Monthly Multidisciplinary Research Journal

Review Of Research Journal

Chief Editors

Ashok Yakkaldevi
A R Burla College, India

Flávio de São Pedro Filho
Federal University of Rondonia, Brazil

Ecaterina Patrascu
Spiru Haret University, Bucharest

Kamani Perera
Regional Centre For Strategic Studies,
Sri Lanka

ORIGINAL ARTICLE

ECONOMIC STATUS & UTILIZATION OF AFFIRMATIVE ACTION AMONG BACKWARD CLASSES IN RURAL HARYANA- AN ANALYSIS

SURESH KUMAR , SUNIL KUMAR AND PREM KUMAR

Research Scholar, Dept. of Sociology, K.U.K.
Assistant Professor, Dept. of Sociology, K.U.K.
Associate Professor, Dept. of Sociology, K.U.K.

Abstract:

The present is an attempt to know about the relationship between economic status and utilization of Affirmative Action by the Backward Classes in rural Haryana. Stratified Random sampling method was used and 305 respondents were selected. The study showed that there was no significant relationships between income of the respondents and their cordial and friendly relationship with upper castes; reservation policy creates a social gap, to obtain govt. jobs and avail age relaxations in getting jobs. But the study highlighted the facts that all respondents, except below Rs. 50000 annual income category, were significantly utilized all types of benefits affirmative action such as in admission, score (marks) relaxations, fee relaxations and scholarships in the field of education availed by themselves or their family members, than their counterparts. The data indicated that those respondents who had the annual income between Rs. 50001-100000 and above Rs. 100000, opinioned that personal efforts and reservation policy are the main determinant for improving their educational standard respectively. The study reveals that Backward Classes People can pursue their higher education without reservation but could not compete with higher castes without it in jobs.

KEYWORDS:

Economic Status, Employment, OBCs, Affirmative Action, Utilization .

.INTRODUCTION

In India, a person's social roots could be traced through his caste. In simple terms, it is an indigenous form of social stratification (Parvathama, C: 1986). The caste system divided the society into a large number of hereditary groups and connected together by three characteristics: - separation in matters of marriage and contact whether direct or indirect (food), division of labour (traditional occupation) and hierarchy (Bougle, Celestin 1971). Social inequality was a product of caste system in Indian society. Decades have passed and ballots have been cast periodically and governments have come and gone but social injustice prevailed in the society (Iyre, 1990). Our Constitution, lays a great emphasis on Justice (social, economic and political), Liberty, Equality and Fraternity. As such social justice demands equality with liberty. Economic justice means non–discrimination, between men and men on the basis of economic value. Political justice ensures free and fair participation of the people in the political life. (Tomta, 1990).
The present study focused on Socially and Educationally Backward Classes/Other Backward Classes in rural Haryana. All OBCs in different states do not have same status in caste hierarchy and economic sphere (Shah, 1990). Beteille (1992) accounts OBCs as a residual category which is highly ambiguous and is impossible to give an exact statement of their number. The OBCs are not as backward as the SCs and STs;

OBCs comprises the non–untouchable and intermediate castes that were traditionally occupations and functional services. The position of OBCs is far better than the SCs & STs. (Sharma, 1997).

The concept of affirmative action concentrates on ending injustice, inequality and discrimination against certain individuals and groups of a society. Conceptually, it is a "deliberate and sustainable interim strategy" aimed at enhancing the abilities and capacities of disadvantaged groups to enable them to compete on an equal footing with those who are receiving benefits from the ages (Mkhwanazi D, 1993). Similar definition is given by Khoza H (1993)-"Affirmative action is a form of positive discrimination used as a measure to correct imbalances created by generations of oppression. According to Anand (1987) affirmative action, in Indian context, is known as "preferential treatment", "protective discrimination" or "reverse discrimination" which is being extended in three basic spheres namely in access of resources, special protections and assistance in different fields such as scholarships, grants, loans, health care, and legal aid to the beneficiary groups. Reservations coupled with other welfare programmes constitute the core of affirmative action for the upliftment of the weaker sections of the society. Institutionally, the concept of affirmative was introduced in Indian society in 1874, by the princely state of Mysore with 20 % posts for Brahmins and rest 80 % for non-Brahmins, Muslim, and Indian Christians in the Police department (Maheshwari, 1997). In 1943, 8.5 % jobs were reserved for the depressed classes and it increased from 8.5 to 12.5 % in 1946 (Lal, 2003). But in 1950, the Indian Constitution introduced the affirmative action to empower the weaker sections of the society vide chapter III (Articles 16, 16(4), 15(4)) and some other Articles namely 330, 332, 336, etc. (The Constitution of India, 1986). "Empowerment is the process by which the powerless gain greater control over their lives. In includes both control over resources (physical, human, intellectual, financial) and over ideology (beliefs, values and attitudes" (Padma, 2004). Gangrade (2003) defined empowerment as decentralization of power and authority. Its main aims at ensuring participation of deprived section of the people in decision-making process. At the central level efforts were made in this regards through the Kaka Kalelkar Commission (1953), but recommendations of the commission not implemented and Second Backward Classes Commission (Mandal Commission) was constituted on 1st January 1979 which submitted its report on December 30, 1980 and recommended 27 % reservation for OBCs (3743 castes) in the field of education and employment (Mandal Commission Report –1980). Due to intervention of the Supreme Court, the Central Government adopted the creamy layer method for the entitlement of the benefits of reservation policy. Presently, the limit of creamy layer of the OBCs has also been raised by the Central Govt. from Rs.4.5 lakh to Rs. 6 lakh per annum for the benefits of reservations in jobs and education (The Economic Times, 27-05-2013).

After reorganization as a separate state, the Haryana Government announced 10 % reservation in jobs and 2 % in professional and technical institutions for backward classes in 1969. Further, to bring peace in the State due to anti–Mandal agitation, the Haryana government set up first Backward Classes Commission on September 7, 1990 which submitted its report on December 15, 1990 but the state government did not accept the recommendations (Commission Report, 1991). The 2nd Backward Classes Commission of Haryana was constituted on Oct. 12, 1993 which submitted its report on May 16, 1995 and enlisted four castes, namely- Ahir, Gujjar, Lodh and Saini as Backward Classes on the basis of their educational and social backwardness and inadequate representation in the services. The Commission divided BCs into two categories – Block 'A' (67 old Backward Castes) and Block 'B' (4 castes that is recommended by the Commission). The Commission recommended 27 % reservation for BCs, out of which 19 % should be earmarked for Block 'A' and 8 % for 'B', but the Haryana govt. included Meos in block 'B' and recommended that out of 27 % reservation, 16 % should be earmarked for block 'A' and 11% for block 'B' in class III and IV posts and educational institutions. The position of reservation in class I and II will remain same as earlier in 1969 (Haryana Govt. letter NO. 1170 – SW (1) 95). Again in March 2013, as per the recommendation of the 3rd Backward Classes Commission, the Haryana Government has revised its reservation policy with a quota of 67 % i.e. 20 %for SCs and 27 % for OBCs which totals to 47 % and 10 % "exclusive" reservation to the Jats, Bishnois, Rors, Tyagis and Jat Sikhs (The Tribune, 24-01-2013).

A few studies available on the backward Classes in India which reflect particular aspects of backwardness such as a study of college students in Poona and Aligarh by Gore et.al (1967) depicted the predominance of upper caste students with the finding that the percentage of boy students on professional collages from rural occupations, urban white-collar occupation, small trade and business and manual strata was 25, 49, 15 and 5 respectively. Alfred de Souza (1964) found that 70.56% seats have covered by the people from high profession and services class in five reputed schools. In Tamilnadu, amongst OBCs, various more fortunate castes (11%) received more than four times per capita funds in scholarship as compared to less fortunate castes (12%) and less than 2 percent students from less fortunate castes were able to get admission in engineering colleges   (Aggarwal, Ashraf, & Siddiq, 1976). Ommen (1977) found that the actual beneficiaries were not the poorest or the most deserving among the SCs; affluent sections among the SCs grabbed the scholarships for higher studies. Pimpley (1976) also derived the same results in this regard.

Sachchidananda (1977) showed in his study that Harijan elite in Bihar belonged to economically well off section of SCs. Palshikar (2008) discussed that reservation policy has become a political agenda. The experiences of past two decades shows that many groups are included in the OBC category mainly on the basis of their political clout, for example - the Lingayat or Jats demonstrated this. The continuing demand in Maharashtra for inclusion of the entire Maharatha community in the OBC category is another instance of the intervention of state level politics. Thus, all these examples shows that as the OBC category keep expanding in order to include the regionally upcoming caste groups, smaller castes would want to move out of the OBC umbrella and aspired for inclusion in the category of SCs and STs at the state level. A study of Shivaram and Bhaskar (1990) conducted on Mangalies (Barber) caste in Andhra Pradesh reveals that Mangalies are deviating from their traditional occupations i.e. hair dressing and music due to non remunerative nature of these occupations at present. Majority of them were continuing their traditional occupation in a sophisticated manner like maintaining saloons. Various backward castes formed their associations (Yadavas in UP & Bihar, Marathas and the Malies in Maharashtra, and the Kolis in Gujarat) and political parties for social reforms and political power. The political parties function as pressure groups to seek reservations in jobs and educational fields (Shah, 1990)

OBJECTIVE OF THE STUDY:-

Present study tries to assess the Affirmative Action and its Utilization among Backward Classes People on their Economic Standard in rural Haryana through the following research questions. A) What kind of information is perceived by the Backward Classes people regarding affirmative action in context of their economic status? B) Are there any differences on the basis of income in utilization process of affirmative action?

Selected Villages and its profile:–

Present study was carried out in six villages of Haryana. Profile of villages given below:-

Table 1: Villages Profile

Name of the village.	Tehsil	District	Nearest town with distance. (in KMs.)	Total geo. Area (In Hect.)	Total population
1.TALWARA KHURD	Ellanabad	Sirsa	Ellanabad (9)	3337.00	6266
2.AHRAWAN	Ratia	Fatehabad	Ratia (9)	2392.00	5089
3. BHUNA	Guhla	Kaithal	Kaithal (9)	1874.00	5640
4.KARDHAN	Ambala	Ambala	Ambala Cantt. (1)	236.00	4165
5.RAMGARH	Panchkula	Panchkula	Panchkula (10)	609.86	3913
6.BHARAWAS	Rewari	Rewari	Rewari (6)	1184.89	3607
Total	-	-	-	9563.75	28680

Table 2: Caste Composition of Selected Villages (households)

	Castes	Ahrawan	Talwara Khurd	Bharawas	Kardhan	Bhuna	Ramgarh	Total
General Castes	Jat / jat-sikh	197	204	-	70	40	2	513
	Khatri	19	223	1	50	30	10	333
	Bania	9	7	2	80	5	40	143
	Brahmins	1	16	27	100	135	25	304
	Rajput	-	-	-	10	65	10	85
	Masih	30	-	-	-	-	-	30
	Gosai	-	24	-	-	-	-	24
Schedule Castes	Chamar	29	105	108	100	70	35	447
	Odd	53	13	-	-	-	-	66
	Sahnsi	4	-	-	-	-	-	4
	Bajigar	126	80	-	-	140	-	346
	Majbi sikh	102	7	59	90	50	27	335
	Dhanak	-	4	18	-	-	-	22
	Nayak (heri)	5	12	-	-	-	-	17
	Babri	-	140	-	-	-	-	140
	Bhichar	-	4	-	-	-	-	4
	Khatik	-	-	-	40	-	-	40
	Mahasya	-	-	-	-	12	-	12
	Aryamegh	-	-	-	-	10	-	10
	Kuchbane	58	-	-	-	-	-	58

Category	Caste							Total
Backward Castes	Ahir	-	-	427 (56)	29 (4)	-	-	456 (60)
	Gujjar	-	-	-	-	76 (10)	68(9)	144 (19)
	Saini	-	-	37 (5)	61 (8)	-	199(26)	297 (39)
	Sunar	-	-	12 (2)	55 (7)	11 (1)	9 (1)	87 (11)
	Varagi	-	-	21 (3)	31 (4)	28 (4)	-	80 (11)
	Darzi	-	-	9 (1)	24 (3)	-	9 (1)	42 (5)
	Teli	-	-	-	7 (1)	8 (1)	34 (4)	49 (6)
	Pal-gadria	-	-	-	10 (1)	7 (1)	25 (3)	42 (5)
	Labana	-	-	-	9 (1)	102(13)	-	111 (14)
	Zimer	24 (3)	11 (1)	-	44 (6)	121 (16)	11 (1)	211 (27)
	Lohar	11 (1)	-	-	9 (1)	22 (3)	14 (2)	56 (7)
	Khati	8 (1)	17 (2)	31 (4)	24 (3)	7 (1)	16 (2)	103 (13)
	Kamboj	134 (17)	37 (5)	-	11 (1)	14 (2)	-	196 (25)
	Kumhar	11 (1)	36 (5)	37 (5)	12 (2)	22 (3)	8 (1)	126 (17)
	Rai-sikh	18 (2)	91 (12)	-	-	-	-	109 (14)
	Nai	-	27 (4)	23 (3)	34 (5)	19 (2)	29 (4)	132 (18)
	Garhwali	-	-	31 (4)	71 (9)	-	4 (1)	106 (14)
Total	-	839	1058	843	971	994	575	5280

(Figure given in brackets represents sample size)

METHODOLOGY, SAMPLE PROCEDURE AND TECHNIQUES OF DATA COLLECTION:-

On the basis of literacy rate , six villages namely Ramgarh in Panchkula district, Kardhan in Ambala district and Bharawas in Rewari district were selected from the high literacy rate; and Talwara Khurd in Sirsa district, Bhuna in Kaithal district and Ahrawan in Fatehahabad district were selected from the low literacy rate. In the present study, 305 respondents were selected by employing multistage stratified random sampling and got information through interview schedule regarding their relationship with higher castes, their views with regards to avail govt. jobs, relaxation in age and fees and other forms of benefit sought through affirmative action. In the secondary sources-Village Panchayat record, village health worker survey register, report of Backward Classes Commissions, census report and other concerned literature have been consulted. The study is descriptive and exploratory in nature and data was analyzed by applying Chi-square(x2).

ANNUAL INCOME AND AFFIRMATIVE ACTION

Although reliability of reported annual income of the family is doubtful, yet it would be an exercise to see the differences in income groups along with other variables. It was expected that the respondents of higher income have been more benefited than the lower income counterparts. Studies reviewing the economic aspects,

Table 3: Income and their relationship with Higher Castes

Income	Very cordial & friendly	Not so cordial & friendly	Indifferent	N.A.	Total
Below 50000	106(E110.9) (69.3%)	46(E41.1) (30.1%)	1(E.5) (.7%)	0(E.5) (0%)	153 (100%)
50001-100000	77(E81.2) (68.8%)	34(E30.1) (30.4%)	0(E.4) (.0%)	1(E.4) (.9%)	112(100%)
100001-150000	24(E18.1) (96%)	1(E6.7) (4%)	0(E.1) (.0%)	0(E.1) (.0%)	25(100%)
150001-200000	8(E5.8) (100%)	0(E2.2) (.0%)	0(E.0) (.0%)	0(E.0) (.0%)	8(100%)
200001 & above	6(E5.1) (85.7%)	1(E1.9) (14.3%)	0(E.0) (.0%)	0(E.0) (.0%)	7(100%)
Total	221(E221) (72.5%)	82(E82) (26.9%)	1(E1) (.3%)	1(E1) (.3%)	305(100%)
Calculated value	Asymp. Sig. (2-sided)	Df	At 0.05	Null hypo.	
14.574	.266	12	21.03	Accepted	

The chi-square table shows that the chi-square value, i.e. 14.574, is less than the critical value, i.e. 21.03, for 12 degree of freedom, at 0.05 level of significance. It supports the null hypothesis. Thus, there is no significant difference between income of the respondents and their relationship with upper castes.

Table 4: Income and views about affirmative action to create a social gap between BCs and Higher Castes

Income		Yes	No	Can't say	Total
Below 50000		11(E10.5) (7.2%)	91(E94.8) (%)	51(E47.7) (33.3%)	153 (100%)
50001-100000		7(E7.7) (6.3%)	71(E69.4) (63.4%)	34(E34.9) (30.4%)	112(100%)
100001-150000		2(E1.7) (8%)	16(E15.5) (64%)	7(E7.8) (28%)	25(100%)
150001-200000		1(E.6) (12.5%)	6(E5) (75%)	1(E2.5) (12.5%)	8(100%)
200001 & above		0(E.5) (.0%)	5(E4.3) (71.4%)	2(E2.2) (28.6%)	7(100%)
Total		21(E21) (6.9%)	189(E189) (62%)	95(E95) (31.1%)	305(100%)
Calculated value	Df	Asymp. Sig. (2-sided)	At 0.05	Null hypo.	
2.751	8	.949	15.51	Accepted	

An examination of chi-square table shows that the table value of chi-square for df 8 at .05 level of significant is 15.51. The calculated value of chi-square, i.e., 2.751, is less than the table value. Therefore, the null hypothesis is accepted and difference between the income of the respondents and their views about "affirmative action creates a social gap between Backward Castes and Upper Caste's peoples" are not significant.

Table 5: Income and obtained govt. jobs through affirmative action

Income		Yes	No	Total
Below 50000	Observed	32(E41.6) (20.9%)	**121**(E111.4) (79.1%)	153 (100%)
50001-100000	Observed	**35**(E30.5) (31.3%)	77(E81.5) (68.8%)	112(100%)
100001-150000	Observed	**10**(E6.8) (40%)	15(E18.2) (60%)	25(100%)
150001-200000	Observed	**3**(E2.2) (37.5%)	**5**(E5.8) (62.5%)	8(100%)
200001 & above	Observed	**3**(E1.9) (42.9%)	4(E5.1) (57.1%)	7(100%)
Total	Observed	83(E83) (27.2%)	222(E222) (72.8%)	305(100%)
Calculated value	Df	Asymp. Sig. (2-sided)	At 0.05	Null hypo.
7.341	4	.119	9.49	Accepted

Examining the chi-square table, it is found that the chi-square value i.e. 7.341 is less than the table value, i.e. 9.49 at 0.05 level of significance. Thus, the null hypothesis is accepted. Hence, there is no significant relationship between the income of the respondents and obtained govt. / semi-govt. jobs against reserved quota by them or their families members.

Table 6: Income and availed relaxations in getting job

Income		Yes	No	N.A	Total
Below 50000	Observed	18(E25.6) (11.8%)	12(E13) (7.8%)	**123**(E114.4) (80.4%)	153 (100%)
50001-100000	Observed	**21**(E18.7) (18.8%)	**10**(E9.5) (8.9%)	81(E83.7) (72.3%)	112(100%)
100001-150000	Observed	7(E4.2) (28%)	**3**(E2.1) (12%)	15(E18.7) (60%)	25(100%)
150001-200000	Observed	**3**(E1.3) (37.5%)	0(E.7) (0%)	5(E6.0) (62.5%)	8(100%)
200001 & above	Observed	**2**(E1.2) (28.6%)	**1**(E.6) (14.3%)	4(E5.2) (57.1%)	7(100%)
Total	Observed	51(E51) (16.7%)	26(E26) (8.5%)	228(E228) (74.8%)	305(100%)
Calculated value	Df	Asymp. Sig. (2-sided)	At 0.05	Null hypo.	
10.411	8	.237	15.51	Accepted	

An examination of chi-square table shows that the table value of chi-square for df 8 at .05 level of significant is 15.51 as the calculated value of chi-square, i.e., 10.411 is not greater than the table value. Thus the null hypothesis is accepted and the difference between the theory and observation is non-significant. Hence, there is no significant relationship between the income of the respondents and availed relaxations in getting job due to reservation.

Table 7: Income and uses of affirmative action to get education

Income		Yes	No	Total
Below 50000	Observed	29(E47.7) (19%)	**124**(E**105.3**) (81%)	153 (100%)
50001-100000	Observed	**40(E34.9) (35.7%)**	72(E77.1) (64.3%)	112(100%)
100001-150000	Observed	**15(E7.8) (60%)**	10(E17.2) (40%)	25(100%)
150001-200000	Observed	**5(E2.5) (62.5%)**	3(E5.5) (37.5%)	8(100%)
200001 & above	Observed	**6(E2.2) (85.7%)**	1(E4.8) (14.3%)	7(100%)
Total	Observed	95(E95) (31.1%)	210(E210.0) (68.9%)	305(100%)
Calculated value	Df	Asymp. Sig. (2-sided)	At 0.05	Null hypo.
34.786	4	.0001	9.49	Rejected

An examination of chi-square table shows that the table value of chi-square for df 4 at .05 level of significance is 9.49 as the calculated value of chi-square, i.e., 34.786 is greater than the table value. Therefore, it was noted that all respondents except below Rs. 50000 income category, were statistically significant to utilize the affirmative action in the field of education. Thus, it can be concluded that the economically better off among the BCs had been able to avail themselves of the educational opportunities more than the really impoverished ones. These findings to some extent tally with earlier studies of researchers like Pimpley (1976).

Table 8: Income and forms of benefit

Income	Forms of benefit.							Total
	Admission against reserve quota	Relaxation in score(marks)	Relaxation in fees	Scholarship facilities	1+2+3+4	Any other	N.A.	
Below 50000	11(E13) (7.2%)	1(E1.5) (.7%)	1(E5.5) (.7%)	**2(E2) (1.3%)**	12(E17.1) (7.8%)	1(E1.5) (.7%)	125(E112.4) (81.7%)	153 (100%)
50001-100000	7(E9.5) (6.3%)	1(E1.1) (.9%)	**9(E4) (8%)**	1(E1.5) (.9%)	**15(E12.5) (13.4%)**	0(E1.1) (.0%)	79(E82.3) (70.5%)	112(100%)
100001-150000	**3(E2.1) (12%)**	**1(E.2) (4%)**	0(E.9) (.0%)	0(E.3) (0%)	**5(E2.8) (20%)**	**1(E.2) (4%)**	15(E18.4) (60%)	25(100%)
150001-200000	**4(E.7) (%50)**	0(E.1) (.0%)	0(E.3) (.0%)	0(E.1) (0%)	**1(E.9) (12.5%)**	0(E.1) (.0%)	3(E5.9) (37.5%)	8(100%)
200001 & above	**1(E.6) (14.3%)**	0(E.1) (0%)	**1(E.3) (14.3%)**	**1(E.1) (14.3%)**	**1(E.8) (14.3%)**	**1(E.1) (14.3%)**	2(E5.1) (28.6%)	7(100%)
Total	26(E26) (8.5%)	3(E3) (1%)	11(E11) (3.6%)	4(E4) (1.3%)	34(E34) (11.1%)	3(E3) (1%)	224(E224) 73.4%	305 (100%)

Chi-square tests	Calculated Value	Df	Asymp. Sig. (2-sided)	At .05
Pearson Chi-Square	68.754(a)	24	.0001	36.42

An examination of chi-square table shows that the table value of chi-square for df 24 at .05 level of significance is 36.42 as the calculated value of chi-square, i.e., 68.754 is greater than the table value. It is found in study that all the respondents except below Rs. 50000 income group were statistically significant to utilize all forms of benefits, i.e. admission against reserved quota; score (marks) relaxations, fee relaxations and scholarships, in the field of education than their counterparts.

Table 9: Income and reasons for improvement of the respondent's family education

Income	Due to reservation	Free education	Personal effort	Family co-operation	1+3+4	Any other	N.A	Total
Below 50000	4(E6.5) (2.6%)	**3(E2.5) (2.0%)**	38(E46.2) (24.8%)	**38(E30.6) (24.8%)**	30(E39.1) (19.6%)	**31(E23.6) (20.3%)**	9(E4.5) (5.9%)	153 (100%)
50001-100000	3(E4.8) (2.7%)	**2(E1.8) (1.8%)**	**45(E33.8) (40.2%)**	20(E22.4) (17.9%)	**31(E28.6) (27.7%)**	11(E17.3) (9.8%)	0(E3.3) (0%)	112(100%)
100001-150000	**3(E1.1) (12.0%)**	0(E.4) (.0%)	7(E7.5) (28.0%)	1(E5.0) (4.0%)	**12(E6.4) (48.0%)**	2(E3.9) (8.0%)	0(E.7) (.0%)	25(100%)
150001-200000	**2(E.3) (25.0%)**	0(E.1) (.0%)	1(E2.4) (12.5%)	1(E1.6) (12.5%)	**2(E2.0) (25.0%)**	**2(E1.2) (25.0%)**	0(E.2) (.0%)	8(100%)
200001 & above	**1(E.3) (14.3%)**	0(E .1) (.0%)	1(E2.1) (14.3%)	1(E1.4) (14.3%)	**3(E1.8) (42.9%)**	1(E1.1) (14.3%)	0(E.2) (.0%)	7(100%)
Total	13(E13.0) (4.3%)	5(E5.0) (1.6%)	92(E92.0) (30.2%)	61(E61.0) (20.0%)	78(E78.0) (25.6%)	47(E47.0) (15.4%)	9(E) ()	305 (100%)
Calculated value	Df	Asymp. Sig. (2-sided)			At .05	Null hypo.		
50.816	24	.001			36.42	Rejected		

The above table reveals the main reasons for educational improvement of the respondents' family. An examination of chi-square table shows that the table value of chi-square for df 24 at .05 level of significance is 36.42 as the calculated value of chi-square, i.e., 50.816 is greater than the table value. The data in the table indicate that the respondents having income above Rs. 100000, opined that reservation is the main reasons of improvement of the educational level of their families, respondents from Rs. 50001-100000 income category stated the helpfulness of personal efforts as the main reason, up to Rs. 100000 support the reason of Free education, below 50000 Rs. income's respondents pronounce the family cooperation and indifferent reasons as the main reasons, above Rs. 50000 income's households stated the reservation as main reasons. Thus, it is clear from the study that the respondents, who have income above

Rs. 100000, felt the importance of affirmative action as an important factor for the improvement of education of their family.

Table 10: Education and their views about higher education will be possible to pursue without reservation

Income		Yes	No	Total
Below 50000	Observed	32(E38.1) (20.9%)	**121(E114.9) (79.1%)**	153 (100%)
50001-100000	Observed	27(E27.9) (24.1%)	**85(E84.1) (75.9%)**	112(100%)
100001-150000	Observed	**8(E6.2) (32%)**	17(E18.8) (68%)	25(100%)
150001-200000	Observed	**4(E2.0) (50%)**	4(E6.0) (50%)	8(100%)
200001 & above	Observed	**5(E1.7) (71.4%)**	2(E5.3) (28.6%)	7(100%)
Total	Observed	76(E76) (24.9%)	229(E229) (75.1%)	305 (100%)
Calculated value	Df	Asymp. Sig. (2-sided)	At 0.05	Null hypo.
12.804	4	.012	9.49	Accepted

An examination of chi-square table shows that the table value of chi-square for df 4 at .05 level of significance is 9.49 as the calculated value of chi-square, i.e., 12.804 is greater than the table value. Thus, it can be concluded that the households, who included in the income group above Rs. 100000, continued their education without reservation. It is noted from the study that the respondents of income above Rs. 100000, are found to be significant on the response of 'education depends upon economic conditions of the family'.

Table 11: Income and views of the backward caste' peoples that they can compete with higher caste without reservation

Income		Yes	No	Total
Below 50000	Observed	**56**(E**54.2**) (36.6%)	97(E98.8) (63.4%)	153 (100%)
50001-100000	Observed	36(39.7E) (32.1%)	**76**(E**72.3**) (67.9%)	112(100%)
100001-150000	Observed	**9**(E**8.9**) (36.0%)	16(E16.1) (64.0%)	25(100%)
150001-200000	Observed	**4**(E**2.8**) (50.0%)	4(E5.2) (50.0%)	8(100%)
200001 & above	Observed	**3**(E**2.5**) (42.9%)	4(E4.5) (57.1%)	7(100%)
Total	Observed	108(E108.0) (35.4%)	197(E197.0) (64.6%)	305 (100%)
Calculated value	Df	Asymp. Sig. (2-sided)	At 0.05	Null hypo.
1.536	4	.820	9.49	Accepted

An examination of chi-square table shows that the table value of chi-square for df 4 at .05 level of significance is 9.49 as the calculated value of chi-square, i.e., 1.536 is less than the table value. Thus, the null hypothesis is accepted and the difference between the theory and observation is not significant. Hence, there is no significant relationship between the income of the respondents and their views about 'The Backward Castes can compete with general caste without reservation'.

CONCLUSIONS:

In the light of the facts and circumstances discussed above, it may be inferred that the concept of affirmative action is an ongoing and debatable issue but it has been gaining a popular momentum in society on the basis of economic disadvantages of the people. The study shows that there are no significance relationships between income of the respondents and their relationship with upper castes; affirmative action creates a social gap between Backward Castes and Upper Caste's peoples; obtained govt. jobs through affirmative action and availed relaxations in getting jobs. The study shows that there is significant difference between the income of the respondents and agency/institution helpful to get education. It is found in the study that the respondents belonged to income group between Rs. 100001-200000, considered the importance of affirmative action as an important tool to achieve their education whereas, the respondents of above Rs. 100000 income, considered the family as an important institution to get their education. The study shows that there is significant relationship between the income of the respondents and utilization of affirmative action in education; and used other forms of benefits of reservation in education by them and their family members. It can be concluded that the economically better off among the BCs had been able to avail themselves of more opportunities more than the really impoverished ones. The study implies that there is significant relationship between the income of the respondents and their views about the possibility of pursuing their higher education without reservation. The study shows that there is no significant relationship between the income of the respondents and their views about 'The Backward Castes can compete with general castes without reservation'. Thus, it may be concluded that OBCs can pursue their higher education without reservation but could not compete with higher castes without affirmative action in the field of jobs.

REFERENCES:

1.Aggarwal, Partap C. & Ashraf, Mohd. Siddiq, Equality through privilege: a study of special privileges of scheduled castes in Haryana, New Delhi, Sri Ram Centre for Industrial Relations and Human Resource, 1976.
2.Anand C L Equality Justice and Reverse Discrimination (1987) Mittal Publications Delhi 1987.
3.Beteille, Andre. The backward classes in contemporary India. New Delhi: Oxford University Press, 1992.
4.Bougle, Celestin. Essay on the caste system. Cambridge: Cambridge Uni. Press, 1971.
5.De Souza, Alfred. Indian Public Schools-A Sociological study. New Delhi, Sterling Publishers, 1974.
6.Gangrade, K.D "Gandhian Approach to Empowerment of Women" IASSI Quarterly, New Delhi, Oct.-Dec. 2003.
7.Gore, Desai and Chitnis (ed.). Field Studies in the sociology in Education, New Delhi, NCERT 1970.
8.Iyer, U. R. Krishanana. "Social justice and Indian Constitution- myth and truth", Kurukshetra, Oct. 1990.
9.Khoza H.et. al. (ed.), Affirmative Action - A Personal View, in Reverse discrimination, affirmative action in the workplace,1993) .
10.Maheshwari, S.R. "Reservation Policy in India: Theory and Practice". Indian Journal of Public Administration, Vol. 43, No. 3, July-Sep. 1997.
11.Mkhwanazi D New Breed of Managers needed in a new South Africa (1993) Human Resource Management V(9) No.9
12.Oommen, T. K. "Schedule Castes and Schedule Tribes in India since Independence" S. C. Dubey (ed.) India since Independence, New Delhi: Vikas. 1977.
13.Palshikar Suhas, "Challenges before the Reservation Discourse", Economic and Political Weekly, April 26,2008.
14.Parvathama, C. "Should caste be a basis for recognising backwardness" Guru Nanak Journal of Sociology, October 1986.
15.Pimpley, P. N. "Social characteristics of the Schedule Castes Students in Punjab", The Indian Journal of Social Work, Vol. 37 (1), April1976.
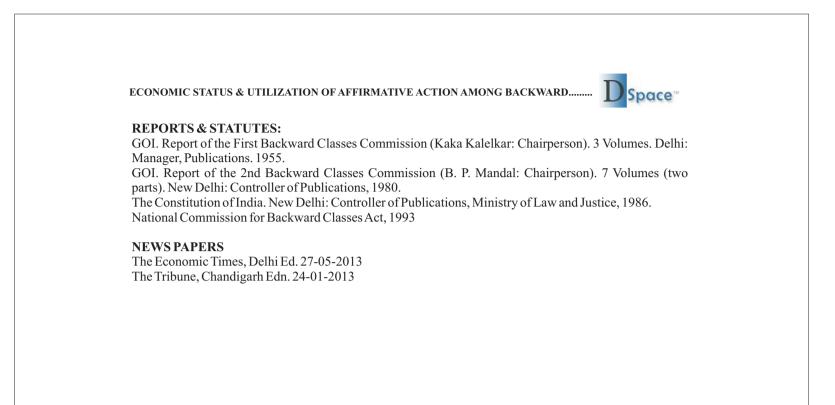16.Ramachandran, Padma, "Strategies for measuring empowerment of the women" ISDA (Institute for the Study of Developing Areas). Journal, Kaithamukku (Thiruvannthapuram), Vol 14, Jan-March 2004.
17.Sachichdananda. Harijan Elite: a study of their status, network, mobility and role in social transformation, Faridabad: Thompson Press, 1977.
18.Shah, Ghanshyam. Social Movements in India, New Delhi: Sage, 1990.
19.Sivararn P. & S.Bhaskar (1990), "Occupational Mobility among the Mangalies (Barbers)" in Man in India, June & September 1991.
20.Tomta, B. R. "A Silver Lining among dark clouds", Kurukshetra, Oct. 1990.

REPORTS & STATUTES:
GOI. Report of the First Backward Classes Commission (Kaka Kalelkar: Chairperson). 3 Volumes. Delhi: Manager, Publications. 1955.
GOI. Report of the 2nd Backward Classes Commission (B. P. Mandal: Chairperson). 7 Volumes (two parts). New Delhi: Controller of Publications, 1980.
The Constitution of India. New Delhi: Controller of Publications, Ministry of Law and Justice, 1986.
National Commission for Backward Classes Act, 1993

NEWS PAPERS
The Economic Times, Delhi Ed. 27-05-2013
The Tribune, Chandigarh Edn. 24-01-2013

Publish Research Article
International Level Multidisciplinary Research Journal
For All Subjects

Dear Sir/Mam,
          We invite unpublished research paper.Summary of Research Project,Theses,Books and Books Review of publication,you will be pleased to know that our journals are

Associated and Indexed,India

✶ International Scientific Journal Consortium Scientific
✶ OPEN J-GATE

Associated and Indexed,USA

- DOAJ
- EBSCO
- Crossref DOI
- Index Copernicus
- Publication Index
- Academic Journal Database
- Contemporary Research Index
- Academic Paper Databse
- Digital Journals Database
- Current Index to Scholarly Journals
- Elite Scientific Journal Archive
- Directory Of Academic Resources
- Scholar Journal Index
- Recent Science Index
- Scientific Resources Database