Other	Total
Very Good	26.58	36.20	29.01	37.98	30.90
Good	58.07	52.40	56.01	50.77	55.32
Fair	14.19	10.17	13.77	10.74	12.71
Poor	0.63	1.01	0.81	0.13	0.65
N.R.	0.53	0.22	0.40	0.38	0.42
Total	100.00	100.00	100.00	100.00	100.00

(c) Sr. Secondary Level Education

The pattern of performance at Senior Secondary School level followed the same as in the case of Secondary school level. However in general the percentages of students who had “Good” performance were higher as compared to the case of Secondary. school education in every state and in every social group. All the states have recorded more than 55 percent , UP recording the maximum of about 70 percent. All the social groups have recorded more than 50 percent “Good” performance.

The percentage distribution the students interviewed within each of the States as well as each of the social groups as per their performance in the Senior Secondary School level are given below in tables 3.14(a) and 3.14(b) respectively

Figs in % with in State

3.14(a) : State-wise Distribution of Respondents Performance Level in their Sr. Secondary school education

Performance Level	Number of Students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Very Good	29.10	18.52	32.86	37.15	22.88	27.66
Good	58.10	68.00	55.21	57.90	57.81	59.29
Fair	11.48	12.53	11.22	4.55	15.26	11.55
Poor	0.66	0.42	0.39	0.20	2.62	0.85
N. R.	0.66	0.53	0.32	0.20	1.43	0.65
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with Social Group

3.14(b) : Caste-wise Distribution of Respondents by Performance Level in their Sr. Secondary school education

Performance Level	Number of Students in				
	SC	ST	OBC	Other	Total
Very Good	23.42	29.16	27.67	37.08	27.66
Good	62.44	60.11	57.22	52.05	59.29
Fair	12.39	9.16	13.63	10.10	11.55
Poor	0.97	0.89	1.08	0.26	0.85
N.R.	0.78	0.68	0.40	0.51	0.65
Total	100.00	100.00	100.00	100.00	100.00

(d) Graduation & above

The pattern of performance at graduation level followed the same as in the case of Senior Secondary school level.

The percentage distribution the students interviewed within each of the States as well as each of the social groups as per their performance in the graduation and above level are given below in tables 3.15(a) and 3.15(b) respectively

Figs in % with in State

3.15(a) : State-wise Distribution of Respondents Performance Level in their education at graduation and above

Performance Level	Number of Students in					Total
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	
Very Good	24.51	16.53	35.7	31.03	18.59	25.6
Good	56.13	69.15	55.85	62.84	51.85	58.76
Fair	14.88	10.63	7.82	5.14	15.61	11.01
Poor	1.09	0.74	0.39	0.59	2.39	1.01
N. R.	3.39	2.95	0.24	0.40	11.56	3.62
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with Social Group

3.15(b) : Caste-wise Distribution of Respondents by Performance Level in their education at graduation and above

Performance Level	Number of Students in				Total
	SC	ST	OBC	Other	
Graduation & above					
Very Good	23.08	27.93	22.27	32.74	25.60
Good	60.15	57.54	63.56	51.92	58.76
Fair	11.47	10.61	9.99	11.25	11.01
Poor	1.07	0.79	1.35	0.77	1.01
N.R.	4.23	3.13	2.83	3.32	3.62
Total	100.00	100.00	100.00	100.00	100.00

3.5 Family Background

3.5.1 Effect of family background

It may be likely that the circumstance of the family situation may be affecting the educational and career prospects and aspirations of the students. Hence it was ascertained whether the family situation had any adverse effect on the performance level of the students in their education at different levels and so what are the factors that affected the students.

In the case of nearly 60 percent of the students the family background did not affect their performance adversely. But the situation differed considerably between different states. In Gujarat and West Bengal nearly 80 percent of the students said that their family situation has not affected their performance, whereas in Tamil Nadu more than 60 percent have

said that their family situation has affected their performance adversely. In the other two states 55 to 65 percent of the students have said that their family situation has not affected their performance adversely.

Nearly 70 percent of the general category students and round about 55 percent of the students of the other social groups have said that their family situation has not affected their performance

The actual percentages for each of the states and each of the social groups are given in tables 3.16(a) and 3.16(b) below

Figs in % with in State

3.16(a) : State-wise Distribution of Respondents as per effect of family situation on their performance level

Effect of family situation on performance level	Number of Students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Affected adversely	44.75	36.00	60.90	18.77	23.48	40.53
Did not affect adversely	55.25	64.00	39.10	81.23	76.52	59.47
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with Social Group

3.16(b) : Caste-wise Distribution of Respondents as per effect of family situation on their performance level

Effect of family situation on performance level	Number of Students in				
	SC	ST	OBC	Others	Total
Affected adversely	42.37	41.68	45.48	29.67	40.53
Did not affect adversely	57.63	58.32	54.52	70.33	59.47
Total	100.00	100.00	100.00	100.00	100.00

3.5.2 The factors of family situation

Among the students who have said that their family situation has affected their performance adversely it was further ascertained as to what exactly was responsible for the adverse effect. The information obtained have been analyzed and the results are presented in tables 3.17(a) and 3.17(b) below. Nearly one third of them stated the economic reasons had affected their performance. Another one third have told that the lack of facilities have affected the performance. Nearly one fifth have said that their environment was responsible for their adverse effect on their performance. About one tenth attributed the adverse effect to social reasons and another about 5 percent to various other miscellaneous reasons.

Economic reason was predominant in Delhi being reported by more than 50 percent of the students whose performance has been adversely affected. Lack of facilities was highly predominant in Tamil Nadu with more than 65 percent of adversely affected students reporting the same. About 40 percent in each of the States Uttar Pradesh, Gujarat blamed Environment factors about 30 percent in Gujarat gave economic situation as a reason.

The proportion of those adversely affected by economic reasons was considerably less (about 28 percent) in the case of general category students as compared to the students of other social groups (32 to 38 percent). Similarly the proportion of adversely affected by lack of facilities was considerably less (about 28 percent) in the case of OBC students as compared to the students of other social groups (34 to 38 percent). Though there is not much of differentiation between the Social groups with regard to the other reasons still the proportion of students reporting other reasons was slightly on the higher side in the case of OBC and general category as compared to other social groups.

Figs in % with in State

3.17(a) : State-wise Distribution of Respondents by various family situation Factors Responsible for Adverse Effect

Factors Responsible for Adverse Effect	Number of Students in					Total
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	
Economic	59.90	27.49	20.36	30.53	39.59	33.24
Environment	13.20	41.51	10.38	36.83	16.24	18.91
Social	12.96	11.70	2.20	18.95	7.62	7.88
Lack of facilities	10.02	17.84	66.28	3.16	8.12	34.84
Other	3.92	1.46	0.78	10.53	28.43	5.13
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with Social Group

3.17(b) : Caste-wise Distribution of Respondents by Factors Responsible for Adverse Effect

	Number of Students in				Total
	SC	ST	OBC	Others	
Economic	32.00	34.58	38.28	28.45	33.24
Environment	19.38	15.28	19.58	21.98	18.91
Social	7.57	7.51	8.61	8.62	7.88
Lack of facilities	35.77	38.07	28.78	34.91	34.84
Other	5.28	4.56	4.75	6.04	5.13
Total	100.00	100.00	100.00	100.00	100.00

3.6 Informal studies and Coaching

Yet another factor that may be affecting the performance may be the informal studies and the coaching. The number of years spent by the students in studies other than the formal

to get admission to the desired course was enquired into and the information obtained have been tabulated and presented in tables 3.18(a) and 3.18(b) below.

Nearly 40 percent of the students did not spend any time for additional informal studies, about one third has spent an year and about one sixth spent two years. Very few people have spent more than 3 years

Nearly 90 percent of the students of Gujarat have not spent any additional time for any informal education to get admission and so was the situation in case of more than 50 percent of the students of Delhi. However in Uttar Pradesh more than 60 percent have spent one year in such informal education and in Tamil Nadu more about 45 percent have spent one year. In West Bengal only about one fourth of the students have spent three years and in other places people who have spent three years or more constitute an insignificant proportion.

About one third of the students in SC, OBC and general categories had not spent any time in extra studies and another one third in these groups have spent one years in additional studies. In the case of ST about 60 percent have not spent any time and about one fourth have spent one year. It is only in the case of SC that more than 10 percent of the students have spent three years. Those who have spent more than three years constituted below 4 percent in any of the groups.

Figs in % with in State

3.18(a) : State-wise Distribution of Respondents by number of Years Spent on informal studies to get Admission to Desired Course

	Number of Students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
One Year	30.43	60.29	43.20	3.89	16.09	33.01
Two Year	12.74	21.04	18.46	4.16	20.07	16.38
Three Year	1.86	5.70	0.58	2.50	27.29	7.99
More than three year	1.96	2.84	0.12	0.00	5.41	2.24
Did not spend any time	53.01	10.13	37.64	89.45	31.14	40.38
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with Social Group

3.18(b) : Caste-wise Distribution of Respondents by number of Years Spent on informal studies to get Admission to Desired Course

	Number of Student in				
	SC	ST	OBC	Other	Total
One Year	34.44	23.78	36.49	36.48	33.01
Two Year	17.92	13.76	15.32	16.48	16.38
Three Year	11.05	2.29	7.23	7.36	7.99
More than three year	2.21	1.58	3.61	1.76	2.24
Did not spend any time	34.38	58.59	37.35	37.92	40.38
Total	100.00	100.00	100.00	100.00	100.00

The students were also asked whether they had any regular organized coaching classes of the coaching institutions for getting admissions. The responses received have been analyzed and presented in tables 3.19(a) and 3.19(b) below. It was found that about two third of the students did not have any organized coaching classes of the coaching centres. It is only in Uttar Pradesh that more than 50 percent of the students have attended the organized coaching classes.

In every social group the majority of the students did not attend any organized coaching centres. It is only in the case of other category students that a little more than 40 percent had attended the regular coaching centres. Though SC and OBC are also recording more than 35 percent in the case of ST the persons availing the facility regular coaching centres is less than 25 percent

Figs in % with in State

3.19(a) : State-wise Distribution of Respondents as per availing Coaching for getting admission

Characteristics	Number of Students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Availed Coaching	30.96	55.26	31.04	7.11	42.67	35.63
Did not availed coaching	69.04	44.74	68.96	92.89	57.33	64.37
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with Social Group

3.19(b) : Caste-wise Distribution of Respondents as per availing Coaching for getting admission

Characteristics	Number of Students in				
	SC	ST	OBC	Others	Total
Availed Coaching	38.34	23.80	36.57	41.18	35.63
Did not availed coaching	61.66	76.20	63.43	58.82	64.37
Total	100.00	100.00	100.00	100.00	100.00

The students who had the coaching were further questioned whether they had received any financial support and if so from whom they have received. The results of our enquiry in these regards are presented below. It has been seen nearly seventy percent did not have the financial support. Among the different states it varied from about 55 percent to about 90 percent West Bengal scoring the minimum and Gujarat scoring the maximum. Amongst the Social groups it varied from 65 to 78 percent ST scoring the maximum and the general category scoring the minimum.

The relevant percentages in the different states and in the different social groups could be seen in tables 3.20(a) and 3.20(b) respectively.

Figs in % with Social Group

3.21(b) : Caste-wise Distribution of as to whether he is pursuing his choice subject or not.

Characteristics	Number of Students in				
	SC	ST	OBC	Other	Total
Present subject is the choice subject	89.41	90.73	87.58	84.91	88.58
Present subject is not the choice subject	10.59	9.27	12.42	15.09	11.42
Total	100.00	100.00	100.00	100.00	100.00

Amongst the students who had their admission to their choice course it was further ascertained as to what exactly motivated them to take up the present course. The results of this query have been presented in tables- 3.22(a) and 3.22(b) below.

It has been seen that the market value of the course had been the top most consideration with about 45 percent of the student being driven by the same. The highest consideration to market value was given in Tamil Nadu more than 60 percent of the students being motivated by the same followed by Gujarat with about 55 percent It is only in Delhi that Market value did not have the maximum share there being less than 25 percent motivated by the same. In Delhi there was not much clear preference for a single factor of motivation. Market value was the sole major consideration in the case of all social groups, 43 to 48 percent of the students in different groups being driven by the same.

Figs in % with in State

3.22(a) : State-wise Distribution of Respondents by Motivation to Choose the present Course

Motivation factor	Number of Students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Market Value	23.12	44.53	63.73	54.11	35.89	45.85
Social Status	16.91	23.62	13.10	19.79	23.15	18.64
Service to society	29.46	23.74	13.60	20.84	26.48	21.92
Service to your community	24.17	5.52	8.98	4.00	12.59	11.17
Other	6.34	2.59	0.59	1.26	1.89	2.42
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with Social Group

3.22(b) : Caste-wise Distribution of Respondents by Motivation to Choose the present Course

Motivation factor	Number of Students in				
	SC	ST	OBC	Other	Total
Market Value	46.3	45.32	48.07	43.07	45.85
Social Status	20.65	20.69	16.49	12.65	18.64
Service to society	20.98	19.46	24.19	25.3	21.92
Service to your community	9.89	13.05	8.47	15.06	11.17
Other	2.18	1.48	2.78	3.92	2.42
Total	100.00	100.00	100.00	100.00	100.00

Amongst the students who did not get the admission to their first choice subject course, the reason for their failure as per their opinion were ascertained and the picture obtained in this regard is presented in tables 3.23(a) and 3.23(b) below.

Lack of knowledge was the major reason in the case of all states and all the social groups. Amongst the states it accounted for 77 to 92 percent of students in different states and amongst the social groups it accounted for 42 to 85 percent of the student in different groups. Unawareness was maximum at Delhi and Tamil Nadu (above 90 percent) and minimum in West Bengal (77 percent). In the case of social groups there is appreciable difference between them. About 85 percent of the SC people suffered from the lack of knowledge where as only 42 percent of ST suffered. The other two groups recorded round about 60 percent the general category being comparatively more affected.

Figs in % with in State

3.23(a) : State-wise Distribution of Respondents by Reasons for Failure for Failure to Obtain Admission for their first choice course

Reasons for Failure	Number of Students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Lack of knowledge	91.80	85.25	92.18	85.71	77.25	86.75
Could not qualify	2.45	2.66	4.69	14.29	9.11	5.14
No great effort made	4.09	7.99	3.13	0	7.96	5.40
Nobody suggested	1.66	4.10	0.00	0	5.68	2.71
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with Social Group

3.23(b) : Caste-wise Distribution of Respondents by Reasons for Failure for Failure to Obtain Admission for their first choice course

Reasons for Failure	Number of Students in				
	SC	ST	OBC	Other	Total
Lack of knowledge	85.32	42.86	57.51	61.89	86.75
Could not qualify	6.66	14.27	15.34	14.27	5.14
No great effort made	4.01	28.60	23.01	19.03	5.40
Nobody suggested	4.01	14.27	4.14	4.81	2.71
Total	100.00	100.00	100.00	100.00	100.00

3.8 Comparison of past performance

An opinion about the comparison of the past performance of SC / ST students with those of the general category of students were obtained and the concerned results are presented in table 3.24(a) and 3.24(b) below.

70 percent of the students were of the opinion that the past performance of SC ST students is at par with those of the General Category. It is only in Tamil Nadu a majority

of the students (51 percent) considered that the performances were not at par. In fact in Uttar Pradesh, Gujarat and West Bengal more than 80 percent of the students felt that the performances were at par. In Delhi the concerned percentage was 65 percent.

A majority of the SC ST and OBC students opined that their performances were at par with those of general category students where as the majority of the General category students did not think so.

Figs in % with in State

3.24(a) : State-wise Distribution of Respondents by Opinion whether Performance of SC / ST Students at Par with General Category Students

Performance of SC ST Students	Number of Students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
At par with General Category	65.75	84.95	48.50	84.39	83.19	70.31
Not at par with General Category	34.25	15.05	51.5	15.61	16.81	29.69

Figs in % with Social Group

3.24(a) : State-wise Distribution of Respondents by Opinion whether Performance of SC / ST Students at Par with General Category Students

Performance of SC ST Students	Number of Students in				
	SC	ST	OBC	Other	Total
At par with General Category	78.62	76.2	68.56	43.35	70.31
Not at par with General Category	21.38	23.8	31.44	56.65	29.69
Total	100.00	100.00	100.00	100.00	100.00

Amongst the students who felt that the performances were not at par the reasons they attribute to the same was enquired into and the results of the enquiry may be seen in table 3.25(a) and 3.25(b) below.

About 47 percent of the students attributed the failure to the insufficient knowledge of fundamentals. One fifth of the students thought it is because of SC ST students not having sufficient grasping power. A little more than one tenth thought that the SC ST students do not have sufficient retention capacity. In Delhi and Tamil Nadu more than 50 percent attributed the disparity to the insufficient knowledge of fundamentals. In West Bengal too this was the major attribute though only 40 percent of the students pointed out to this. In other two states there is no clear cut single major reason for the disparity.

Majority of the students of all the social groups attributed the disparity to the insufficient knowledge of fundamentals.

Figs in % with Social Group

**3.26(b) : Caste-wise Distribution of Respondents as per opinion
Whether Institution Attended earlier is a Contributory
Factor For not being able to Cope up**

Is institution last attended a contributing factor for not coping up	Number of Students in				
	SC	ST	OBC	Other	Total
Yes	48.49	32.29	37.79	30.43	40.33
No	51.51	67.71	62.21	69.57	59.67

Figs in % with in State

**3.27(a) : State-wise Distribution of Respondents by Opinion on Whether
Social Background a Contributory factor for not being
able to cope up and attain the level of performance**

Is social background a contributing factor for not coping up	Number of Students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Yes	28.12	59.58	46.37	10.28	34.33	39.1
No	71.88	40.42	53.63	89.72	65.67	60.9
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with Social Group

**3.27(b) : Caste-wise Distribution of Respondents by Opinion on Whether
Social Background a Contributory factor for not being able to
cope up and attain the level of performance**

Is social background a contributing factor for not coping up	Number of Students in				
	SC	ST	OBC	Other	Total
Yes	46.5	33.97	37.92	26.6	39.1
No	53.5	66.03	62.08	73.4	60.9
Total	100.00	100.00	100.00	100.00	100.00

Lastly they were asked about their suggestions regarding the support that they may need to obtain the level of competence. Their suggestions have been consolidated and presented in tables 3.28(a) and 3.28(b).

No single reason was found to be significant either in the case of the states or in the case of the social groups or at the over all level.

Figs in % with in State

**3.28 : State-wise Distribution of Respondents by
Suggestions to obtain the level of Competence**

Suggestions	Number of Students					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Special classes for training fundamentals	47.37	14.62	14.62	13.85	27.76	21.77
Regular contact with faculty after classes	18.42	28.21	41.82	46.15	40.23	33.66
Extra Coaching	15.79	45.35	37.26	1.54	17.85	32.24
Other	18.42	11.82	6.30	38.46	14.16	12.33
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with Social Group

**3.28 : State-wise Distribution of Respondents by
Suggestions to obtain the level of Competence**

Suggestions	Number of Students				
	SC	ST	OBC	Others	Total
Special classes for training fundamentals of various	20.38	27.56	24.86	16.15	21.77
Regular contact with faculty after classes	33.97	37.97	31.90	28.85	33.66
Extra Coaching	34.51	22.61	31.29	36.54	32.24
Other	11.04	11.88	11.96	18.46	12.35
Total	100.00	100.00	100.00	100.00	100.00

4. CAREER ASPIRATIONS & PLANS

4.1 Career Aspirations

Every individual may have a dream in their early life. An attempt has been made to capture that dream, aspirations of the students before joining the present course as to what they wanted to become in their life. A broad assessment has been attempted by some of the major categories of avocations. The major fields considered for the purpose of the study are Doctors, Engineers, Scientists, IAS, IFS, IPS Other Government services, and Business /entrepreneurship and Social activists. But on collection of data from the field only four of them found to be having substantial frequencies. Hence for the purpose of comparative analysis the four groups, Doctor, Engineer, IAS / IFS, Business men were only considered. The ambitions expressed by the students have been consolidated and the comparative picture of the responses with reference to the four groups mentioned above is presented in the tables 4.1(a) and 4.1(b) below.

Figs in % with in state

**4.1(a) : State-wise Distribution of Respondents
as per Career Aspirations**

Career Aspirations	Number of Students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	All the 5 States
Doctor	23.47	13.65	21.35	15.19	18.83	18.79
Engineer	20.32	42.43	15.80	22.58	29.49	25.56
IAS / IFS & Allied Services	28.32	18.80	4.55	10.80	14.93	14.68
Businessmen	27.89	25.12	58.30	51.43	36.75	40.97
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with Social Group

**4.1(a) : State-wise Distribution of Respondents
as per Career Aspirations**

Career Aspirations	No. of Students in				
	SC	ST	OBC	Other	Total
Doctor	15.49	20.78	19.78	26.92	18.79
Engineer	26.33	21.79	27.98	26.20	25.56
IAS / IFS	16.46	11.84	14.22	10.81	14.68
Businessmen	41.72	45.59	38.02	36.07	40.97
Total	100.00	100.00	100.00	100.00	100.00

It may be seen that a majority of the students wanted to become doctors. The order of preference after the businessmen was Engineers, doctors and then IAS/IFS. Amongst the students opting for these 5 professions nearly two fifth opted for becoming businessmen, one fourth for becoming an Engineer, a little less than one fifth for becoming a doctor and a little less than one sixth for becoming IAS /IFS. In Tamil Nadu and Gujarat those who wanted to become business men accounted for more than 50 percent of the group where as a sizable majority in Uttar Pradesh wanted to become Engineers. In West Bengal there is slight preference to become a business man but not as predominant as in the case of other states. Delhi is peculiar. Practically there is no significant choice for a particular profession though IAS /IFS has recorded comparatively slightly higher percentage than the other professions.

Among the group analysed those who wanted to become businessmen accounted for the maximum in each of the social groups, 36 to 45 percent. .

It has further been enquired into as to what exactly they would like to become a surgeon or a pediatrician in the case of the doctor, an Electrical engineer or the architect in case Engineers Etc., The replies received showed enormous variety and consequently the frequency distribution became too large with too less frequencies in each of the cells. However we could enumerate the various descriptions of jobs given by the students as of their interest. They are :

- Civil services, IAS / IPS/ IFS / Pvt. Jobs - High level officers, Executive
- Engineering / Electronic Engineer. / Architecture
- Teachers / Lecture / Lawyer / Legal Advisor / Consultant / Self Services
- Govt. Servant / Rly. etc.
- Doctor / Physician / Lab. Asstt. / Medical Rep. / Medical Company, / Bio-tech. / Pediatrician / Heart Surgeon
- Chartered Accountant / Auditor
- Social Research
- Computer Engineer./ Hardware / Software
- Supervisor / Stock In charge / Manager
- Investigating Journalist / Marketing
- Any jobs in Govt. Hospital
- Agriculturist / Farmers
- Business / Cloth Merchant
- Administration / Clerk / Accounting Management
- Others

The students were further asked as to what they propose to do to achieve their dream. Here again innumerable versions of replies have come making it highly difficult to classify them. However about 41 percent of the students have simply said that they will work hard to achieve their goal.

The students were further asked whether they would still wish to try to achieve their dream and spend more time for the same. An overwhelming majority of them responded affirmatively (82.5 percent). The details of the results are presented in tables 4.2(a) and 4.2(b) below.

In Delhi, Tamil Nadu and Gujarat more than 90 percent of the students wish to spend more time and try for their goal. In West Bengal and Uttar Pradesh the concerned percentages were about 80 and 60 respectively.

In the case of social groups more than 90 percent of ST students, a little above 80 percent of the OBC and General Category students and a little below 80 percent of the SC students wished to spend more time

Figs in % with in state

4.2(a) : State-wise Distribution of Respondents by desire to Spend more time to achieve Career Aspiration

Does desire to Spend more time to achieve Career Aspiration	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Yes	91.14	60.84	92.1	92.69	77.12	82.51
No	8.86	39.16	7.9	7.31	22.88	17.49
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with in Social Group

4.2(b) : Caste-wise Distribution of Respondents by desire to Spend more time to achieve Career Aspiration

Does desire to Spend more time to achieve Career Aspiration	SC	ST	OBC	Other	Total
Yes	78.67	91.62	82.05	82.61	82.51
No	21.33	8.38	17.95	17.39	17.49
Total	100.00	100.00	100.00	100.00	100.00

The students were further asked to mention how long they would like to try further or wait further to achieve their ambition. Their replies have been analyzed and put in the tabular form in tables 4.3(a) and 4.3(b) below.

A little more than one third of the students are prepared to spend one year more for achieving their ambition. Another more or less equal number of students are prepared to wait for two years more. About one sixth of the students are prepared to wait for even three years and about one tenth for even more than three years.

More than 50 percent of the students in Tamil Nadu wished to spend one more year where as more than 50 percent of the students in Gujarat wanted to spend two more years. In all other states roundabout one third wanted to spend two years more. Especially in Gujarat practically none wanted to spend more than three years.

There is not much of difference between the social groups. Round about one third from each group wanted to spend one more year. Another more or less equivalent number wanted to spend two more years in every group though the number was comparatively higher in the case of OBC, Those prepared to wait for three-years ranged from 11 to 17 percent between the groups and those prepared to wait for more than three years ranged from 8 to 19 percent.

Figs in % with in state

**4.3(a) : State-wise Distribution Respondents by No. of Years
Expected to Spend to Fulfil Career Aspiration**

	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
One Year	29.89	25.61	56.78	30.49	12.21	34.69
Two year	36.85	34.26	30.45	55.65	35.55	36.58
Three year	19.21	24.05	6.26	10.87	23.34	15.54
More than three year	12.73	14.01	5.83	1.92	25.66	11.64
NR	1.32	2.08	0.69	1.07	3.25	1.54

Figs in % with in Social Group

**4.3(b) : Caste-wise Distribution of Respondents by No. of Years
Expected to Spend to fulfill career aspirations**

	SC	ST	OBC	Other	Total
One Year	34.1	37.56	34.38	32.82	34.69
Two year	36.26	37.07	41.94	31.73	36.58
Three year	17.23	15.12	11.84	15.33	15.54
More than three year	10.99	8.05	10.03	19.35	11.64
NR	1.42	2.2	1.81	0.77	1.54

In the case of those students who were not prepared to spend more time further question was put as to what they intend to do?

It is seen that they wanted to either do the business or do the job immediately after the course. In Uttar Pradesh about one fourth have said they would be prepared to do any job and would be going for the job whereas such an answer was never received in Delhi.

4.2 Preferences

4.2.1 The students were asked to rank different jobs as per their order of preference. The jobs taken for the analysis are government job, Private Job own family business and joint family business. Each of the students were asked to rank their first, second and third preferences.

4.2.2 First preference

From the responses received from the students it has been seen that about 60 percent of the students have shown Government Job as their first preference. Another little more than one fourth of the students have indicated Private Job as their preference. About one tenth prefer to do their own business as first preference. Those who have indicated the rest of the jobs as first preference are negligible in number.

The people who preferred the Government jobs were more than 80 percent in Delhi, 60 to 65 percent in Uttar Pradesh, Gujarat and West Bengal. But in Tamil Nadu a little more than one third of the people had chosen government job as their first preference. About

half of the students in Tamil Nadu have indicated Private Job as the first preference. Private Job has also found favour as preference amongst about one fourth of the students in Uttar Pradesh and Gujarat and about one fifth of the students in West Bengal. However in Delhi the students who have shown private job as first preference are less than 10 percent. It is only in Tamil Nadu and West Bengal that more than 10 percent of the students (13 to 15 percent) have taken Own business first preference.

Though Government job was chosen as first preference by students belonging to all the social groups, the percentage of such students in general category is considerably less as compared to the percentages of students in SC, ST and OBC categories. Amongst the reserved groups OBC preferred the government jobs most and the ST the least. In the case of private jobs as well as own business higher parentage of students belonging to other categories have shown their interest as compared to their counter parts in other groups. Amongst the reserved group the ST have shown more interest and the OBC the least interest.

The complete picture in this regards could be had at tables 4.4(a) and 4.4(b) below.

Figs in % with in state

4.4 (a) : State-wise Distribution of students by different jobs as their first preference

First preference jobs	Number of students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Government Job	81.99	66.77	36.74	63.50	60.20	59.69
Private Job	9.93	28.71	47.49	25.67	18.94	27.78
Own business	5.51	2.69	13.64	9.89	15.45	9.71
Family Business	0.74	0.97	0.77	0.19	3.61	1.44
Others	1.84	0.86	1.36	0.76	1.80	1.39
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with Social Group

4.4(b) : Caste-wise Distribution of students by different jobs as their first preference

First preference jobs	Number of students in				
	SC	ST	OBC	Other	Total
Government Job	62.14	58.59	65.75	48.45	59.69
Private Job	26.80	28.24	25.69	32.12	27.78
Own business	8.50	10.71	7.32	14.04	9.71
Family Business	1.31	1.00	0.69	2.97	1.44
Others	1.26	1.45	0.55	2.43	1.39
Total	100.00	100.00	100.00	100.00	100.00

4.2.2 Second Preference

More than half of the students preferred private jobs as their second preference. About one fourth preferred the government job and about 15 percent preferred Own Business. The other preferences were not significant. The maximum percentage of students in each of the states other than Tamil Nadu have chosen Private Job as their second preference. In Delhi it was more than three fourth of the students, the highest. In Tamil Nadu however about 50 percent of the students have indicated government job as their second preference. Tamil Nadu is the only state where those who have chosen own business as second preference constituted less than 10 percent. A complete picture can be seen in table 4.5(a).

Figs in % with in state

4.5(a) : State-wise Distribution of students by different jobs as their Second preference

Second preference jobs	Number of students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Government Job	9.35	27.15	47.41	14.69	16.26	26.40
Private Job	75.76	41.16	43.31	59.35	66.33	54.66
Own business	11.64	27.53	7.37	20.80	10.17	14.81
Family Business	2.86	3.54	1.73	4.77	5.34	3.38
Others	0.38	0.63	0.18	0.38	1.91	0.76
Total	100.00	100.00	100.00	100.00	100.00	100.00

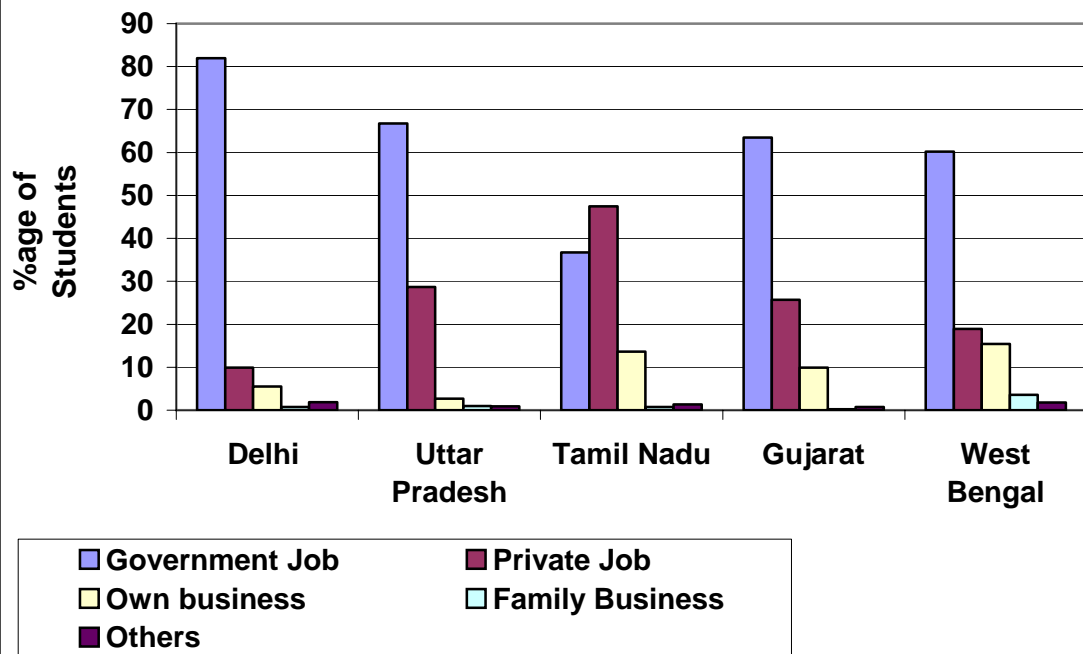
More than half of the students in each of the social group have indicated private job as their second preference. . However the percentage of general category students was comparatively less than those of their counter parts in other social groups. Amongst the reserve group OBC showed the highest interest and the SC the least in the case of government job which is the second in rank amongst the second preferences of the students in all social groups, the percentage of general category students was higher than that of any of the other social groups. 12 to 16 percent of students were inclined to take own business as their second preference in each of the social groups, the SC leading and OBC trailing. A complete picture can be had in table 4.5(b) below.

Figs in % with Social Group

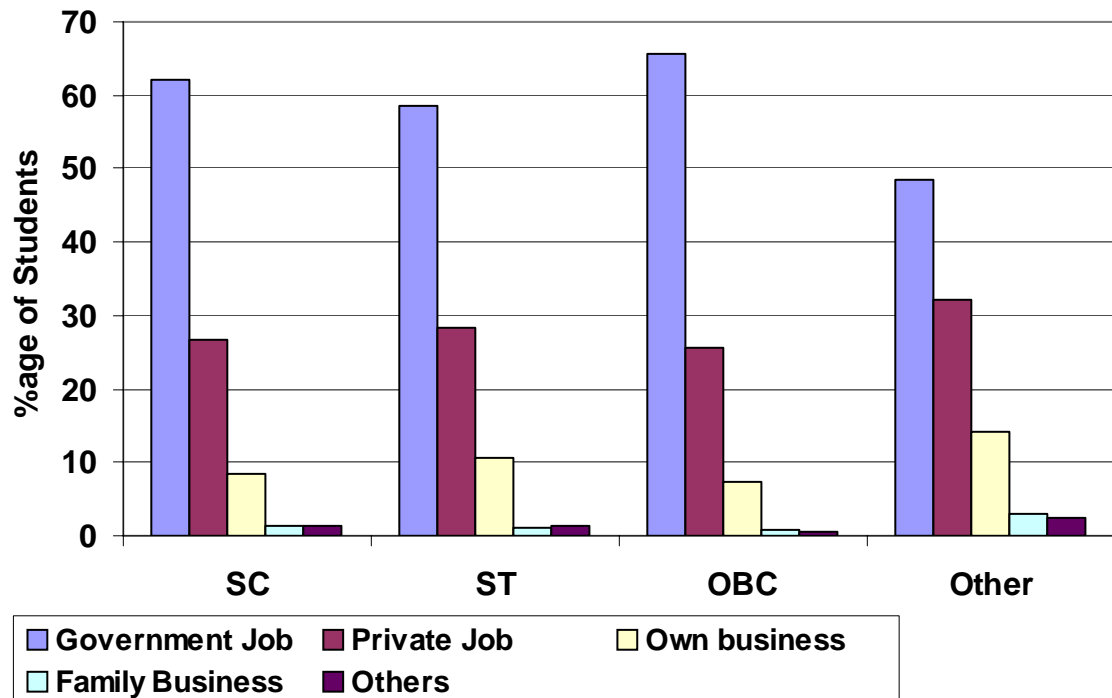
4.5(b) : Caste-wise Distribution of students by different jobs as their Second preference

Second preference jobs	Number of students in				
	SC	ST	OBC	Other	Total
Government Job	25.76	26.75	24.38	29.73	26.40
Private Job	54.03	56.03	58.59	50.76	54.66
Own business	16.33	13.11	12.97	14.63	14.81
Family Business	3.08	3.31	3.59	3.96	3.38
Others	0.80	0.79	0.47	0.91	0.76
Total	100.00	100.00	100.00	100.00	100.00

State-wise Distribution of Students by Different Jobs as their First Preference



Caste-wise Distribution of Students by Different Jobs as their First Preference



4.2.3 Third preference

About two third of the students showed Own Business as third preference. A little more than 10 percent indicated Family Business as their third preference. Those indicated Government job or Private Job as third preferences formed a little less than 10 percent each. All the states except Uttar Pradesh had indicated that 61 to 71 percentage of students are inclined to take up own Business as their third preference. But in Uttar Pradesh the relevant percentage is less than 40. A more or less equal number of persons in Uttar Pradesh are inclined to take Family business as their third preference.

More than half of the students in each of the social groups wanted to take up own business as the third preference. But the general category students were less inclined as compared to any of their counter parts in other social groups. STs and OBCs were showing the maximum interest. Except in the case of ST students Family Business occupied the second place as the third preference of the students where as in all the social groups the percentage of students who preferred private job as their third preference was less than 10 percent ST students preferred Government job.

The consolidated picture could be seen in tables 4.6(a) and 4.6(b) below.

Figs in % with in state

4.6(a) : State-wise Distribution of students by different jobs as their Third preference

Third preference jobs	Number of students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Government Job	7.54	4.97	10.61	12.13	9.40	9.35
Private Job	10.05	8.47	7.17	11.35	8.65	8.85
Own business	71.11	37.75	68.16	61.06	63.28	61.20
Family Business	7.29	36.65	5.26	12.52	12.03	13.23
Others	4.02	12.15	8.80	2.94	6.64	7.37
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with Social Group

4.6(b) : Caste-wise Distribution of students by different jobs as their Third preference

Second preference jobs	Number of students in				
	SC	ST	OBC	Other	Total
Government Job	8.09	10.06	7.99	13.06	9.35
Private Job	8.37	9.22	7.99	9.92	8.85
Own business	59.53	64.66	65.63	57.19	61.20
Family Business	15.29	9.50	12.33	13.39	13.23
Others	8.71	6.56	6.08	6.45	7.37
Total	100.00	100.00	100.00	100.00	100.00

5. AWARENESS OF OPPORTUNITIES

5.1 General

The awareness level of the students with respect to opportunities in studies, future prospects of the course / degree they were doing, the performance level needed to get admission to a course, the performance level needed to get a job as well as source of awareness and reasons for non awareness were collected from the students and they are being presented here.

5.2 Opportunities in Studies

Whether the students are aware of the opportunities in studies has been ascertained and the responses received have been consolidated and presented in table 5.1 (a) and 5.1(b) below

Overall, about nine out of every ten respondents contacted were aware of the opportunities in studies. State-wise Gujarat recorded a maximum of more than 99 percent of students reporting awareness of opportunities for studies. This is followed by Uttar Pradesh accounting for 94.84 and Delhi (90.59 percent).

There is not much of difference between the social groups in each of the groups about 90 percent are aware of the opportunities available in studies.

Figs in % with in state

5.1(a) : State-wise Distribution of Response of Awareness or otherwise of Opportunities in Studies

Whether aware	Number of Students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Aware	90.59	94.84	88.07	99.21	80.1	89.77
Not aware	9.41	5.16	11.93	0.79	19.9	10.23
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with in Social Group

5.1(b) : Caste-wise Distribution of Respondents by Awareness or otherwise of Opportunities in Studies

Whether aware					
	SC	ST	OBC	Other	Total
Aware	90.33	90.84	88.8	87.98	89.77
Not aware	9.67	9.16	11.2	12.02	10.23
Total	100.00	100.00	100.00	100.00	100.00

5.3 Awareness of Future Prospects of the Course/Degree they were doing

Overall, about 90 percent of the respondents contacted were aware of future prospects of the course / degree they were doing. State-wise, a maximum of 99.01 percent of students belonging to Gujarat, 93.05 percent belonging to Uttar Pradesh and 91.58 percent belonging to Delhi are aware of the future prospects of the course they were doing.

Though there is not much difference between the social groups the students belonging to the reserve category are slightly better aware of the opportunities as compared to the students of the general category

The state-wise and caste-wise distribution of respondents by awareness of future prospects of the course/ degree they were doing is given in Table-5.2(a) and Table-5.2(b).

Figs in % with in state

5.2(a) : State-wise Distribution of Respondents by Awareness of Future Prospects of the Course / Degree they are Doing

Awareness of future Prospects	Number of students in					Total
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	
Aware	91.58	93.05	88.7	99.01	80.69	89.86
Not aware	8.42	6.95	11.3	0.99	19.31	10.14
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with in Social Group

5.2(b) : Caste-wise Distribution of Respondents by Awareness of Future Prospects of the Course / Degree they are doing

Awareness of future Prospects	Number of students in				
	SC	ST	OBC	Other	Total
Yes	89.89	90.95	90.42	87.98	89.86
No	10.11	9.05	9.58	12.02	10.14
Total	100.00	100.00	100.00	100.00	100.00

5.4 Awareness of Performance level needed to get Admission for Higher Studies

Overall, about 92 percent of the respondents interviewed were aware of performance level needed to get admission for higher studies.

State-wise, the maximum of 99.21 percent of respondents belonging to Gujarat, 93.47 percent belonging to Uttar Pradesh and 93.11 percent belonging to Delhi were found to be aware of Performance level needed to get Admission for Higher Studies.

Though there is not much difference between the social groups the students belonging to the reserve category are slightly better aware of performance level needed to get admission for higher studies as compared to the students of the general category

The state-wise and caste-wise distribution of respondents by awareness of performance level needed to get admission for higher studies is given in Table-5.3(a) and Table-5.3(b).

Figs in % with in state

5.3(a) : State-wise Distribution of Respondents by Awareness of Performance level Needed To get Admission for Higher Studies

Awareness	Number of students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Aware	93.11	93.47	88.7	99.21	88.8	91.8
Not aware	6.89	6.53	11.3	0.79	11.2	8.2
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with in Social Group

5.3(b) : Caste-wise Distribution of Respondents by Awareness of Performance level Needed To get Admission for Higher Studies

Awareness	Number of students in				
	Delhi	ST	OBC	Other	Total
Yes	91.98	92.18	93.66	89.13	91.8
No	8.02	7.82	6.34	10.87	8.2
Total	100.00	100.00	100.00	100.00	100.00

5.5 Awareness of Performance level needed to get a Job

Overall, about nine out of every ten respondents contacted (89.7 percent) were aware of performance level needed to get a job. State-wise, a maximum of 99.01 percent of the respondents belonging to Gujarat, 92.42 percent belonging to Uttar Pradesh and 91.79 percent belonging to Delhi were found to be aware of Performance level needed to get a Job

Though there is not much difference between the social groups the students belonging to the reserve category are slightly better aware of Performance level Needed to get a Job as compared to the students of the general category

State-wise and Caste-wise distribution of respondents by awareness of performance level needed to get a job is given in Table-5.4(a) and Table-5.4(b).

Figs in % with in state

5.4(a) : State-wise Distribution of Respondents by Awareness of Performance level Needed to get a Job

Awareness	Number of Students in					Total
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	
Aware	91.79	92.42	87.99	99.01	81.41	89.7
Not aware	8.21	7.58	12.01	0.99	18.59	10.3
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with in Social Group

5.4(b) : Caste-wise Distribution of Respondents by Awareness of Performance Level Needed to get a job

Awareness	Number of Students in					Total
	SC	ST	OBC	Other		
Aware	89.6	90.5	90.96	87.85	89.7	
Not aware	10.4	9.5	9.04	12.15	10.3	
Total	100.00	100.00	100.00	100.00	100.00	

5.6 Source of Awareness

From the students who have said that they were aware of any of the matters such as the opportunities for studies, future prospects of the course, performance level needed to get admission for higher studies and the performance level needed to get a job, we have enquired as to from where they have gained the awareness. The results obtained are presented in the following paragraphs.

5.6.1 Opportunities in Studies:

Majority of the students, a little more than one third, obtained the knowledge about opportunities in Studies from their parents. About one fourth were benefited by the teachers. About 15 percent of the students were made aware of the opportunities by their friends. The contribution the other sources such as the Institution, media and the rest was less than 10 percent each.

Parents as a source were highly prominent in West Bengal where more than half of the students got the information from the parents. In all the states except UP parents were the leading source. In Uttar Pradesh teachers were more or less bracketed along with the parents as the most important source.

There is not much of difference in the pattern of distribution with in each social group of sources of awareness. Here again in each of the social group parents were leading as a source.

State-wise and Cast-wise distribution of respondents by source of awareness for opportunities in studies is given in Table-5.5(a). and Table-5.5(b).

Figs in % with in state

5.5(a) : State-wise Distribution of Respondents by Source of Awareness for Opportunities in Studies

Source	No of students in					Total
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	
Parents	36.87	23.37	33.81	46.44	54.71	37.56
Teachers	13.46	23.79	31.52	29.45	17.88	23.39
Institution	12.14	9.68	8.29	6.13	7.75	9.03
Friends	22.10	18.53	13.35	9.68	5.60	14.36
Media	6.68	13.79	2.37	6.52	9.77	7.53
Others	8.75	10.84	10.66	1.78	4.29	8.13
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with in Social Group

5.5(b) : Caste-wise Distribution of Respondents by Source of Awareness of Opportunities in studies

Source	No. of students in				Total
	SC	ST	OBC	Other	
Parents	34.55	37.77	39.27	43.61	37.56
Teachers	24.3	27.82	22.67	16.62	23.39
Institution	9.33	8.27	8.23	9.85	9.03
Friends	15.11	13.18	16.33	11.89	14.37
Media	8.5	5.59	6.35	8.31	7.52
Others	8.21	7.37	7.15	9.72	8.13
Total	100.00	100.00	100.00	100.00	100.00

5.6.2 Future Prospects of the Course:

In case of awareness of Future Prospects of the Course, the teachers were more predominant claiming about one fourth of the share. The same list followed by Parents, Institutions and Friends each claiming about one fifth of the share. The other sources accounted for less than 10 percent each.

Looking into the states, in West Bengal as high as 45 percent of the students have identified their parents as the source of information where as in Uttar Pradesh the parents accounted only for a meagre 8 percent. It is the teachers who had been the leading source of information in Gujarat and Tamil Nadu. Institutions have contributed to the maximum

extent in this regard in Uttar Pradesh. The friends had been the leading source for the information in Delhi.

In the category groups SC, ST and OBC the percentage of teachers as the source of information was slightly higher than the other leading sources and in the case of general category students, the parents recorded slightly higher percentage as compared to the other leading sources.

State-wise and Caste-wise distribution of Respondents by Source of Awareness for future prospects of the course is given in Table-5.6(a) and Table-5.6(b).

Figs in % with in state

5.6(a) : State-wise Distribution of Respondents by Source of Awareness for future Prospects of the Course

Source	No. of Students in					Total
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	
Parents	20.90	8.00	15.32	25.69	45.05	21.65
Teachers	15.97	26.00	27.41	38.34	21.45	24.89
Institution	16.85	30.52	23.46	12.65	10.73	20.00
Friends	29.76	22.42	20.93	12.45	7.99	19.66
Media	8.97	8.74	2.61	9.49	10.13	7.39
Other	7.55	4.32	10.27	1.38	4.65	6.41
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with in Social Group

5.6 (b) : Caste-wise Distribution of Respondents by Source of Awareness for future Prospects of the Course

Source	No. of Students in				Total
	SC	ST	OBC	Other	
Parents	20.55	22.23	20.11	25.32	21.65
Teachers	24.78	28.60	24.29	21.48	24.89
Institution	20.31	17.54	22.27	19.82	20.00
Friends	20.41	18.10	21.46	17.77	19.66
Media	8.07	6.80	6.61	7.17	7.39
Other	5.88	6.82	5.26	8.44	6.41
Total	100.00	100.00	100.00	100.00	100.00

5.6.3 For Performance level for Admission to Higher Studies:

In the case of **Awareness of Performance level Needed for Admission to Higher Studies** too a maximum of about 25 percent of the respondents were aware of performance level needed to get admission for higher studies through their Teachers. Parents, Friends and Institutions were also significant sources contributing in that order each of them claiming a share of about one fifth of the students. As in earlier cases, Media and the rest of the sources were found to be contributing to the knowledge of the future prospects of the course in the case of less than 10 percent of the student, round about 5 percent each.

Teachers were predominant as source in Uttar Pradesh of information regarding level of performance for admission of higher studies with nearly 40 percent of the students in Uttar Pradesh being benefited by them, where it is friends in Delhi with about 30 percent being benefited by them, teachers as well as institutions in Tamil Nadu with each of them catering to the needs of about one fourth of the students. In Gujarat almost all the four sources- Parents, Teachers, Institutions and friends each served the need of about a little more than one fifth of the students. It is only in West Bengal, Parents were found to be the source of information in about 45 percent of the students.

In the case of social groups 15 to 25 percent of students each from each of the groups received their awareness from each of the four main sources mentioned earlier. However in the case of other categories Parents have contributed better than in the case of students of other groups.

State-wise and Caste-wise distribution of respondents by source of awareness for performance level needed to get admission for higher studies is given in Table-5.7(a) and Table-5.7(b).

Figs in % with in state

5.7(a) : State-wise Distribution of Respondents by Source of Awareness of Performance level Needed for Admission to Higher Studies

Source	No. of Students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Parents	19.04	7.16	18.17	21.15	44.34	21.25
Teachers	16.08	38.53	24.49	22.53	20.38	24.75
Institution	17.29	14.53	24.25	23.32	15.26	18.97
Friends	30.53	27.79	20.85	20.55	6.44	21.56
Media	9.74	7.89	1.90	10.08	8.34	6.90
Other	7.32	4.10	10.34	2.37	5.24	6.57
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with in Social Group

5.7(b) : Caste-wise Distribution of Respondents by Source of Awareness of Performance level Needed for Admission to Higher Studies

Source	No. of Students in				
	SC	ST	OBC	Other	Total
Parents	20.36	19.89	20.78	25.57	21.25
Teachers	25.95	21.45	25.91	24.30	24.75
Institution	17.74	21.90	17.81	19.95	18.97
Friends	22.21	23.24	23.89	15.73	21.56
Media	7.68	6.59	6.48	5.63	6.90
Other	6.06	6.93	5.13	8.82	6.57
Total	100.00	100.00	100.00	100.00	100.00

5.6.4 Performance Level to get a Job:

The main sources of information of performance level to get jobs in the order of importance are friends, Teachers, Parents and the Institutions. Nearly one fourth of the students got the Information from their friends, where as about one fifth from teachers another about one fifth from Parents. Institutions catered to the need of about 15 percent of the students. For the first time the media has also helped a little more than 10 percent of the students.

Here again it is the parents who ruled high in the case of West Bengal, more than 45 percent of the students there being benefited by them, round about one third students in Delhi and Uttar Pradesh got their information from friends and teachers respectively. Friends and teachers played an important role in Tamil Nadu catering to the needs of about one fourth of the students each. In Gujarat, it is only friends who had passed on the information for more than 20 percent of the students.

Teachers and Friends were one of the leading source of information for all the groups, 20 to 28 percent of students from each of the social groups being benefited by them. However as was found earlier in other cases, here too, other categories' Parents have contributed better than in the case of students of other groups.

State-wise and Caste-wise distribution of respondents by source of awareness for performance level to get a job is given in Table-5.8(a) and Table-5.8(b).

Figs in % with in state

5.8(a) : State-wise Distribution of Respondents by Source of Awareness of Performance Level to get a Job

Source	No. Of Investigators					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Parents	18.60	6.53	10.82	17.39	45.53	18.74
Teachers	12.14	35.26	27.73	17.59	15.14	22.63
Institution	14.66	17.16	16.82	19.76	11.44	15.77
Friends	31.51	25.47	28.91	22.33	8.58	24.15
Media	15.43	10.74	4.50	19.96	12.28	11.26
Other	7.66	4.84	11.22	2.97	7.03	7.45
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with in Social Group

5.8(b) : Caste-wise Distribution of Respondents by Source of Awareness of Performance Level to get a Job

Source	Name of Students in				
	SC	ST	OBC	Other	Total
Parents	18.75	17.65	16.19	22.38	18.74
Teachers	23.86	20.11	24.16	20.84	22.63
Institution	15.94	17.65	13.23	15.60	15.77
Friends	23.57	25.25	28.07	20.72	24.15
Media	10.98	11.73	12.82	9.97	11.26
Other	6.9	7.70	5.53	10.49	7.45
Total	100.00	100.00	100.00	100.00	100.00

5.7 Reasons for Non-awareness

5.7.1 In the case of the students who have said that they were not aware of any of the matters such as the opportunities for studies, future prospects of the course, performance level needed to get admission for higher studies and the performance level needed to get a job, we have enquired as to what are the reasons for their unawareness. The results obtained are presented in the following paragraphs. Non interest or non cooperation shown by self or parents, or teachers or the Institution have been considered as reasons for the analysis in this regards.

5.7.2 Opportunities in Studies

Nearly one third of the students blamed themselves for not being aware of the opportunities in Studies. About one fourth of the students blamed the parents and about one fifth blamed the institutions and another about one fifth found the teachers disinterest as a reason.

Contrary to the above pattern, it is only in Uttar Pradesh that the maximum number of students about one third found disinterest and non cooperation of the parents as a reason for their not being aware of the opportunities.

State-wise distribution of respondents by reasons for non-awareness of opportunities in studies is given in Table-5.9

Figs in % with in state

5.9 : State-wise Distribution of Respondents by Reasons for Non-awareness of Opportunities in Studies

Reasons- Disinterest / non cooperation of	No. of Students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Self	45.32	21.75	32.81	29.80	56.57	33.75
Parents	24.77	32.35	22.63	14.90	17.77	26.55
Teachers	17.56	20.43	17.98	14.90	9.22	17.35
Institution	12.35	25.47	26.58	40.40	16.44	22.35
Total	100.00	100.00	100.00	100.00	100.00	100.00

5.7.3 Future Prospects of the Course

More than 40 percent of the students in Delhi and West Bengal blamed themselves for not being aware of the Future prospects of the course. But the maximum number of cases in Uttar Pradesh (about 35 percent) and Tamil Nadu (about 41 percent), the students blamed their teachers for students not being aware of the prospects. In Gujarat the maximum number of students about 35 percent found fault with their institution for the unawareness of the students. .

5.10 Reasons for Non-awareness of Performance Level to get a Job

More than 45 percent of the students blamed themselves in Delhi and West Bengal and about one third in each of the states Uttar Pradesh and Tamil Nadu blamed their teachers where as about one third of the students blamed the parents in Gujarat.

State-wise distribution of respondents by reasons for non-awareness of performance level to get a job is given in Table-5.12.

Figs in % with in state

5.12 : State-wise Distribution of Respondents by Reasons for Non-awareness of Performance Level to get a Job

Reasons- Disinterest / non cooperation of	No. of Students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Self	45.81	24.31	20.78	11.90	47.32	31.98
Parents	12.00	19.52	23.40	32.95	12.64	17.63
Teachers	16.85	30.13	33.33	27.90	12.02	24.60
Institution	25.34	26.04	22.49	27.25	28.02	25.88

6. CHANGES IN ASPIRATIONS.

6.1 Readiness for Reorientation

In the context of dwindling possibilities in Govt. Jobs and increased opportunities in the Private Sector, it is likely that the changes in perception among the students in their career aspiration and career plan might take place.

The students were inquired about their willingness to reorient themselves and their responses have been captured and presented here. It has been found that two third of the students were willing to reorient themselves. But all the States were not behaving in similar manner in this regard. About 95 percent of the students in Gujarat were not willing to reorient themselves. In the case of West Bengal nearly 60 percent only were prepared to reorient themselves, while in Uttar Pradesh 90 percent and 75 percent each in Delhi and Tamil Nadu.

The State wise distribution of respondents as per their willingness to reorient themselves. is given in Table-6.1(a) 6.1(b).

Figs in % with in state

6.1(a) : State-wise Distribution of Respondents as per their Willingness to reorient themselves.

Characteristics.	Number of Students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Willing to reorient	74.29	88.32	73.54	4.55	58.4	66.18
Not willing to reorient	25.71	11.68	26.46	95.45	41.6	33.82
Total	100.00	100.00	100.00	100.00	100.00	100.00

6.2 Changes in aspiration

The students were further asked whether they have changed their aspirations and career plans during the course of study. A majority of them, (more than 60 percent) had said that they had not changed their aspirations and career plans during the course of study. In fact in Gujarat and Delhi such number of students accounted for 85 percent and 75 percent respectively. However Tamil Nadu grossly deviated from the pattern and about 65 percent of the students have changed their aspirations and plans.

In each of the social groups about 60 percent of the students have not changed the aspirations and plans. However the number of persons who have changed their perceptions were slightly higher in the case of other categories, as compared to SC and ST and such number of students were still higher in the case of OBCs.

The State-wise and Caste-wise distribution of respondents as per changing of Aspiration and Career Plans during the Course of Study is given in Table-6.2 (a) and 6.2(b) below.

Figs in % with in state

6.2(a) : State-wise Distribution of Respondents as per changing of Aspiration and Career Plans during the Course of Study

Characteristics	Number of students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Changed aspirations and career plans	25.05	34.21	65.72	13.44	37.07	39.43
Not Changed aspirations and career plans	74.95	65.79	34.28	86.56	62.93	60.57
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with in Social Group

6.2(b) : Caste-wise Distribution of Respondents as per changing of Aspiration and Career Plans during the Course of Study

Characteristics	Number of students in				
	SC	ST	OBC	Other	Total
Changed	38.68	38.77	41.97	39.77	39.43
Not changed	61.32	61.23	58.03	60.23	60.57
Total	1100.00	100.00	100.00	100.00	100.00

6.3 Factor influencing the change

The students who were found to have changed their aspirations and career plans during the course of study were further enquired about the factors that influenced them to change their aspirations and career plans.

A little more than 40 percent of the students stated that it is the job market that made them; change their aspirations and plans. Another about 35 percent of the students changed their opinion due to their teachers and about 15 percent due to their institutions.

It is only in the states of up and Tamil Nadu that the teachers were the most predominant factor influencing the student to change their opinions. In Gujarat nearly 70 percent have been influenced by the job market. Though the job market is the leading factor influencing the students of all the social groups, it has comparatively affected the general category students more, more than half of them. OBC has been least affected.

The state-wise and caste-wise distribution of respondents by factors influenced to change aspirations and career plans is given in Table-6.3(a) and Table-6.3(b).

Figs in % with in state

6.3(a) : State-wise Distribution of Respondents by Factors that Influenced them to Changes Aspiration & Career Plans

Factors that Influenced	Number of students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Institution	26.64	11.08	11.06	8.83	26.37	15.69
Teachers	14.85	44.00	45.07	11.76	20.58	35.35
Job Market	34.93	40.30	42.43	67.65	44.05	42.32
Others	23.58	4.62	1.44	11.76	9	6.64
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with in Social Group

6.3(b) : Caste-wise Distribution of Respondents by Factors that Influenced them to Change Aspiration & Career Plans

Factors that Influenced	Number of Students in				
	SC	ST	OBC	Other	Total
Institution	15.58	16.14	17.36	13.83	15.69
Teachers	35.93	39.48	37.3	27.33	35.35
Job market	42.21	39.77	36.98	50.8	42.32
Other	6.28	4.61	8.36	8.04	6.64
Total	100.00	100.00	100.00	100.00	100.00

6.4 Reasons for no change

The students who have not changed their aspirations and career plans have been further asked to state the reasons for no change. The responses received from them have been consolidated and presented here. About 90 percent of the students who did not change their opinion said that they felt no need for a change. Thus in each of the states the fact that the need for change was not felt is the major reason, whereas as about 95 percent of the students in Delhi and Gujarat felt so, it is only about 85 percent and 78.7 of the students were of this opinion in Uttar Pradesh and Tamil Nadu respectively. In West Bengal the concerned percentage was about 90. about 10 percent of such students in Tami Nadu felt that lack of guidance is one of the reasons. A little below 10 percent in Uttar Pradesh and Tamil Nadu felt that their inability to get information on the job market had also been one of the reasons.

State-wise distribution of respondents by reasons for not changing aspirations and career plans is given in Table-6.4.

Figs in % with in Social Group

6.5(b) : Caste-wise Distribution of Respondents as per the presence of Family Influence on Career Aspirations and Planning

as per the presence of Characteristics	Number of students in				
	SC	ST	OBC	Other	Total
Yes	74.73	74.64	74.8	72.12	74.29
No	13.17	13.18	13.5	13.55	13.29
Don't know / cant say	11.27	11.17	10.8	9.59	10.88
Other	0.83	1.01	0.81	4.74	1.54
Total	100.00	100.00	100.00	100.00	100.00

6.6 Career and family

When further enquired whether the career of the students mean economic up-gradation or social up-gradation to their family, it was revealed that majority of the students in each of the social group (44 to 51percent) felt that their career meant economic up-gradation for their family.

The Caste-wise distribution of respondents by Opinion on what does career mean to one's family is given in table-6.6.

Figs in % with in Social Group

6.6: Caste-wise Distribution of Respondents by Opinion on what does career mean to one's family

	SC	ST	OBC	Other	Total
Economic upgradation	49.08	49.16	51.42	44.37	48.66
Social upgradation	38.92	38.55	35.36	35.29	37.62
Don't know / cant say	12.00	12.29	13.22	20.34	13.62
Total	100.00	100.00	100.00	100.00	100.00

Figs in % with in Social Group

7.2(b) : Caste-wise Distribution of Respondents by Attitude of Faculty Members towards SC / ST Category Students

Attitude	Number of students in				
	SC	ST	OBC	Other	Total
More favourable	34.40	30.06	26.99	30.69	31.66
Less favourable	8.07	9.39	9.31	7.29	8.40
Un favourable	4.81	2.46	6.75	2.69	4.29
Neutral	50.24	56.64	54.52	52.17	52.57
Other	2.48	1.45	2.43	7.16	3.08
Total	100.00	100.00	100.00	100.00	100.00

7.3 Help by Institution / Faculty

When asked whether institution/faculty should help the SC/ST category students, the opinion was more or less equally divided; while 54.67 percent of the students were against it 45.33 percent were in favour of the same. But all the States did not behave alike in this respect. Tamil Nadu is the only state where more than 70 percent of the students had felt that the institutions and the faculty members should render special help to SC / ST students. Gujarat was the other extreme with nearly 90 percent of the students feeling that there need not be any help.

About 50 to 60 percent of the students of all the social groups felt that there need not be any help.

The State-wise distribution of respondents by Opinion on Institution / Faculty helping SC/ST students is given in Table-7.3(a) & Table-7.3(b),

Figs in % with in state

7.3(a) : State-wise Distribution of Respondents by Opinion on whether Institution / Faculty should specially help SC / ST Students

Whether help is to be given	Number of students in					Total
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	
Yes	42.56	40.11	71.01	12.45	35.40	45.33
No	57.44	59.89	28.99	87.55	64.60	54.67
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with in Social Group

7.3(b) : Caste-wise Distribution of Respondents by Opinion on whether Institution / Faculty should specially help SC / ST Students

Whether help is to be given	Number of students in				
	SC	ST	OBC	Other	Total
Yes	49.95	46.26	39.95	37.21	45.33
No	50.05	53.74	60.05	62.79	54.67
Total	100.00	100.00	100.00	100.00	100.00

7.5 Nature of Help

In answer to the question as to how Institution / faculty should help the SC/ST students, overall about one fifth of the total students (21.55 percent) stated, that it could be by way of providing scholarships to the SC/ST students. . Another about 15 percent of the students felt that there should be financial help to SC / ST students at all levels. Though many other suggestions have been given by the students, the number of students given any of such suggestions was insignificant.

The disaggregated data indicates that nearly 40 percent of the students of Tamil Nadu and about one fourth of the students in Uttar Pradesh wished to have scholarship. Nearly one third of the students in West Bengal and one fifth of the students in Gujarat wanted the financial support. About one tenth of the students in Uttar Pradesh and Tamil Nadu wanted extra and special tutorials for the SC, ST students. It is only in Gujarat that about one tenth wanted to have seminar facilities. Similarly it is only in Tamil Nadu that about 10 percent of the students wanted to have free books and concessions in fees.

The State-wise distribution of respondents by means of help that could be provided to SC/ST students is given in Table-7.4.

Figs in % with in state

7.4 : State-wise Distribution of Respondents by type of Help needed.

Type of Help	Number of students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Financial support at all level	21.34	8.66	4.56	19.52	30.9	15.19
Providing information facility	2.31	3.67	2.22	0.00	6.04	2.84
Seminar facilities	3.54	6.04	2.00	10.35	5.36	5.05
Scholarship	12.48	26.94	39.92	18.71	10.37	21.55
By giving special attention & providing opportunities	6.17	3.94	1.67	2.00	5.39	3.80
Extra and Special tutorial	8.46	10.50	11.79	3.17	7.07	8.99
By providing concession in fees / free text book	5.66	2.52	12.46	9.52	6.68	6.36
To get support for education	2.54	2.79	0.44	8.17	2.36	3.21
Help cope with difficulty	2.31	3.00	0.22	0.00	3.67	1.84
By helping them in getting more awareness / career	1.54	2.31	0.11	8.17	3.03	3.03
By ending discrimination	0.00	4.46	0.78	5.00	2.67	3.58
Not reserving seats, but upgrading financial status	1.80	3.31	0.56	5.50	1.01	4.45
By instruction & guidance which will bring changes in their life style	3.54	2.26	0.11	3.00	3.34	1.45
Reservation Quota	1.03	2.05	2.69	0.00	1.01	1.35
Research work	6.26	3.80	2.44	0.00	0.00	1.75
Enhance the knowledge level personality development	4.34	3.52	2.56	0.00	3.68	2.60
English conversation classes have to be taken	4.26	3.26	5.78	0.00	0.00	3.66
Others	10.96	10.98	10	10.51	10.11	10.70
Total	98.54	104.01	100.31	103.62	102.69	101.40

Note: The total may not be 100 as multiple responses had been taken into consideration.

7.6 Preference of Reservation of Quota

It was tried to ascertain whether the students favoured the existence of reservation quota system or not. About 55 percent of the students favoured the reservation. However more than 80 percent in Gujarat 65 percent in West Bengal were against the reservation quota.

More than 50 percent of the students in each of the reserved category preferred reservation quota whereas nearly three fourth of the students of the general category were opposed to the reservation. Among the reserved groups it is the SC who were more in favour of reservation quota.

The state-wise and caste-wise distribution of respondents by preference of reservation quota system in Jobs to exist is given in Table-7.5(a) and Table-7.5(b).

Figs in % with in state

7.5(a) : State-wise Distribution of Respondents by Preference for Reservation Quota

Whether reservation quota is preferred	Number of students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Prefer	71.66	72.11	57.66	18.97	34.33	54.83
Don't prefer	28.34	27.89	42.34	81.03	65.67	45.17
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with in Social Group

7.5(b) : Caste-wise Distribution of Respondents by Preference for Reservation Quota

Whether reservation quota is preferred	Number of students in				
	SC	ST	OBC	Other	Total
Prefer	65.74	56.2	52.23	26.98	54.83
Don't prefer	34.26	43.8	47.77	73.02	45.17
Total	100.00	100.00	100.00	100.00	100.00

7.7 Reasons for Preference or otherwise.

Among those who preferred reservation quota system to exist, the reasons for their preference was enquired into and the following factors emerged as the reason for the preference.

- For social & economic upliftment
- All round upliftment
- Opportunities lacking
- To pursue the course
- It helps uplift SC / ST
- Help backward class
- For social upgradation
- For most backward class
- To bring social equality
- To provide equal opportunities
- To uplift illiterate
- To improve economic condition
- SC/ST deserved reservation because of their social & economic backwardness

Similarly the reasons for the non preference expressed by those who did not prefer indicate the following factors have made them oppose the reservation.

- Merit based only
- Lead to division of society
- By ending discrimination
- Rules out creamy layer
- It is not fair
- All are equal
- Without jobs
- Others

8. COMPETITION AND SELECTION

8.1 General

Matters related to competition and selection such as willingness to compete with others, reasons for not competing, besides certain factors which are not covered under factors influencing perception/ aspiration, ability to stand on ones own feet for competition, assistance for competing, attitude of the selection board, the effect of inclusion of a reserved category member in the selection board etc. have been studied here in this Chapter..

8.2 Willingness to Compete

The question was put to all the students whether they would like to compete with others to get the job. Overall, more than three fourths of the respondents (79.2 percent) were willing to compete with others to get the job. In fact it was 80 to 90 percent in all the states except Tamil Nadu where only 56 percent were inclined to compete with others. Among the social groups OBCs and general category students were more inclined to compete with others than the SC and ST students, though more than three fourth of the students in each of the groups were ready to compete. .

The state-wise and caste-wise distribution of respondents by desire to compete to get the job is given in Table-8.1(a) and Table-8.1(b).

Figs in % with in State

8.1(a) : State-wise Distribution of Respondents by desire to Compete to get the Job

Whether desired to compete?	Number of Students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Guajrat	West Bengal	Total
Desired to compete	87.09	90.74	56.40	95.65	82.12	79.20
Not desired to compete	12.91	9.26	43.6	4.35	17.88	20.80
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with in Social Group

8.1(b) : Caste-wise Distribution of Respondents by desire to Compete to get the Job

Whether desired to compete?	Number of Students in				
	SC	ST	OBC	Other	Total
Desired to compete	77.75	77.43	83.27	81.20	79.20
Not desired to compete	22.25	22.57	16.73	18.80	20.80
Total	100.00	100.00	100.00	100.00	100.00

8.3 Reasons for not Competing

Those who answered negatively to the previous question were further asked if they do not like to compete with others to get a job, how do they plan to get a job? More than 60 percent of the students have said that they would get their job through reservation quota. another one tenth of the students said that they would just depend upon luck. Looking into the states about 85 percent of the students in Tamil Nadu said that will depend on reservation quota where as it was only 43 percent Delhi 26 percent in Uttar Pradesh and 14 percent in West Bengal. Contrary to this in Gujarat the students depending on reservation quota were less than 5 percent. About 20 percent in Delhi and Gujarat students and 45 percent of West Bengal students were depending upon luck. About 20 percent of Gujaratis and 15 percent of the Bengalis had said that they would get the job just by pleasing people 12 percent in West Bengal students and 17 percent in Uttar Pradesh students had said that they would get the job through influence. .

More than 75 percent of the ST students, about 65 percent of SC students and 60 percent of the OBC students were hoping to get job through reservation quota. More than half of the general category students do not depend upon any of the methods such as reservation, influence, pleasing and luck. About 10 to 15 percent on all the categories other than ST were depending upon luck for getting a job.

The State-wise and caste-wise distribution of respondents by reasons for not competing to get the job is given in Table 8.2(a) & Table-8.2(b).

Figs in % with in State

8.2(a) : State-wise Distribution of Respondents by their method of getting the job

Method of getting job	Number of Students in					Total
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	
By reservation quota	43.22	26.14	87.32	4.55	14.00	62.08
By influence	5.08	17.05	3.62	0.00	12.67	6.44
By pleasing	2.54	5.68	0.18	22.73	15.33	3.97
By luck	20.34	0.00	1.45	18.18	46.00	11.28
Other	28.82	51.13	7.43	54.54	12.00	16.23
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with in Social Group

8.2(b) : Caste-wise Distribution of Respondents by their method of getting the job

Method of getting job	Number of Students in				Total
	SC	ST	OBC	Other	
By reservation quota	67.69	76.72	60.23	15.97	61.06
By influence	5.68	5.45	8.87	8.16	6.44
By pleasing	2.40	2.97	6.45	8.16	3.97
By luck	11.57	5.45	16.13	14.29	11.28
Other	12.66	9.41	8.32	53.42	17.25
Total	100.00	100.00	100.00	100.00	100.00

8.4 Capability for competing.

Among the students who were willing to compete along with others for getting a job, it was ascertained whether they would be able to compete on their own with out any help from any one.

More than three fourths of the students were prepared to compete with others, on their own to get a job. The percentages of such students range from 67 to 89 among the states with Delhi leading. The concerned percentages between the different social groups ranged from 76 to 80 percent with SC leading.

The State-wise and caste-wise distribution of Respondents by those competing on their own without anybody's assistance is given in Table-8.3(a) and 8.3(b).

Figs in % with in State

8.3(a) : State-wise Distribution of Respondents by their ability to compete on their own.

Could they compete on their own	Number of Students in					Total
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	
Competing on their own	89.07	82.95	70.03	84.09	67.34	78.84
Not competing on their own	10.93	17.05	29.97	15.91	32.66	21.16
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with in Social Group

8.3(b) : Caste-wise Distribution of Respondents by their ability to compete on their own.

Could they compete on their own	Number of Students in				Total
	SC	ST	OBC	Other	
Competing on their own	80.81	78.5	76.66	76.38	78.84
Not competing on their own	19.19	21.5	23.34	23.62	21.16
Total	100.00	100.00	100.00	100.00	100.00

8.5 Assistance needed

Amongst the students who have said that though they would like to compete with others, they could not do so without assistance from others, further probing was done to know whose assistance they were anticipating.

About group 20 to 25 percent of students each sought assistance to get job from teachers, Institutions and Family. Persons wholly depending upon coaching centres, whether government sponsored or private ones were below 10 percent each. However in Gujarat it is seen that nearly 60 percent of the students are seeking assistance from the family. About 10 percent in Uttar Pradesh, 20 percent in West Bengal and 30 percent in Delhi were primarily seeking assistance from the coaching centres.

The number of students in each of the reserved groups seeking the assistance of the family for competing with others to get a job is considerably less as compared to the general category.

The state-wise and caste-wise distribution of respondents by source of assistance to compete to get the job is given in Table-8.4(a) and Table-8.4(b).

Figs in % with in State

8.4(a) : State-wise Distribution of Respondents as per assistance sought for competing with others.

Assistance sought from	Number of Students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Teachers	19.54	14.97	27.57	14.29	24.89	22.00
Institutions of your study	22.99	26.53	17.76	9.09	21.78	20.40
Family	14.94	22.45	21.96	59.74	21.78	25.07
Govt. Sponsored coaching centres	17.24	8.16	5.14	0.00	8.44	7.60
Private coaching centre	11.49	3.40	0.00	2.60	11.11	5.60
Other	13.80	24.49	27.57	14.28	12.00	19.33
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with in Social Group

8.4(b) : Caste-wise Distribution of Respondents by Source of Assistance to get the Job

Assistance sought from	Number of Students in				
	SC	ST	OBC	Other	Total
Teachers	26.38	13.42	25.00	18.67	22.00
Institutions of your study	20.20	19.46	21.53	20.67	20.40
Family	23.45	26.85	21.53	30.00	25.07
Govt. Sponsored coaching centres	6.84	13.42	6.25	4.67	7.60
Private coaching centre	4.23	6.71	3.47	9.33	5.60
Other	18.90	20.14	22.22	16.66	19.33
Total	100.00	100.00	100.00	100.00	100.00

8.6 Perception about Selection Board

For getting a job it depends on the performance of the students before the selection board constituted for the purpose of selection of candidates for the job. The perception of the students regarding the method in which they are being treated by the selection board was studied to know whether in their opinion they receive equal treatment or the treatment is favourable to SC /ST or unfavourable towards SC / ST or favourable towards non SC/ST were all gathered and tabulated.

A little more than half of the students felt that the selection board gives equal treatment to all the students. However a little more than one third of the students had felt that the

selection boards were favourable towards SC, ST students. State wise analysis indicates that more than half of the students in Uttar Pradesh and Tamil Nadu felt that the selection boards were favourable to SC, ST students whereas nearly 90 percent of the students in Gujarat felt that the boards are neutral and give equal treatment to all. 55 to 65 percent of students in Delhi and West Bengal also felt that the boards give equal treatment to all .

The survey reveals that overall, majority of the respondents perception about the treatment of the Selection Board was that it gave equal treatment to all which account for 53.93 percent. This is followed by those whose perception was that the selection board treated favourably towards SC/ST accounting for 35.88 percent. State-wise, a maximum of 87.35 percent of the respondents which felt Selection Board gave equal treatment to all belonged to Gujarat. Similarly, among those who felt Selection Board was favourable towards SC/ST belonged to U.P. accounting for 50.32 percent. In each of the reserved group more number of students in comparison with the general category students believe that the boards are favourable to SC, ST students.

The State-wise and caste-wise distribution of respondents by perception about the treatment of Selection Board to SC/ST is given in Table-8.5(a) and Table-8.5(b).

Figs in % with in State

8.5(a) : State-wise Distribution of Respondents by Perception about the Treatment of Selection Board to SC / ST

Type of treatment by selection Board	Number of Students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Gives equal treatment to all	55.03	39.58	42.34	87.35	66.39	53.93
Favourable towards SC/ST	21.01	50.32	55.21	8.50	23.12	35.88
Not favourable towards SC/ST	6.89	3.58	0.39	0.79	2.74	2.88
Favourable towards non SC/ST	5.36	0.63	0.24	0.40	0.60	1.45
Other	11.71	5.89	1.82	2.96	7.15	5.86
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with in Social Group

8.5(b) : Caste-wise Distribution of Respondents by Perception about the Treatment of Selection Board to SC / ST

Type of treatment by selection Board	Number of Students in				
	SC	ST	OBC	Other	Total
Gives equal treatment to all	47.33	57.77	59.24	61.89	53.93
Favourable towards SC/ST	42.91	33.41	29.96	25.83	35.88
Not favourable towards SC/ST	2.77	2.79	4.18	2.05	2.88
Favourable towards non SC/ST	1.51	1.68	1.63	0.90	1.45
Other	5.48	4.35	4.99	9.33	5.86
Total	100.00	100.00	100.00	100.00	100.00

8.7 Participation of SC/ST/ Reserved Category in Selection Board

The opinion of the students were obtained to know whether they felt that the inclusion of a member of the reserved category in the selection board would help the SC,ST students in getting admission in the institutions and in getting job.

Overall a majority of the respondents (60.28 percent) thought that inclusion of a member of SC/ST/Reserved Category in the Selection Board could help in admission / desired job. 60 percent of the students answered the question in affirmative. But more than 80 percent in Gujarat and 50 percent in Delhi answered in the negative whereas 70 to 80 percent of the students in Tamil Nadu and Uttar Pradesh felt that the presence of the reserved category member in the selection boards would help the SC/ST students. A majority of the students of each of the reserved group felt that the presence of a member of the reserved category in the selection boards would help the SC, ST students.

The State-wise and caste-wise distribution of respondents by opinion on whether inclusion of member of SC/ST/ Reserved Category in Selection Board could help in getting admission / desired job is given in Table-8.6(a) and Table-8.6(b).

Figs in % with in State

**8.6(a) : State-wise Distribution of Respondents by Opinion on Inclusion
SC / ST / Reserved category member in Selection Board**

Whether reserved group member in Board will help	Number of Students in					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Could help	49.89	80.32	71.01	16.40	59.24	60.28
Couldn't help	50.11	19.68	28.99	83.60	40.76	39.72
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figs in % with in Social Group

**8.6(b) : Caste-wise Distribution of Respondents by Opinion on Inclusion
SC / ST / Reserved category member in Selection Board**

Whether reserved group member in Board will help	Number of Students in				
	SC	ST	OBC	Other	Total
Could help	70.46	53.63	58.3	42.97	60.28
Could not help	29.54	46.37	41.7	57.03	39.72
Total	100.00	100.00	100.00	100.00	100.00

9. TEACHERS' VIEWS

9. Background

9.1.1 Teachers play an important role in formulating career perception of SC / ST students studying in Institutions of Higher Learning and thereby bringing out their aspirations in the right perspective in this context, we felt that it may be pertinent to study:

- the teachers' views on the performance level of the Students,
- the reasons for the difference in performance level between the different category of students,
- the problems faced by the SC ST students ,
- Whether they could overcome such problems,
- the reason in the case of those who could not overcome their problems,
- the reservation quota in Arts colleges, Science colleges, in institutions of higher end professional courses such as IIMs, IITs,
- whether the off-springs of those who have once availed the concessions should be deprived of the concessions,
- Whether the 'creamy layer has to be kept out of the benefits available to SC an ST students and suggestions for the improvement of performance of SC, ST students
- in admission to institutions of higher learning
- in job opportunities.

Other possible solutions apart from reservation quota that can be taken up for betterment of SC ST category students in achieving responsible positions in their career were also enquired into. We have contacted 100 teachers in each state to get their operations.

9.2 Teachers by type of Colleges / Faculties.

9.2.1 About 25 percent of the teachers contacted were belonging to Arts and Science Colleges, 23 percent to Engineering Colleges, 19percent to Management Institutions, 18 percent to Medical colleges. Teachers belonging to Agricultural colleges constituted less than 10 percent of the total number of teachers contacted. The state wise picture is given in the table below.

figs in % with in state

9.1 : Distribution of Teachers contacted by Type of Colleges / Faculties

Faculty	Percentage of teachers contacted					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Arts & Science	27.00	28.00	26.00	22.00	24.00	25.40
Management	18.00	21.00	18.00	20.00	20.00	19.40
Engineering	23.00	22.00	25.00	24.00	23.00	23.40
Medical	19.00	16.00	20.00	18.00	18.00	18.20
Agriculture	07.00	08.00	08.00	10.00	11.00	08.80
Other	06.00	05.00	03.00	06.00	04.00	04.80
Total	100.00	100.00	100.00	100.00	100.00	100.00

9.3 Teachers by Qualifications

- 9.3.1 An attempt has been made to categorize the teachers contacted as per their professional attainment to have basic characteristics of the type of teachers contacted. It has been found that a little more than half of the teachers contacted were Ph.Ds. About one fourth of the teacher contacted were Post graduates in the professional fields and about one fifth were M. Phil in Arts, Science and Commerce. A complete picture over the states could be seen in the table below.

figs in % with in state

9.2 : Distribution of Teachers contacted by Qualification

Qualifications	Percentage of teachers contacted					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Ph.D	55.00	56.00	55.00	55.00	52.00	54.60
M.Phil (Art, Comm, Eco, Sci.)	17.00	19.00	28.00	19.00	24.00	21.40
Post Graduates (Management, Engineering, Medicine and allied fields Law, Education etc.)	28.00	25.00	17.00	26.00	24.00	24.00
Total	100.00	100.00	100.00	100.00	100.00	100.00

9.4 Teachers by Social Group

- 9.4.1 We have attempted to know the social group of the teachers to know where we have a mix of all the social groups. More than 50 percent of the teachers contacted were belonging to the general category, about 26 percent to OBC, 16 percent to SC and 3 percent to ST. The State wise distribution could be seen in the table below.

figs in % with in state

9.3 :Distribution of Teachers contacted by Social Group

Social Group	Percentage of teachers contacted					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
SC	21.00	18.00	15.00	05.00	20.00	15.80
ST	01.00	03.00	02.00	06.00	04.00	03.20
OBC	20.00	25.00	29.00	30.00	24.00	25.60
Other	58.00	54.00	54.00	59.00	52.00	55.40
Total	100.00	100.00	100.00	100.00	100.00	100.00

9.5 Opinion of Teachers**9.5.1 On Difference in the Performances**

The teachers contacted have been enquired whether they had found any difference in the performances of the SC and ST students and the others. Their replies have been consolidated and presented in the table below. The opinion of the teachers contacted in this regard was more or less equally divided. About 56percent of them have given the answers in affirmative saying that there is a difference in the performance level between the two groups. However the opinion of the teachers in Uttar Pradesh and Tamil Nadu were just the reverse. In West Bengal it has been strongly felt (by about three fourth of the teachers) that there is a difference. The results of the analysis could be seen in the table below.

figs in % with in state

9.4 : Distribution of Teachers contacted by their Opinion on Difference in the Performance of SC/ST Students and others

Opinion on Difference in the Performances	Percentage of contacted teachers who gave the opinion					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
There is difference	58.00	44.76	46.00	61.00	72.12	56.27
No difference	42.00	55.24	54.00	39.00	27.88	43.73
Total	100.00	100.00	100.00	100.00	100.00	100.00

9.5.2 On reasons for the Difference

The teachers who have said that they have found a difference in the performance were further questioned about the reasons for such a difference. It had been observed that about three fourths of them were of the opinion that it is the lack of the ability of SC, ST students to grasp the fundamentals of different subjects that had lead to the difference in the performance levels. About 13 percent of such teachers had felt that the lack of their ability to comprehend and retain what they have been taught is the basic reason. It is only about 5 percent of such teachers who have said that the lack of facilities for the SC, ST students had lead to the difference in levels of performance.

figs in % with in state

9.5 : Distribution of teachers who have found difference in the performance by reasons as per their opinion

Reasons	Percentage of teachers who have found difference in the performance					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Lack of understanding of the fundamentals of the subjects.	65.52	57.45	76.09	75.41	86.67	73.42
Lack of ability for Comprehension and retention	10.34	23.40	10.87	14.75	9.33	13.34
Lack of Facilities	06.90	12.77	06.52	01.64	01.33	05.23
Others	17.24	06.38	06.52	08.20	02.67	08.01
Total	100.00	100.00	100.00	100.00	100.00	100.00

9.5.3 On Overcoming the Problems

The teachers of the above group were further asked to give their opinion whether the students who had problems in the performance level during the course of education leading to difference in the level of their performance from that of others, have overcome their problems during the course of the study or not. Here again the opinion was more or less equally divided, about 55 percent affirming that the said students have overcome their difficulties. The entire picture covering the five States could be seen in the table below.

figs in % with in state

9.6 : Distribution of teachers who have found difference in the performance as per their opinion on SC ST students overcoming their Problems

Whether SC ST students have overcome their difficulties	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
	Yes	47.00	62.86	62.00	54.00	50.96
No	53.00	37.14	38.00	46.00	49.04	44.51
Total	100.00	100.00	100.00	100.00	100.00	100.00

9.5.4 On Reasons for not Overcoming the Problems

The Teachers who have answered earlier that the SC ST students have not overcome their problems (that were leading to their performance not being at the level of others) during the course of the study were further probed to specify the reason for their not being able to overcome. A little more than one third of such teacher have felt that it is mainly due to lack of interest that the SC, ST students were not able to overcome their problems. A little more than one third of such teachers have felt that the SC, ST students are just not capable of overcoming their difficulties. One fifth of the teachers have felt it is really the

financial constraints that have put them to the situation where they are not able to overcome their problems. The whole picture on this issue could be had in the table below.

Figs in % with in state

9.7 : Distribution of Teachers who have said that SCST students could not overcome their difficulties by reasons for the same

Reasons for not overcoming the problems	Percentage of teachers who have said that SCST students could not overcome their difficulties					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Just Not Capable	13.89	18.18	21.21	30.00	51.06	28.57
Lack of Interest	33.33	36.36	42.42	25.00	40.43	35.45
Financial Constraints	30.56	21.21	24.24	25.00	06.38	20.63
Others	22.22	24.25	12.13	20.00	02.13	15.35
Total	100.00	100.00	100.00	100.00	100.00	100.00

9.5.5 On Reservation Quota

All the teachers contacted during the course of the study were inquired whether they favour reservation quota for SC ST students in Arts (Humanities), courses, In Science Courses, and In institutions of higher end professional courses like IIMs, IITS and their responses have been consolidated and presented in the following paragraphs.

For Arts (Humanities) courses:

It had been observed that 60 percent of the teachers contacted were in favour of reservation for SC ST students in Arts subjects in colleges. However in Gujarat about 70percent of the teachers contacted did not favour the reservation. The entire scenario could be seen in the table below.

figs in % with in state

9.8 : Distribution of Teachers contacted as to whether they favour Reservation Quota for SC/ST in Colleges for Arts (Humanities) Courses

Whether reservation is favoured in Arts	Percentage of teachers contacted					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Yes	55.00	56.00	94.00	31.00	62.00	60.00
No	45.00	44.00	6.00	69.00	38.00	40.00
Total	100.00	100.00	100.00	100.00	100.00	100.00

For Science Courses :

In the case of Science courses the opinion of the teachers on the reservation quota was more or less equally divided with 51percent being in favour of reservation. However in Tamil Nadu almost all the teachers contacted were in favour of reservation and in Gujarat

three fourth of the teachers contacted were not in favour of reservation. In Uttar Pradesh also about 70percent of the teachers were not in favour of reservation. The entire picture could be seen in the table below. .

figs in % with in state

9.9 : Distribution of Teachers contacted as to whether they favour Reservation Quota for SC / ST in Colleges for Science courses

Whether reservation is favoured in Science	Percentage of teachers contacted					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Yes	46.00	32.00	94.00	24.00	59.00	51.00
No	54.00	68.00	6.00	76.00	41.00	49.00
Total	100.00	100.00	100.00	100.00	100.00	100.00

For Higher Learning for Professional Course viz. IIM, IITs, etc

In the case of Institutions of higher learning for professional courses 55percent of the teachers were against the reservation. In fact except in Tamil Nadu in all other states a Majority of the teachers (about 60 to 78percent) were against the reservation. However in Tamil Nadu about 90percent of the teachers were in favour of reservation. The complete results of the analysis are presented in the table below.

figs in % with in state

9.10 : Distribution of Teachers as to whether they favour Reservation Quota for SC / ST in Institution of Higher Learning for Professional Courses

Is reservation favoured in professional course	Percentage of teachers contacted					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Yes	41.00	40.00	91.00	22.00	29.00	45.00
No	59.00	60.00	9.00	78.00	71.00	55.00
Total	100.00	100.00	100.00	100.00	100.00	100.00

Over all the reservation quota is being less favoured in Science as compared to arts and still less favoured in institutions of higher learning for professional courses.

9.5.6 *On banning reservation to dependents of those who have already availed such benefits*

The teachers were asked to specify whether they agree with the statement that making reservation benefits reach more number of eligible persons and to have more wide spread, reservation should not be available to dependents of those who have already availed such benefits for admission / employment. About three fourth of the teachers agreed with the statement. In all the states without any exception a majority of the teachers contacted

agreed with the statement. (90 percent in West Bengal and between 70 to 80 percent in Delhi and Tamil Nadu and round about 65percent in Uttar Pradesh and Gujarat). The actual figures could be seen in the table below.

figs in % with in state

9.11 : Distribution of Teachers by Opinion on banning reservation to dependents of those who have already availed such benefits

Is reservation to be denied to dependents of those who have already availed	Percentage of teachers contacted					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Yes	73.00	63.00	79.00	65.00	91.00	74.00
No	27.00	37.00	21.00	35.00	09.00	26.00
Total	100.00	100.00	100.00	100.00	100.00	100.00

9.5.7 on Creamy Layer should be kept out of the benefits Available to SC / ST

The teachers contacted were also asked a question whether they feel that the creamy layer should be kept out of the benefits available to SC/ST. We obtained more or less the same picture as in the case of denying benefit to dependents of those who have availed the benefits earlier. About three fourth of the teachers were feeling that the creamy layer should be kept out of the benefits available to SC ST students and the majority in all the states were of the same opinion.

The complete picture could be seen in the table below.

figs in % with in state

9.12 : Distribution of Teachers by Opinion whether Creamy Layer to be kept out of the Benefits

Is Creamy Layer to be kept out of the Benefits	Percentage of teachers contacted					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Yes	79.00	53.00	80.00	63.00	91.00	73.00
No	21.00	47.00	20.00	37.00	09.00	27.00
Total	100.00	100.00	100.00	100.00	100.00	100.00

9.6 Suggestions from teachers

9.6.1 To Improve Participation in Admission to Institutions

The teachers contacted were requested to give their valuable suggestions to improve the participation level of SC, ST students in admission to institutions of higher learning. Various suggestions have come up. A consolidated list of such suggestions are indicated below

- We should provide all facilities to SC/ST community to compete with other including relaxation in standards or eligibility criteria.
- Provide the opportunity of special guidance, coaching camps or consultancy camps. Before admission season starts.
- The weaker sections among the SC ST should be given better attention and more facilities
- Arrangement of special guidance / coaching to be provided free of cost
- The students should be made strong in basics while at primary and secondary level of education
- Scholarship / extra career coaching / financial supports are to be provided on a larger scale
- .Coaching for development of their skills, language, communication capability etc are to be arranged in a broad based manner.
- Capability building camps have to be organized periodically and the SC ST students capability should be improved through them
- Reservation should be properly implemented.
- Reservation should be scrapped . Students should work hard and face competition

9.6.2 To improve the participation in Job Opportunities

The teachers contacted were also requested to give their valuable suggestions to improve the participation level of SC, ST students in job opportunities. Various suggestions have come up. A consolidated list of such suggestions are indicated below:

- Students should be more focused regarding the job opportunities / According to their education.
- Provide better facilities for their education at and outside the home./State/Country so that they may be able to compete for better jobs.
- Awareness to among SC/ST category should be increased through different programme by showing example of the man who has been benefited by the reservation – success cases.
- Give free education at high secondary level and give training free at different technical training institution
- Special training programme & aptitude development programme should be conducted for the SC/ST students by appropriate authorities
- Better advertisement and publicity of information regarding job opportunities is to be done
- Reservation should be properly implemented in letter and spirit.
- Reservation should be given only at first entry to the job and performance based promotions are to be given and SC ST students must be encouraged to perform well.
- All efforts should be made to make SC ST students capable by giving all concessions and assistance before they enter the job market. Once they are made

capable they should be asked to compete with others in the job market. There should not be again reservation in the job market.

9.6.3 On Solutions apart from Reservation for Betterment of SC / ST Students

The teachers were further requested to give any other possible solutions apart from reservation quota that can be taken up for betterment of SC, ST category students in achieving responsible position in their career. Their responses from them are given below.

- Separate College / Hostels are to be established for the benefit of SC, ST Students in a wide spread manner.
- There should be a survey in different areas to find out the exact needs of persons and then action should be taken to fulfill those needs. (Some may need financial assistance, some may need extra coaching, some may need nutritious food etc.)
- Govt. should take care of the families of SC/ST community, so that their spouses and children should get proper food, refreshment, health care, educational facilities etc. They should be provided all the opportunities / facilities available to others. If they grow well like other children of upper classes they can compete with them. Equally.
- Create better awareness of the various opportunities available
- Special efforts are to be taken to improve their communication skill and skill for speaking and writing in English.

10.4 Provision of Scholarship

Whether the institutions provide scholarships to the SC, ST students was further enquired into. Here again about half of the colleges provide the scholarship and half of them do not. The exact distribution is presented in the table below

Fig in % with in state

10.3 : Distribution of Institutions by Provision of Scholarship

Is scholarship provided	Percentage of Institutions					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Providing scholarship	32.00	60.00	80.00	68.00	8.00	49.60
Not providing scholarship	68.00	40.00	20.00	32.00	92.00	50.40
No. of Institution	100.00	100.00	100.00	100.00	100.00	100.00

10.5 Methods adopted to motivate / attract Students from SC/ST Category

The heads of the institutions were specifically asked how do the institutions motivate the or attracts the SC / ST category students to their institutions. A majority of them round about 65 percent in almost all the states had said that they arrange to provide free books or books at subsidized rates to the SC, ST students in all the states . A little more than one third of the Institutions had said that they provide more of free or subsidized hostel accommodation. Nearly 15% of the institutions had expressed that that they conduct free or subsidized special coaching for the SC, ST students. It is only in Uttar Pradesh some colleges have said that they make effort in securing bank loans for the students for the study purposes. The whole picture is presented in the table below:

Fig in % with in state

10.4 : Distribution of Institutions by Methods of Motivation adopted

Methods of motivation	Percentage of Institutions					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Free books or books at subsidized rates	68.00	64.00	68.00	56.00	68.00	64.80
Free or subsidized hostel accommodation	32.00	40.00	40.00	36.00	32.00	36.00
Free or subsidized special coaching	12.00	08.00	12.00	24.00	16.00	14.40
Banks Loans	00.00	12.00	00.00	00.00	00.00	02.40

* Multiple answers are allowed and hence total will not work out to 100 percent

10.6 Prime Facility in the Institutions w.r.t. Career Perception

The heads of the institutions were enquired about the Prime facilities available in their institutions for the SC, ST students w.r.t. their career perception, aspirations and plans. About one third of the institutions had expressed that they have special counseling facilities for the SC, ST students. Another about one third of the Institutions have special

career guidance centers for the SC, ST students in their institutions. One fourth of them had said that they conduct regular seminars in their colleges to create awareness and to help the SC ST students. One tenth of the institutions. conduct workshops on career options periodically. Uttar Pradesh is leading in having career guidance centres, Delhi and West Bengal in conducting seminars, Gujarat in offering counseling facilities. The details can be had in the table below:

Fig in % with in state

10.5 : Distribution of Institutions by Facilities for SC / ST Students w.r.t. Career Perception

Facilities available	Percentage of Institutions					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Counseling	36.00	20.00	40.00	52.00	20.00	33.60
Career guidance centre	12.00	56.00	40.00	24.00	20.00	30.40
Workshops	08.00	12.00	08.00	16.00	08.00	10.40
Seminars	44.00	12.00	12.00	8.00	52.00	25.60
	100.00	100.00	100.00	100.00	100.00	100.00

10.7 Inquisitiveness shown by SC/ST Students to facilities provided

The heads of the Institutions were further enquired whether the SC ST students had shown inquisitiveness to the facilities provided by the institutions to them w.r.t. their career perception, aspirations and plans. An overwhelming majority of heads of institutions contacted in each of the states had stated that SC/ST students had shown inquisitiveness to facilities provided to them by the Institutions. The details are available in the table below.

Fig in % with in state

10.6 : Distribution of Institutions by their opinion on Inquisitiveness Shown by SC / ST students to Facilities Provided

Do SC, ST students show inquisitiveness	Percentage of Institutions					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Yes shown	100.00	88.00	92.00	72.00	64.00	83.20
Not shown	00.00	12.00	08.00	28.00	36.00	16.80
No of institution	100.00	100.00	100.00	100.00	100.00	100.00

10.8 Attitude of Counselors / Selectors / Career Guidance Teachers

The opinion of the heads of institutions on the attitude of the Counselors / Selectors / Career Guidance Teachers were also obtained. A little more than half of the heads of institutions had said that the attitude of the Counselors / Selectors / Career Guidance Teachers towards SC, ST students had been very much encouraging. A little more than one fourth had observed the attitude to be neutral and about one fifth had felt the attitude to be casual in nature. The majority in West Bengal felt the attitude to be neutral whereas

in all other states the majority found the attitude as encouraging. The entire results can be viewed at the table below.

Fig in % with in state

10.7 : Distribution of Heads of Institutions as per their opinion of the Attitude of Counselors / Selectors

Attitude of Counselors/ Selectors etc as per heads of institutions	Percentage of heads of institutions					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Casual	04.00	24.00	40.00	12.00	20.00	20.00
Encouraging	72.00	64.00	60.00	60.00	12.00	53.60
Neutral	24.00	12.00	00.00	28.00	68.00	26.40
	100.00	100.00	100.00	100.00	100.00	100.00

10.9 Level of Performance

The heads of institutions were asked about their observations on the level of performance of the SC, ST students in comparison with that of others. More than three fourths of the respondents were of the views that the performance of SC / ST students was at par with general students. . All the states except Gujarat followed the pattern. However in Gujarat the opinion was more or less equally divided with about 52 percent feeling that the performance of SC, ST students is not at part with that of others. The entire results are available at the table below.

Fig in % with in state

10.8 : Distribution of Heads of Institutions by their opinion on the Performance of SC / ST Students

Opinion on performance of SC, ST students	Percentage of heads of institutions					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
At par with others	80.00	88.00	88.00	48.00	72.00	75.20
Not at par with others	20.00	12.00	12.00	52.00	28.00	24.80
Total	100.00	100.00	100.00	100.00	100.00	100.00

10.10 Effect of Past Background

A specific effort was made to know whether the past background and the institutions attended earlier by SC, ST students had become contributory factors for their not being able to cope up and attain the level of performance of general category students in the educational field as well as in the job field. The findings are narrated in the paragraphs below.

In educational field

More than 60 percent of the respondents in all the states except Gujarat had said that the past background of the SC, ST students of the past institutions attended by the SC, ST students had not affected them adversely as a contributory factor for poor performance.

In Gujarat the findings were just the reverse. The actual figures state wise could be seen in the table below.

fig in % with in state

10.9 : Distribution of Heads of Institutions as per their opinion on SC, ST students' past background being contributory factor for their performance in the education filed.

Past has affected or not affected	Percentage of heads of institutions					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Affected	32.00	28.00	32.00	60.00	40.00	38.40
Not Affected	68.00	72.00	68.00	40.00	60.00	61.60
Total	100.00	100.00	100.00	100.00	100.00	100.00

In the job field

More or less same picture as in the case of education field was obtained in the job field also though the actual figures differ a little. The situation in the job field could be perused in the table below.

fig in % with in state

10.10 : Distribution of Heads of Institutions as per their opinion on SC, ST students' past being contributory factor for their performance in the job field

Past has affected or not affected	Percentage of heads of institutions					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Yes	32.00	20.00	28.00	68.00	8.00	31.20
No	68.00	80.00	72.00	32.00	92.00	68.80
Total	100.00	100.00	100.00	100.00	100.00	100.00

10.11. Support Needed

It has been further enquired from the heads of the Institutions as to what supports to SC, ST students needed to enable them to compete with others. Some of the suggestions are listed below.

- ↻ Additional training should be given to make up for their weakness in English subject Instead of reservation all other facilities should be given to empower them and enable them to compete with others.
- ↻ The level of awareness has to be increased by disseminating more and more information periodically
- ↻ Special Classes and Proper Career guidance as per aptitude of the students are needed on greater scale.
- ↻ Efforts have to be made to improve the self confidence level of the SC, ST students.
- ↻ All steps are to be taken to improve their communication skills

In Science Courses

A little more than 60% of the heads of institutions were not in favour of the reservation quota in science subjects. The concerned percentage was above 80 in Delhi and above 90 in Uttar Pradesh. However in Tamil Nadu more than 80% were in favour of reservation in Science courses also. The details could be seen in the table below.

Fig in % with in state

10.13 : Distribution of Heads of Institutions as per their favouring the reservation quota in the Science Courses

Attitude to reservation quota in Science courses	Percentage of heads of institutions					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
In favour	16.00	8.00	84.00	36.00	48.00	38.40
Not in favour	84.00	92.00	16.00	64.00	52.00	61.60
Total	100.00	100.00	100.00	100.00	100.00	100.00

In Institutions of higher learning for Professional Courses

The over all opinion on reservation quota in institutions of higher learning for professional courses was the same as in the case of science courses. However percentage of heads of institutions in favour of reservation in Tamil Nadu and against the reservation in Delhi and Gujarat are considerably higher as compared to the case of Science courses. The entire picture could be seen in the table below.

Fig in % with in state

10.14 : Distribution of Heads of Institutions as per their favouring the reservation quota in institutions of higher learning for professional courses

Attitude to reservation quota in institutions of higher learning for professional courses	Percentage of heads of institutions					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
In favour	4.00	20.00	96.00	20.00	48.00	37.60
Not in favour	96.00	80.00	4.00	80.00	52.00	62.40
Total	10.00	100.00	100.00	100.00	100.00	100.00

10.14 Opinion on Reservation for Dependents

The heads of institutions were asked whether they agree with the statement that in order to making reservation reach more number of really eligible persons and to have more widespread reservation should not be available to the dependants of those who have already availed such benefits for the admission in educational institutions or for employment. Their answers have been analysed and presented in the table below. Here again, the opinion was more or less equally divided about 55% agreeing to the statement. The details can be seen in the table below.

11.3 Recruitments

An enquiry had been made with the authorities of the establishment about the methods of recruitment and the major criteria adopted for recruitment and the responses received have been discussed in the following paragraphs.

11.3.1 Methods of Recruitment

The enquiry about the method of recruitment in the establishments contacted revealed that about 40 percent of them were resorting to advertisements for recruiting the staff, about one fourth of them recruit through campus selection. Placements agencies and contacts contribute 15 percent each in the case of recruitment of staff. The over all picture about method of recruitment can be had in the table below

Figs in % with in State

11.4 : Distribution of Establishments by Methods of Recruitment

Method of Selection	Percentage of Establishments					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Campus Selection	5.00	60.00	20.00	30.00	5.00	24.00
Advertisements.	65.00	15.00	55.00	25.00	40.00	40.00
Placement agencies	15.00	5.00	10.00	25.00	15.00	14.00
Contacts	10.00	10.00	10.00	10.00	35.00	15.00
Others	5.00	10.00	5.00	10.00	5.00	7.00
Total	100.00	100.00	100.00	100.00	100.00	100.00

11.3.2 Major Criteria adopted

It had been further probed to know the major criteria adopted by the establishments in selection the candidates for the jobs. A little more than half of the establishments have indicated that they look for the understanding of the subject concerned. A little more than one fifth decide based upon the marks obtained by the candidates in the qualifying examinations. A little less than one fifth appoint a candidate taking his personality into consideration. The percentage distribution of the Establishments as per major criteria adopted for recruitment could be seen in the table below.

Figs in % with in State

11.5: Distribution of Establishments by Major Criteria Adopted for Recruitment

Major criteria for selection	Percentage of Establishments					
	Delhi	Uttar Pradesh	Tamil Nadu	Gujarat	West Bengal	Total
Candidates Understanding of the subject	65.00	60.00	40.00	50.00	45.00	52.00
Percentage of mark obtained in the final exam	10.00	25.00	30.00	30.00	15.00	22.00
Personality	25.00	5.00	20.00	10.00	30.00	18.00
Other	0.00	10.00	10.00	10.00	10.00	8.00
Total	100.00	100.00	100.00	100.00	100.00	100.00

11.3.3 Emoluments

Attempts had been made to assess the approximate monthly remuneration being paid by the selected establishments at the start of the career of persons with different subject background and the findings are given below

For post graduates in Arts

About half of the employers had indicated that they pay Rs 5000 to 10000 per month for post graduates in Arts, about 30 percent employers pay these persons between Rs. 10000 and 15000. 15 percent of the employers pay above Rs. 15000 per month. The situation in different states could be had in the table below.

Figs in % with in State

11.6 : Distribution of Establishments by Approx. Monthly Emoluments at the Start for Post Graduates in Arts

Emoluments p.m.(Rs.)	Percentage of Establishments					
	Delhi	U.P.	Tamil Nadu	Gujarat	West Bengal	Total
Below 5000	5.00	10.00	5.00	5.00	10.00	7.00
5000 to less than 10000	35.00	45.00	55.00	50.00	60.00	49.00
10000 to less than 15000	40.00	30.00	25.00	30.00	20.00	29.00
15000 and above	20.00	15.00	15.00	15.00	10.00	15.00
Total	100.00	100.00	100.00	100.00	100.00	100.00

For Post-Graduates in Science

The Science Post graduates seems to be getting more than a post graduates in Arts. About 45 percent of the employers had said that they are paying the science post graduates an

11.6 Suggestions

The employers had been requested to give their valuable suggestions for the improvement of career perception and opportunities. of SC ST candidates. The various suggestions received have been grouped and presented below.

- There must be good orientation and training to increase their interest at primary level
- Special guidance and coaching must be arranged free of cost on a wider scale.
- Awareness should be increased through different programs by showing them success stories of people from SC, ST group.
- They have to be encouraged to take up courses like IIT, software industry, B.E. Tech. etc.
- Their communication & speaking language skill has to be developed by efforts.
- They have to be given special training to face the job opportunities.

12. CONCLUSIONS AND RECOMMENDATIONS

12.0 The major observations and recommendations are given below. :

12.1 Demographic Profile of Students

Age

Majority of the students interviewed belonged to 21-26 years age group as we have aimed at capturing the final year students. The students of youngest age group 16 – 20 were found more among the general category. It is seen that more of the reserved groups reach the final year at comparatively advanced age.

Caste

As we have aimed to capture the SC, ST students, OBC and General Category students in the ratio of 4:1:1, at the end of the survey we were able to net about 66.6% students belonging to SC and ST, about 16.7% each belonging to OBC and General Category.

Place of Birth & Domicile

Majority of the students contacted were born and domiciled in Urban areas

Education in the family .

The educational attainment in the case of the families of reserved groups is poorer than the group “others”. In all the social groups, it is father followed brother who dominate as having highest education

Economic Status of the Family

Irrespective of the location or social group it is the middle class families to which most of the students in Final Year belong. In all states other than Uttar Pradesh, Below Middle Class students are considerably less indicating the area where efforts have to be put in. Amongst the students belonging to Below Middle Class, SC is leading with 32% followed by OBC with 28%.

Household Occupation

In all the States, the household occupation was found to be “Service” in majority of the cases, about 40 percent in U.P. and Tamil Nadu and about 60 percent in rest of the places. Business turned out to be the next major occupation everywhere except Tamil Nadu. In Uttar Pradesh and Tamil Nadu, ‘Farming’ formed the household occupation of 30

percent of the students in the Final. It had been found that there are more of casual workers in the reserved groups than in the general category.

12.2 Education & Performance – The Background

12.2.1 Courses Pursued by the Students

In all the states except Tamil Nadu and Uttar Pradesh , Arts Science and Commerce was being pursued by the highest proportion of students. In Uttar Pradesh Engineering was a dominant subject with 30 percent students and in Tamil Nadu medicine was dominant. About 35 percent of the students belonging to each of the social groups were found to be following the Arts Science or Commerce as their subjects where as only 28 percent of the general category students were found in these courses. Both in Engineering and Medicine related courses the general category students ruled high

Plan after the current study

It may be seen that except in Tamil Nadu majority of the students would like to continue the studies. There is no appreciable difference between different social group with regard to willingness of the students to continue the studies. About 70 percent of the students in each of the groups wished to study further.

Except in Gujarat 75 to 85 percent of the students were prepared to take up a job after the studies. In each of the social groups also about 70 to 80 percent of students were prepared to go for a job after the present course of studies.

Among the students who were neither willing to study further nor willing to go for a job after the current course of studies 61.7 percent wanted to take up own business / practice. There was wide variation in this respect among the states ranging from 45 percent in Gujarat to 78 percent. in Tamil Nadu. The variation was comparatively less between the different social groups, the range being 52 percent to 67 percent.

Past Educational History

The maximum of number of students in Delhi and Uttar Pradesh had their primary Education in Government and Government aided schools. In other states about 50 percent of the students had their primary education in Private schools. About 40 percent of the students in each of the social groups SC, ST and OBC had their primary education in Government and Government aided schools where as the corresponding figure for the group 'others' is only about 30 percent

In all the states the combination of Government and Government aided schools dominated as the largest proportion of students had their middle level education in these schools. About 50 percent of the students of reserved category had their middle level

education in Government and Government aided schools where as it is only about 40 percent in the case of students of general category

In each of the States the combination of Government and Government aided schools ruled high accounting for about 50 percent to 65 percent. The number of General Category students who had their secondary education in Government and Government aided schools is comparatively less (about 45 percent) as compared to other social groups which recorded more than 55 percent each

The proportion of students who had their Senior Secondary Education in Government and Government aided schools was the lowest in West Bengal (about 50 percent) and the highest in Tamil Nadu (above 70 percent). The proportion of general category students who had their education in senior secondary schools is comparatively less as compared to any of the other social groups

Below graduation, there is wide variation between the States in the medium of instruction. More percentage of the students of the general category had their education as compared to other social groups.

In all the states more than 60 percent of the students had their higher education in English. In all the Social groups more than 70 percent of the students had their higher education in English. It is the general category students who have recorded the maximum percentage

With regard to Middle school education, it is only in Gujarat more than half of the students recorded "very Good" performance. About 40 percent of the students belonging to General category as well as ST Recorded "Very Good" performance with general category leading. In the other cases the corresponding percentages were about 30 percent. The pattern of performance at other levels were similar.

12.3 Family Background

In the case of nearly 60 percent of the students the family background did not affect their performance adversely. But the situation differed considerably between different states. Nearly 70 percent of the general category students and round about 55 percent of the students of the other social groups have said that their family situation has not affected their performance

Nearly one third of them stated the economic reasons had affected their performance. Another one third have told that the lack of facilities have affected the performance. Nearly one fifth have said that their environment was responsible for their adverse effect on their performance. About one tenth attributed the adverse effect to social reasons. The proportion of adversely affected by economic reasons was considerably less (about 28 percent) in the case of general category students as compared to the students of other social groups (32 to 38 percent). Similarly the proportion of adversely affected by lack of

facilities was considerably less (about 28 percent) in the case of OBC students as compared to the students of other social groups (34 to 38 percent).

Nearly 40 percent of the students did not spend any time for additional informal studies, about one third has spent an year and about one sixth spent two years. Very few people have spent more than 3 years. Nearly 40 percent of the students did not spend any time for additional informal studies, about one third has spent an year and about one sixth spent two years. Very few people have spent more than 3 years. About one third of the students in SC, OBC and general categories had not spent any time in extra studies and another one third in these groups have spent one years in additional studies. In the case of ST about 60 percent have not spent any time and about one fourth have spent one year. It is only in the case of SC that more than 10 percent of the students have spent three years. Those who have spent more than three years constituted below 4 percent in any of the groups.

In every social group the majority of the students did not attend any organized coaching centres. It is only in the case of other category students that a little more than 40 percent had attended the regular coaching centres

12.4 Choice of subject

It was found that nearly 88 percent of the students are pursuing their choice subject. It has been seen that the market value of the course had been the top most consideration with about 45 percent of the student being driven by the same in selecting a subject. Amongst the students who did not get the admission to their first choice subject, Lack of knowledge was the major reason in the case of all states and all the social groups, 47 percent of the students attributed the failure to the insufficient knowledge of fundamentals. The general opinion that emerged was that the neither the previous institution attended nor the social background is a contributory factor for SC, ST students not being able to cope up and attain the level of performance

Past performance comparison

70 percent of the students were of the opinion that the past performance of SC ST students is at par with those of the General Category. Amongst the students who felt that the performances were not at par 47% felt that the same was due to lack of knowledge of fundamentals. The general opinion that emerged was that the neither the previous institution attended nor the social background is a contributory factor for not being able to cope up and attain the level of performance

Career options

Amongst the students opting for these 5 professions nearly two fifth opted for becoming businessmen, one fourth for becoming an Engineer, a little less than one fifth for becoming a doctor and a little less than one sixth for becoming IAS /IFS. About 41 percent of the students have said that they will work hard to achieve their goal and still

wish to try to achieve their dream and spend more time for the same. A little more than one third of the students are prepared to spend one year more for achieving their ambition. Another more or less equal number of students are prepared to wait for two years more. About one sixth of the students are prepared to wait for even three years and about one tenth for even more than three years. There is not much of differentiation in this regard between the social groups. The students who were not prepared to spend more time wanted to either do the business or do the job immediately after the course.

12.5 Ultimate Preference

It has been seen that about 60 percent of the students have finally shown Government Job as their first preference. More than half of the students preferred private jobs as their second preference. More than half of the students in each of the social groups wanted to take own business as the third preference

12.6 Awareness

Overall, about nine out of every ten respondents contacted were aware of the opportunities in studies. There is not much of differentiation between the social groups in each of the groups about 90 percent are aware of the opportunities available in studies. Overall, about 90 percent of the respondents contacted were aware of future prospects of the course / degree they were doing, performance level needed to get admission for higher studies, performance level needed to get a job.

Majority of the students, a little more than one third, obtained the knowledge about opportunities in Studies from their parents. However, in Uttar Pradesh teachers were more or less bracketed along with the parents as the most important source. There is not much of differentiation in the pattern of distribution with in each social group.

In case of awareness of Future Prospects of the Course, the teachers were more predominant claiming about one fourth of the share. In the category groups SC, ST and OBC the percentage of teachers as the source of information was slightly higher than the other leading sources and in the case of general category students, the parents recorded slightly higher percentage as compared to the other leading sources.

In the case of awareness of performance level needed for admission to higher studies too a maximum of about 25 percent of the respondents were aware of performance level needed to get admission for higher studies through their teachers.

The main sources of information of performance level to get jobs in the order of importance are friends, teachers, parents and the institutions. However, it is the parents who ruled high in the case of West Bengal,

The students who were not aware of any of the matters such as the opportunities for studies, future prospects of the course, performance level needed to get admission for

higher studies and the performance level needed to get a job, majority of the students blamed themselves for their unawareness.

12.7 Readiness for Reorientation

It has been found that two third of the students were willing to reorient themselves. But all the States were not behaving in similar manner in this regard. About 95 percent of the students in Gujarat were not willing to reorient themselves. In the case of West Bengal nearly 60 percent only were prepared to reorient themselves. While in Uttar Pradesh 90 percent and 75 percent each in Delhi and Tamil Nadu.

Change in aspirations

A majority of the students more than 60% had said that they had not changed their aspirations and career plans during the course of study. However the number of persons who have changed their perceptions were slightly higher in the case of other categories, as compared to SC and ST. A little more than 40 percent of the students who have changed their aspirations stated that it is the job market that made them change their aspirations and plans. It is only in the state of Tamil Nadu that the teachers were the most predominant factor influencing the student to change their opinions. About 90 percent of the students who did not change their opinion said that they felt no need for a change.

12.8 Family influence

Nearly three fourth of the students said that their family played a role in their career aspirations and planning. Majority of the students in each of the social group (44 to 51percent) felt that their career meant economic up-gradation for their family.

Attitude towards SC, ST students.

The majority of the students found the attitude of general category students towards SC, ST students to be friendly. Almost the rest found the same to be normal. However, in Tamil Nadu as high as 80 percent of the students found the relationship to be friendly.

About 50 percent of the students have felt that the attitude of the faculty members towards the SC, ST students was neutral. But one third of them have felt that the faculty members were more favourable towards the SC, ST students. However in Tamil Nadu about 70 percent of the students felt that the attitude of the faculty members was more favourable to the SC, ST students.

Help needed

When asked whether institution/faculty should help the SC/ST category students, the opinions of the students were more or less equally divided. Tamil Nadu is the only state where more than 70 percent of the students had felt that the institutions and the

faculty members should render special help to SC / ST students. Gujarat was the other extreme with nearly 90 percent of the students feeling that there need not be any help

Preference for Reservation of Quota

It is seen that the majority of the students contacted have favoured reservation quota.

12.9 Willingness to Compete

Overall, more than three fourths of the respondents (79.2 percent) were willing to compete with others to get the job. Among the social groups OBCs and general category students were more inclined to compete with others than the SC and ST students. More than 60% of those did not like to compete with others to get a job, said that they would get their job through reservation quota. More than 75% of the ST students, about 65% of SC students and 60% of the OBC students were hoping to get job through reservation quota. Among the students who were willing to compete, more than three fourth of the students were prepared to compete with others, on their own to get a job. The students who have said that though they would like to compete with others, they could not do so without assistance from others sought the help of teachers, Institutions and Family in 20 to 25% of the cases. The number of students in each of the reserved groups seeking the assistance of the family for competing with others to get a job is considerably less as compared to the general category students of the same sort

Perception about Selection Board

A little more than half of the students felt that the selection board gives equal treatment to all the students. However a little more than one third of the students in Uttar Pradesh and Tamil Nadu had felt that the selection boards were favourable towards SC, ST students. In each of the reserved group more number of students in comparison with the general category students believe that the boards are favourable to SC, ST students. Overall a majority of the respondents (60.28 percent) thought that inclusion of a member of SC/ST/Reserved Category in the Selection Board could help in admission / desired job. But the opinion differed between the states.

Teachers' views

The teachers contacted have been enquired whether they had found any difference in the performances of the SC and ST students and the others. Their replies have been consolidated and presented in the table below. The opinion of the teachers contacted in this regard was more or less equally divided. The teachers who have said that they have found a difference in the performance were further questioned about the reasons for such a difference. It had been observed that about three fourths of them were of the opinion that it is the lack of the ability of SC, ST students to grasp the fundamentals of different subjects that had lead to the difference in the performance levels. They were further asked to give their opinion whether the students who had problems in the performance level during the course of education leading to difference in the level of their

performance from that of others, have overcome their problems during the course of the study or not. Here again the opinion was more or less equally divided, about 55 percent affirming that the said students have overcome their difficulties.

The Teachers who have answered earlier that the SC ST students have not overcome their problems (that were leading to their performance not being at the level of others) during the course of the study were further probed to specify the reason for their not being able to overcome. A little more than one third of such teacher have felt that it is mainly due to lack of interest that the SC, ST students were not able to overcome their problems.

It had been observed that 60 percent of the teachers contacted were in favour of reservation for SC ST students in Arts subjects in colleges. However in Gujarat about 70 percent of the teachers contacted did not favour the reservation. In the case of Science courses the opinion of the teachers on the reservation quota was more or less equally divided. In the case of Institutions of higher learning for professional courses 55 percent of the teachers were against the reservation.

The teachers were asked to specify whether they agree with the statement that making reservation benefits reach more number of eligible persons and to have more wide spread, reservation should not be available to dependents of those who have already availed such benefits for admission / employment. About three fourth of the teachers agreed with the statement. In all the states without any exception a majority of the teachers contacted agreed with the statement. We obtained more or less a similar picture when we asked the teachers whether they feel that the creamy layer should be kept out of the benefits available to SC/ST.

Methods adopted to motivate / attract Students from SC/ST Category

A majority of heads of Institutions round about 65 percent in almost all the states had said that they arrange to provide free books or books at subsidized rates to the SC, ST students in all the states.

Prime facilities in the institutions

About one third of the institutions had expressed that they have special counseling facilities for the SC, ST students. Another about one third of the Institutions have special career guidance centers for the SC, ST students in their institutions. One fourth of them had said that they conduct regular seminars in their colleges to create awareness and to help the SC ST students. One tenth of the institutions. conduct workshops on career options periodically.

Inquisitiveness shown by SC/ST

An overwhelming majority of heads of institutions contacted in each of the states had stated that SC/ST students had shown inquisitiveness to facilities provided to them by the Institutions

Other views of Heads of Institutions

A little more than half of the heads of institutions had said that the attitude of the Counselors / Selectors / Career Guidance Teachers towards SC, ST students had been very much encouraging.

More than three fourths of Heads of Institutions were of the views that the performance of SC / ST students was at par with general students. .

More than 60 percent of the respondents in all the states except Gujarat had said that the past background of the SC, ST students or the past institutions attended by the SC, ST students had not affected them adversely as a contributory factor for poor performance in education. More or less same picture was obtained in the job field too.

Majority of the heads of institutions opined that the SC, ST students would preferably like to get a Government job preferably under the Central government. Very few of them only had thought that the SC ST students may like to get a job in the private sector.

The overall opinion about reservation in arts courses was more or less equally divided with about 55 percent not favouring the reservation quota. A little more than 60% of the heads of institutions were not in favour of the reservation in Science and in institutions of higher learning for professional courses.

On the question, whether they agree with the statement that in order to making reservation reach more number of really eligible persons and to have more wide spread reservation should not be available to the dependants of those who have already availed such benefits for the admission in educational institutions or for employment. The opinions were more or less equally divided. About 70% .of the Heads of Institutions wanted to keep the creamy layer out of reservation.

Recruitment Practice in Establishments,

About 40% of them were resorting to advertisements for recruiting the staff, about one fourth of them recruit through campus selection. Placements agencies and contacts contribute 15% each in the case of recruitment of staff. A little more than half of the establishments have indicated that they look for the understanding of the subject concerned. A little more than one fifth decide based upon the marks obtained by the candidates in the qualifying examinations. A little less than one fifth appoint a candidate taking his personality into consideration.

Emoluments Pattern

About half of the employers had indicated that they pay Rs 5000 to 10000 per month for post graduates in Arts, about 30% employers pay these persons between Rs. 10000 and 15000. 15% of the employers pay above Rs. 15000 per month. The Science Post graduates seems to be getting more than a post graduates in Arts. About 45% of the

employers had said that they are paying the science post graduates as amount of Rs 10000 to 15000 per month. About 30% pay more than Rs.15000 per month. It had been seen that the post graduates in Management related subject are in a still better position as compared to their counter parts with a Arts and Science as their subjects. Nearly 45% of the employers are paying them more than Rs.15000. In fact nearly one fourth pay more than Rs.20000 per month. The graduates in Engendering seems to be being paid more than the Post Graduates we have discussed earlier. Nearly 55 % of the employers are paying the graduates in Engineering a sum of Rs. 15000 or more per month. Nearly one third of the employees are paying more than Rs. 20000 per month. The graduates in Medicine do not get as much as the graduates in Engineering . Nearly 45% of employers had said that they are paying Medical graduates a sum of Rs. 15000 per month or above. . A little less than one fourth of the employers had said that they are paying more than Rs. 20000 per month. A little more than one fourth of the employers had said that they pay the graduates in Agriculture Rs. 20000 or more per months. Another one fifth of the employers had said that they pay between Rs 15000 to 2000 per month; A little more than one third pay Between Rs. 10000 to 15000.

12.10 Opinions of employers

About 80% of the employers have felt that the SC, ST students are equally capable as others. Overall about 70% of the employers were found to be not in favour of reservation in appointments. . Two third of the employers felt that the creamy layer should be kept out of the benefits available to SC, ST persons. two thirds of the employers (66.0 percent) believed that the opportunities available for promotion of the SC/ST were equal to others.

RECOMMENDATIONS

- ◆ Based on the above mentioned findings in each section of the study, the suggestions either as offered by the respective respondents or that emerged from the findings are described below:
- ◆ For improving the level of competence of SC/ST students and bring them at par with general category it is suggested to hold special classes for training fundamentals on the subjects / courses, aptitude development programme and have regular contacts with faculty members after classes.
- ◆ In order to improve participation level of SC/ST students in admission to Institutions of Higher Learning emphasis should be laid on primary and secondary level education and basics should be strong.
- ◆ Among the SC/ST students who are actually socially and economically backward should be given adequate facilities (including scholarship and financial support) to compete with others.
- ◆ Special coaching for development of communications skills should be provided to SC/ST students.

- ◆ Reservation should preferably be given to the families which have not availed of the benefits on a priority basis
- ◆ Creamy layer should be kept out of the benefits available to SC/ST.
- ◆ To improve the participation of SC/ST category in Job opportunities students should be more focussed according to their education.
- ◆ Awareness among SC/ST category should be increased through different programmes by showing examples of those who have been benefited by reservation...
- ◆ SC ST students should be given opportunities suiting their aptitude.
- ◆ To enable SC/ST/students compete at par with others in Career Planning, combined effort of Govt. by bringing social equality and improving economic conditions on one hand and improving self-confidence level and communication skill and changing their mind set of SC/ST on the other, is needed.
- ◆ Govt. should encourage academic – industry liaison for getting proper employment.