8.1 Introduction

Reservation in education and employment are used as means of affirmative action and direct intervention strategies to provide equity of opportunity for the Scheduled Caste and Scheduled Tribe population in order to increase their proportionate representation. This policy of protective discrimination has been in operation for more than six decades in India to reduce existing caste based social inequalities in education, particularly in higher education and employment. However, in the past and particularly in the recent years, the upper strata of the society have expressed strong resentment against the provision of protective discrimination on grounds of equality, merit and secularism.

In this context, an important research issue arises as to what extent the caste system in India has been adopting itself to the demands of modern education and employment. Education is seen as a human resource production process in which inputs (such as students, teachers, study materials and infrastructure) are combined to yield desired outputs (students achievement) within the education sector and larger societal outcomes outside the sector (such as returns of human capital, increased earnings in the workplace, greater social equality), under the prevailing educational technology (curriculum, and school organization) and input prices.

From this backdrop, this thesis makes a significant effort to accomplish comprehensive scientific assessment of social inequalities in higher education and employment. The
results presented in this thesis are based on robust methods of analysis using national and state level representative data. This chapter provides the chapter-wise summary of findings discussion and conclusion.

8.2 Social Inequality in Higher Education in India

- This section presents the findings based on the assessment of representation in higher education using the NSSO 55th and 62nd round (1999-2000 and 2005-06) in India. The assessment is based on disparity indices for comparative analysis with the caste Others and theil Index for decompositional analysis of between and within group inequalities by social groups and demographic characteristics.

- The extent of inequality in terms of achievement in higher education by caste ST, SC and OBC with respect to the reference group the caste Others measured by disparity indices: ‘index of disparity and gamma’ in general indicated that caste ST, SC and OBC are lagging behind the caste Others in terms of achievement in higher education. The highest level of inequality is seen for the caste ST, and the lowest level of inequality is observed for the caste OBC when compared with caste Others in terms of achievement in higher education for both the time period 1999-2000 and 2005-06. Beyond this, the analysis of inequality by social groups and demographic characteristics such as gender and residence revealed that the level of inequality was highest for females and in rural regions for all the castes which is observed in both time periods (1999-2000 and 2005-06).

- Households with employment type self employed in non-agriculture, self employed in agriculture, casual labourer and others showed that the proportionate representation of caste ST, and SC compared with caste Others is lower.
However, the household with employment type other labourer showed proportionate wise lower representation of caste Others compared with caste ST, SC and OBC.

- The study revealed varying patterns of results in terms of achievement in higher education based on the analysis of between and within caste inequalities by demographic characteristics for the time periods 1999-2000 and 2005-06. The level of inequality increased in the year 2005-06 between the caste ST, SC and Others in terms of achievement in higher education. However, for the caste OBC the average representation in higher education increased thus contributing positively to the scale of equality implying an improvement in the achievement of higher education. Analysis of within group inequalities by demographic characteristics according to gender showed that females having below average representation in higher education and implicitly negative contribution to the scale of equality when compared with males of the same caste.

- Within caste inequalities revealed below average representation in higher education and negative contribution to the scale of equality for the household employment type agricultural and other labourer among all castes for both the time periods. This implies that the poorer household irrespective of the caste are lagging behind the richer households in terms of achievement in higher education and is more prominent in rural regions.

- Analysis of social disparities in terms of achievement in higher education in India for the time period 1999-2000 and 2005-06 although showed an overall increase in the achievement of higher education however, the rise is prominent in caste OBC as compared with caste ST and SC. Increase in achievement of higher education is primarily concentrated in urban regions, for males and in richer category of employment households.
8.3 Social Disparities in Higher Education for selected States of India

This section provides a summary of findings based on state level analysis of social disparities as well as decompositional analysis of between and within group social inequalities in higher education by demographic characteristics such as gender, place of residence and household employment type using NSSO data in both the time periods 1999-2000 and 2005-06.

- Results based on the analysis of disparity indices by social groups and for selected states of India showed an ideal case of proportionate representation in higher education among all the caste ST, SC, OBC and Others in higher education in states of Assam and Himachal Pradesh. Whereas in states such as Bihar, Tamil Nadu and Rajasthan the proportionate representation in higher education of caste ST and SC was lower compared to that of caste Others during the time periods 1999-2000 and 2005-06.

- States such as Tamil Nadu, Kerala, Maharashtra and Punjab showed caste OBC with higher representation in terms of achievement in higher education compared with the caste Others, in both the time periods 1999-2000 and 2005-06. Disparity indices by gender showed caste ST males with proportionately higher representation in terms of achievement of higher education when compared with the males from caste Others from the states of Assam, Arunachal Pradesh, Mizoram, Goa and Punjab for the time period 2005-06. Disparity indices analysed for female from ST, SC and OBC caste showed lower representation in higher education as compared with caste Others in all the states except in few states such as Tamil Nadu, Gujarat, West Bengal and Madhya Pradesh. The females from
OBC caste showed higher representation in the achievement of higher education compared with caste Others in the states of Tamil Nadu, Kerala and Haryana.

- Decompositional analysis by social groups using theil index showed that, only the state of Himachal Pradesh with proportionate equality in terms of average representation in higher education between all the castes for the year 1999-2000. Only the males from the OBC caste showed above average representation in higher education in states such as Goa, Maharashtra, West Bengal, Arunachal Pradesh, Assam, Manipur, Meghalaya and Tamil Nadu implying positive contribution to the overall equality between castes. Whereas, in the rest of states, the males from OBC caste and males from caste ST and SC in all the states showed below average representation in higher education and consequently negative contribution to the scale of between group equality. The males from caste Others showed above average representation in higher representation and positive contribution to the scale of between social group equalities consistently in all the states and in both time periods 1999-2000 and 2005-06.

- However, in case of females from caste ST, SC and OBC in all the states showed below average representation in higher education and implicitly negative contribution to the scale of between social group equalities whereas females from caste Others showed above average representation in higher education and positive contribution to the scale of between equalities.

- Analysis of within group inequalities by gender revealed existence of male-female inequalities in terms of achievement in higher education with below average representation of females compared with above average representation of males in
higher education among all the caste ST, SC, OBC and Others. This pattern is more prominently seen in the states of Bihar, Karnataka, Andhra Pradesh, Sikkim, Haryana, Madhya Pradesh, Assam, Arunachal Pradesh, Haryana, Rajasthan, and Tripura.

- In urban regions, the caste OBC showed above average representation and positive contribution to the scale of between group inequalities in higher education for the states of Tamil Nadu and Manipur. Theil index values for between caste inequalities showed the caste OBC with above average representation in higher education and making positive contribution to the scale of equality in rural regions for states such as Assam, Haryana, Himachal Pradesh, Madhya Pradesh, Maharashtra, Manipur, Orissa, Rajasthan, Sikkim, Tamil Nadu and West Bengal in the year 2005-06.

- Household with employment type self employed in nonagriculture from rural regions showed that caste ST and SC from the states of Andhra Pradesh, West Bengal and Assam; and caste OBC from the state of Tamil Nadu with above average representation in higher education and consequently making positive contribution to the scale of equality in both the time period 1999-2000 and 2005-06.

- The percentage of population in household with employment type agricultural labourer and with achievement in higher education by social groups is negligible and is seen for all the selected states of India in both the time periods 1999-2000 and 2005-06. In Contrast to the previous pattern of results, decompositional analysis of between group inequalities showed the caste Others with below
average representation and negative contribution to the scale of equality from the states of West Bengal, Uttar Pradesh, Karnataka, Bihar, Assam and Andhra Pradesh. Notably, the caste SC from these states showed positive theil value implying above average achievement in higher education and positive contribution to the scale of equality for household with employment type agricultural labourer.

- **Analysis of within group inequalities by households** showed, the caste ST and SC from household with employment type other labourer from states of West Bengal, Tamil Nadu, Maharashtra and Karnataka and the caste OBC from Andhra Pradesh, Rajasthan and Punjab with above average achievement in higher education and consequently making positive contribution to the scale of equality in both the time periods 1999-2000 and 2005-06.

- **Theil index values for household with employment type others** revealed the caste OBC with above average representation in higher education and making positive contribution to the scale of equality in states such as West Bengal, Tamil Nadu, Orissa, Manipur, Mizoram, Maharashtra, Madhya Pradesh, Karnataka, Haryana and Arunachal Pradesh.

- **In urban regions**, analysis for between groups inequalities for household with employment type self employed showed consistent results. The castes ST, SC and OBC showed below average representation in higher education and making negative contribution in the scale of equality compared to caste Others with above average representation in higher education and making positive contribution to the scale of equality in both the time periods 1999-2000 and 2005-06.
• The household with employment type regular wage salaried persons, showed that representation of castes ST, SC and OBC not only increased in terms of achievement in higher education from the year 1999-2000 to 2005-06 it also showed above average representation in higher education and making positive contribution to the scale of equality in the selected states of India. However there were some exceptions; the caste ST in the states of Tripura, Madhya Pradesh and Assam and caste SC from states such as Arunachal Pradesh, Goa and Gujarat showed below average representation in higher education in the year 2005-06.

• Casual labourer household in states of Kerala, Uttar Pradesh, Rajasthan, Orissa, Andhra Pradesh, Bihar and Maharashtra showed that caste OBC with above average representation in achievement of higher education. States such as Uttar Pradesh, Tamil Nadu, Orissa, Maharashtra, Kerala, showed caste Others with below average representation in achievement of higher education. This implies that the caste OBC showed better representation compared with caste Others in terms of achievement in higher education from the states of Uttar Pradesh, Tamil Nadu and Orissa.

8.4 Projected Distribution of Population in Higher Education using Growth Model

In this section, the main objective was to explore the influence of simple growth rate and the factor influencing the future distribution in the educational representation of population that is the representation of population distributed by age and social groups with completed level of higher education using census data for the year 1991 and 2001.
• The results showed that if we use the average growth rate of past two decades in estimating the future distribution of population in higher education by social groups, the distributional pattern remained more or less same. Whereas, if we consider the growth rate taking into consideration the effect of carrying capacity of the population, the distribution pattern more or less remains same. However, the gap widens between the caste SC and ST compared with caste Others affecting the distribution pattern in terms of achievement in higher education.

• With the application of the competing factor it was evident that the gap among the social groups further widened leading to a skewed distribution of population by social groups in higher education with a larger percent of population with achievement in higher education concentrated in caste Others. It was found that there is a considerable decrease in the percent of the population of caste ST and SC in achievement in higher education. However, due to the effect of the competing factor, there is an increase in the percent population in higher education of the caste Others, thus negating the influence of change in growth rate.

• Hence, it can be concluded that when we project the population, we cannot exclude the influence of competitive factor between the social groups in terms of achievement in higher education. The competition factor in terms of distribution of seats in higher education by social groups along with the influence of carrying capacity tends to have significant influence on the distribution pattern of the population in terms of achievement in higher education.
• Analysis showed differences in distribution of higher education by age group and social groups. However, the pattern of distribution is more evident in the age group 20-24 and 25-29 than in the age group 15-19. This indicates that the difference is much more significant in the higher age groups compared with lower age group in terms of achievement in higher education.

8.5 Trends in Employment by Social Groups in India

With the introduction of new economic reforms in the last two decades characterized by declining public sector units, along with a constant decrease in the number of reserved vacancies in most of the public sector units, this section analyses the existing as well as past trends in the distributional pattern in employment using various secondary sources of data including census and official statistics.

• Analysis by probability of selection of candidates as against applied candidate revealed caste ST with higher probability of selection compared with caste SC and OBC. However, even if the value of probability of caste ST is higher in terms of candidate selected to applying as compared with SC and OBC caste, this may be due to the fact of a less percent of candidate qualified compared with the applicant from SC and OBC castes.

• The gap in representation by social groups in civil service examination showed highest disparity between caste ST and SC with caste Others when compared between caste OBC with caste Others the difference in terms of representation in civil services is less.
• The trend analysis showed caste ST with lowest proportionate representation in candidates qualifying in civil service examination during the trend period, 1998-2008. Analysis by male-female representation of qualified candidates of civil service examination revealed representation of caste OBC male almost in convergence with the males from Others caste implying negligible difference between the males of caste OBC and Others. However, for female from OBC caste the trend in representation of candidates in qualified candidates from civil service examination showed that the representation of female converging with that of caste ST and SC females. Hence, female from caste ST, SC and OBC are lagging behind their male counterparts in terms of representation at civil service examination and are more prominent in case of OBC caste.

• Reservation in public sector organization exists for more than six decades in India. Even though there is reservation of post in UPSC examinations leading to recruitment of services in public service organization, still gap exists in filling up the reserved vacancies. The trend analysis shows a marginal decrease in filling up the reserved vacancies for all the social groups which shows 80-90 percent completeness in filling up the reserved vacancies.

• In terms of distribution of employment by grades in public sector organizations analysis revealed caste SC, ST and OBC with lowest representation in group A and B grades of employment which is predominantly represented by caste Others. The highest representation of caste SC is seen in group D grade of employment, and more than 70 percent of SC’s are employed as safai karamcharis in group D
grade of employment. The caste ST and OBC showed highest representation in group C grade of employment.

• Trend analysis of recruitment during the time period 2000-05 in public sector banks in India revealed similar results with caste SC confined to group D grades of employment with most of them employed as sweepers. However, the trend analysis showed an increase in the representation of caste ST, SC and OBC mainly in group B and C grades of employment in positions such as sub-staffs and clerks. Hence even though representation has increased in public sector organization in India as seen from recent trends, the rise is mainly seen at the lower grades of employment.

8.6 Representation of Social Groups in Employment

This section presents results in terms of the participation in employment by social groups in different categories of principal work status. The analyses cover the distributional pattern in employment by social groups with achievement in higher education by demographic characteristics using NSSO data of 1999-2000. In this analysis, employment by principal work status is categorized into two grades: with grade I representing the principal work status of employer, regular wage salaried employee and own account worker. Grade II employment consists of employees from casual labourer in other type of work and casual labourer in public works.

• Analysis by rural-urban region showed caste Others with highest participation in grade I type of employment and lowest participation in grade II type of employment, in urban regions. Whereas, the caste ST showed highest
participation in the categories of employment type casual labourer in both urban and rural regions. With the inclusion of achievement in higher education by social groups, the gap between the caste Others and ST, SC, OBC further widened. However, the concentration of caste ST and more specifically SC were still fixed in the grade II type of employment.

- Participation of population in rural regions is much higher than in urban regions except for the category of regular wage salaried employee in principal work status. Both in rural and urban regions, the caste Others showed highest participation of population in the category of regular wage salaried employee than any of the other social groups. Within social group, decompositional analysis showed below average participation in grade I type of employment from caste SC in rural region and below average participation of caste Others from urban regions in grade II type of employment.

- Principal work status by gender showed varied results for the caste Others. The participation of male from caste Other were lowest in the categories of casual labourer but was highest for females in the same category. Thus the caste Others representation in employment type casual labourer are mainly of females.

8.6.1 Employment for Population with Higher Education

- Analysis of within group inequalities by regions and by caste showed caste ST, SC, OBC and Others with below average participation in grade I type of employment in rural regions and below average participation of urban regions in grade II type of employment. This implies predominance of rural population in employment type as casual labourer.
• Analysis by gender showed that among males, the highest participation of principal work status is in the category of employer. With achievement in higher education the gap between the social groups in terms of participation in different categories of principal work status increased and was more prominently seen for males. Between social group inequality in employment by males showed below average participation of caste ST and SC in grade I, and for caste OBC and Others in grade II type of employment. Within group inequalities by gender showed that males participation rate is higher than females and is seen among all the caste in grade I type of employment.

• Analysis of participation rate in employment by females with achievement in higher education showed that participation rate in both the grades of employment for caste Others is lower than caste ST, SC and OBC. Notably, the female from caste Others with higher education and participation in employment showed below average participation in employment during the period 1999-2000.

8.7 Discussion and Conclusion

India is well known for cultural and regional, disparities and a history which is not only diverse in nature but also had influence from outside world. However, in the development pursuit of India, social disparities in education and employment remain critical concerns despite affirmative action in the last six decades. Keeping this context in mind, this thesis mainly focused in two core issues of social and demographic disparities in development of higher education and employment. The analysis focuses on higher education of the population in the age group 18-25, in achievement of higher education and examined
disparities at both national level as well as at state level in terms of representation in achievement of higher education by social groups and by demographic characteristics.

Analysis revealed remarkable disparities between and within social groups and by demographic characteristics in terms of achievement in higher education both in national and state level analysis. Results revealed that the social group hierarchy in India has remained virtually unchanged and scheduled castes and scheduled tribes remain concentrated at the bottom quintiles of representation in higher education. Overall, the representation of caste ST, SC and OBC in higher education is found to be significantly below the representation level of caste Others. The major beneficiaries are found to be from the caste OBC than from caste SC and ST. However, within group analysis revealed that except states like Tamil Nadu and Kerala the representation of females from OBC caste in higher education remained stagnant between the time periods 1999-2000 and 2005-06. This clearly indicates the major beneficiaries within caste OBCs are males and more prominently males residing in urban regions.

Class within caste is found to be a significant factor emerging as an important factor and is relatively significant among caste ST and SC than OBC. The representation in higher education is found to be skewed in household with employment type self employed in agriculture and non-agriculture, casual labourer (in public work) and others. Whereas, analysis revealed representation of caste SC and ST in higher education to be non-existent from household with employment type other labourer. Beneficiaries are mainly from the household residing in urban regions with regular employment and self employed within caste SC and ST. The population represented in urban regions is subjected to
constrain due to the regional variation in caste identification and determination although, the analysis did not look into this aspect which can lead to either underestimation or overestimation of representation in higher education.

Analysis revealed, similar results in employment, with caste ST and SC largely represented in lower grades of employment compared with caste Others and OBC who are represented largely in higher grades of employment. However, within OBC caste the females are largely underrepresented and those represented are mainly in employment type others. Females with higher education in general showed underrepresentation in all types of employment, this maybe due to the fact, female enter into marital status and motherhood resulting in underrepresentation in employment.

Social group inequalities in terms of achievement in higher education in India cannot be viewed as a purely distributional issue and is critical to address specific factors underlying these disparities. The magnitude of social disparities in India is state-demographic-specific in nature. Measures of within-group inequalities indicate that the caste SC and ST are not a homogenous group in terms of employment type and other demographic characteristics. In quantitative terms, our analysis of between group inequalities are of a larger magnitude than within-group disparities, but this does not reflect the vertical dimension of social inequalities. Changes in economic status for caste SC and ST have largely been driven by economic growth, but within-group distributional changes have also affected the magnitude of change and in some cases leading to skewed distribution within groups.
The growth experience in almost all states of India suggests that the growth has been lowest for the Scheduled tribes in general and Scheduled castes. However, it is more prominent in some states like Rajasthan, Bihar and Tamil Nadu. The state of Himachal Pradesh is better in terms of proportionately equal representation between all the social groups in higher education. Between group analysis by caste showed representation of caste ST in higher education are better in states with higher proportionate of ST population such as Assam, Arunachal Pradesh and Mizoram and the representation further increased in the year 2005-06. However, the representation was mainly concentrated among males in urban regions but the same could not be reflected in other states such as Manipur, Meghalaya, Madhya Pradesh having similar higher proportion of ST population.

Gender differentials are found in caste OBC in almost all the states and most prominently in states of Bihar, West Bengal, Maharashtra, Karnataka, Andhra Pradesh with exception in states of Tamil Nadu, Himachal Pradesh and Kerala. Comparatively analysis for caste SC in higher education showed class differential than gender differential and is more prominent in states such as Andhra Pradesh, West Bengal and Assam. The representation in higher education is high for caste SC in self employed and regular wage salaried household in urban regions. However, in some states such as Gujarat and Madhya Pradesh reflected lowest representation in higher education of caste SC and ST irrespective of gender and regions. The caste Others showed lowest representation in states of Uttar Pradesh and Orissa in household with employment type other labourer. The causes of such differing growth can be explored through further analysis. In particular, analysis of social group differences with persisting level of general education, customs and culture, gender bias, age at marriage, landholding, and infrastructural facilities will provide necessary insights on disparities in level of living.
The effect of various affirmative policy counteracts with relevant social factors in explaining social group disparities, and indicate the distinct nature and causes of educational achievement among these groups. This in turn is the result of historically rooted ‘social disadvantages’, by way of social and physical exclusion respectively, which continue to operate in contemporary Indian society although at a different level.

The issue of making time bound affirmative policies questioning how long can the reservation policies continue? What is the reason behind the gap between caste OBC and caste Others reduced considerably relative to those between caste ST, SC with caste Others? If so can the cut off from caste OBC be raised? All these questions emphasis that class within caste cannot be excluded altogether as well as time bound frame need to be looked into particularly those within caste OBC.

Representation in higher grades of employment is an outcome of achievement in education. Concentration of SC, ST at lower grade of employment and caste OBC and Others at higher grades of employment needs to be addressed. Further, the demographic disparities more specifically focused on employment pattern among females needs to be examined. Declining Public sectors and with privatization the distribution pattern by social group and by type of employment need to assessed with larger emphasis on training at the entry level itself.

Based on the analysis the following policy recommendations are made:
8.7.1 Policy Recommendation

- For an equitable distribution, not only increase in higher educational seats is required there should also be a system to examine the adequate representation of each social groups by their socio-economic status and the focus should be to increase the qualitative representation of the deprived groups to bring them on par with the representation of caste Others.

- Affirmative action although is in existence for past several decades in form of caste based reservation, there is a need to assess the disparities and recognize gaps according to population characteristics with state level analysis and interventions. There is also a need to examine the underrepresentation of females in higher grades of employment.

- The caste Others were lagging behind caste OBC for households with employment type other labourer hence policies should be made to increase the representation from Others caste from poor households.

- Although affirmative action in the form of reservation already exists in public sector organization in India but this needs to be upgraded keeping in view the declining trends in public organization combined with growing demand in employment with growth in the population.

- With the increase in casualisation of labour in past two decades there is a need to examine the concentration of groups by grades of employment and plan policy and intervention.
Affirmative policies even though have brought visibility of the deprived section, still there is a need to analyse the uniformity among SC, ST and OBC. Since, it has been observed there are some communities which have an upper edge over the other communities within SC, ST and OBC.

Survey on the number of beneficiaries of reservation policies whether first generation or second generation learners, proportionate employed at different grades of employment by caste and sub caste can further strengthen the affirmative policies.

India is a geographically diverse also the status of caste varies from region to region, although the study could not capture this element due to lack of enough data there is a need to further explore on regional caste identification.

Nevertheless, all reserved seats are mandated to be over whether SC, ST and OBC and above that students obtain on their own merit. Hence, reserved vacancies might have the effect of raising the share of deprived communities among those enrolled in institutions for under-graduate studies. This is to be compared to their share in the eligible population (those with a Higher Secondary Certificate) as attempted in chapter 5 which shows if the current trend of distribution at higher education continues there would be further widening of gap between SC, ST and Others.

A much simpler and vastly more cost-effective solution would be to work with slightly lower cut-offs for the economically poor background from caste Others and OBC to enable them to achieve higher education relative to their share among those having the basic qualification for entry into higher education.
- As regards the poor among the caste Others, as also for the Scheduled Castes and the Scheduled Tribes, the real solution to their small share in enrollments even relative to their share in the eligible set lies in tackling their poverty.

- Poverty reduction also requires targeted interventions. Women are one of the most important targeted groups because they are often subject to multiple disadvantages in the developing world. Increasing educational access and improving education quality for girls could have profound economic, social and political benefits for women and for society. But education alone is not sufficient; rather a multi-sectoral approach involving related interventions in agriculture, education, health, and other social sectors, is needed.

- Last but not the least, the opponents to affirmative actions and policies have frequently raised on questions such as Should reservation be based on caste basis or shouldn’t it be on class basis? Should reservations be on time based basis or to extend indefinitely? Doesn’t affirmative action’s raise caste consciousness rather than completely eliminating it from society All these questions cannot be avoided unless everyone is aware of the historical circumstances that necessitated the introduction of affirmative actions. In the absence of which the present scenario would have been worst, resulting in the maintenance of dominance between and within group inequality. The reservation policies if continued or not after a certain time limit is a serious policy issue which need to be discussed in length taking into consideration of all the available facts. In the presence or absence of intergroup inequality, the maintenance of dominance and subaltern status one needs to think the consequence in a larger perspective.
• The process of liberalization and privatization since early nineties has meant that in future, the available number of jobs is to grow slowly. Funding constrains also mean the growth of government sponsored educational institutions is likely to be slower as well leading to weakening of affirmative actions. Since there is no reservation policies implemented in private sectors. The implicit presumption is that these positions are strictly held on the basis of pure merit, rather than connection held by privileged groups needs to be questioned.

• A proper evaluation would have to be made in the context of the disproportionate impact of the development process in general and the consequents effect on intergroup and overall inequality.

8.7.2 Limitation of the Study

• The objective of the thesis was to examine social disparities by caste in terms of representation in education and employment. However, analysis by religion is not included with the prime reason being the affirmative action in the form of reservation differs by state level policies by religion in employment and education.

• Although caste based analysis has been carried out for each major categories, disaggregated (sub-caste categories) analysis will be useful.

• Employment trend analysis is primarily based on public sector organization and on the activity status of principal status which accounts for only 10 percent of the population. Assessing employment participation in private sector units remains a challenge for individual researchers.
• Assessment of higher education in technical and general by subject stream is required; however this is constrained by the factor of individual choice and access.

• Growth model applied in chapter 5 does not take into consideration the effect of mortality, migration and morbidity which may impact the future distribution and consequently the projection.