

SOCIAL JUSTICE AND ENTREPRENEURSHIP IN INDIA

Mr. Anil Yadavrao Gaikwad,

B.E. (Production), MMS,

Research Scholar,

Savitribai Phule Pune University, Pune.

And

Dr. Prakash Hemraj Karmadkar,

MMS, Ph. D.,

Professor and Research Guide (Management and Commerce),

P. E. Society's Institute of Management and Career Development,

Nigdi, Pune 411044,

Maharashtra State.

Abstract

Only few individuals have ambition of becoming an entrepreneur and a small percentage of them actually succeed in becoming a successful entrepreneur. There are many hurdles for individuals, particularly who are from non-business background, in becoming an entrepreneur. It starts with lack of capital / inability to mobilize resources, lack of guidance, lack of ability to sustain interest even after initial losses in the business etc.

The Dalits, over last six decades, have made remarkable progress in various fields such as education, employment and politics. Post independence, the political equality coupled with reservation helped a lot for a small percentage of Dalit population to achieve economical progress through Government initiatives. However, negligible Dalits have succeeded in becoming successful entrepreneurs. In addition to routine constraints in the process of becoming an entrepreneur, the Dalits encounter additional problems due to their caste and social status. Discrimination by the dominant castes in buying products and availing services from Dalit Entrepreneurs is one of the major constraints. The Dalit Entrepreneurs who venture into dealing with products and services for local market face difficulty in marketing their products and services due to their social status. Many Dalits do not succeed even in their traditional businesses, for example manufacturing of Shoes, because of their inability to scale-up their businesses to compete with organized sector. This paper deals with identifying issues and constraints in

becoming an entrepreneur keeping in view the Governments efforts for social justice through various initiatives.

Key Words : Entrepreneur, Entrepreneurship, Dalits, Business, SSI, Discrimination, Government Schemes, Social Justice.

Introduction

Small enterprises has been one of the important and integral part of industrialization in India much before the First Five-Year Plan, even dating back to 1938 when the National Planning Committee was active. The small enterprises play an important role in generating substantial employment and income for the nation. The variety of products manufactured by small enterprises (estimated to over 8000 distinct products), at lower prices, contribute successfully in meeting the demand from vast domestic market as well as overseas market.

It was only during the Second Five Year Plan (1956–1961) Government of India (GOI) decided to pay attention to industrialization in the country. The First Five Year Plan (1951-1956) was mainly focusing the agrarian sector, including investments in dams and irrigation. The agricultural sector was hit hardest during the process of partition of India and needed urgent attention. During the Second Five Year Plan (1956–1961) the main focus was on the heavy industry and many of the public sector units were set-up during this period.

From 1980 onwards, entrepreneurship has become a topic of growing interest in India as well as all over the world. This phenomenon gained interest due to developments in the United States: the importance of start-up enterprises in high technology industries, the expansion of venture capital financing, and success of the industrial towns such as Silicon Valley. Many of the Management Gurus have published books on entrepreneurship and strategies to succeed as an Entrepreneur, which generated much interest in new business formation amongst young generation.

After a long gap during the Seventh Five Year Plan (1985–1989) GOI had again main emphasis on improving the productivity level of industries by upgrading the technology available in the country. The main objectives of the Seventh Five Year Plan were to establish growth in areas of increasing economic productivity, production of food grains and generating employment. The Seventh Five Year Plan had strived towards socialism and energy production at large. The thrust areas of the Seventh Five Year Plan, inter alia, have been social justice, removal of oppression of the weak, using modern technology, increasing productivity of small and large scale farmers and making India an independent economy. During Seventh Five Year Plan the government started encouraging

new generation entrepreneurs to set-up their businesses. However, it was still a License Raj period in India and many budding entrepreneurs were struggling for entry into businesses although more than 800 products and services were reserved for the Small Scale Industry (SSI). Then Developmental Financial Institutions (DFIs) were playing a vital role in funding the First Generation Entrepreneurs and Technocrats. Many schemes were formulated by DFIs and Bank favoring such First Generation and Technocrats Entrepreneurs (FG & TE). Most of the schemes were offering concessional rate of interest, capital subsidy, subscription to equity and stipulation of lower promoter's contribution. This is the period when FG & TE started setting up their manufacturing units and contribution from such entrepreneurs become visible in the economy.

It may, however, be pointed out at this stage that till as late as October 2006, by when the Micro, Small and Medium Enterprises Development (MSMED) Act came to be legislated, the 'medium' category never had been formally defined; albeit, especially, in certain sub-sectors and regions, many dynamic small enterprises had been operating at a much higher level of investment in plant and machinery and market reach⁹.

In order to achieve an average growth rate of 9% per annum in GDP during the Eleventh Five Year Plan (2007-2012), it has been projected that, individually, industry and manufacturing will have to grow at an average annual rate of 9.8%¹⁰. Such kind of growth is possible only if SME sector is main thrust area for the Union Government.

Therefore, entrepreneurship has been a key factor for economic development. In a developing country like India, the role of entrepreneurship development is more important than that in developed countries so far as the creation of self-employment opportunities and reduction of unemployment situations are concerned. Entrepreneurial intention has emerged as a foremost important thrust area. There is an increased rate of MBA students across developed and developing countries considering self-employment as a choice or as a necessity for successful career¹¹.

India witnessed an economic instability during 1989-91 and during this period India had temporarily shifted to Yearly / Annual Plan for development. In 1991, India faced crisis in Foreign Exchange Reserves, left with reserves of only about US \$ 1 billion. This economical instability and crisis forced the government to take risk of reforming the age old socialist economy. This shift was not in line with the preamble of constitution which says "WE, THE PEOPLE OF INDIA, having solemnly resolved to constitute into a SOVEREIGN SOCIALIST SECULAR DEMOCRATIC REPUBLIC....." In March 1977, by 42nd amendment to the constitution, the words "SOCIALIST SECULAR" were added. The move away from socialist economy pattern was a historical decision which resulted in Capitalist pattern in the economy. Whether it was a right move or not is a

debatable issue and it is beyond the scope of this paper. Year 1991 is considered as a historical year in Indian economy during which Union Government decided to open up the economy to achieve economic transformation. It was the beginning of the Globalization, Privatization and Liberalization in the country. Eighth Five-Year Plan (1992–1997) onwards, by and large, the main thrust has been on industrializations in order to achieve higher GDP growth. During this period onwards, government also undertook disinvestment in many PSUs such as VSNL, BSES etc. to raise the money for government in order to bridge the gap in fiscal deficit. India is seen as winning the globalization race not only on the economic front, but also on the civilization front as well¹. Mr. Gurcharan Das, India's neo-liberal, thinks of the golden summer of 1991 as the India's second independence... an economic revolution...more important than the political revolution India has witnessed².

Officially, Indian policymakers have always been concerned with the reduction of poverty and inequality. However, between the first five-year plan after independence in 1947 and the turn of the century, Indian economic policymaking went through a transformation. After independence and for a period of about forty years, India followed a development strategy based on central planning. One of the reasons for adopting a dominant economic policy was apprehension that total reliance on the market mechanism would result in excessive consumption by upper-income groups, along with relative under-investment in sectors essential to the development of the economy³.

This second independence lead to many opportunities opening up for the youth of India and many individuals who were aspiring to become entrepreneurs started seeing some success in their ventures. Economic development is based on the condition of the mind of the involved in the process of development³.

Government Initiative

As a part of initiative for encouraging youth for starting their own enterprise, GOI set-up many schemes such as Prime Minister Rozgar Yojana (PMRY) (August, 1993) for providing Self-Employment to Educated Unemployed Youth. The PMRY was designed to provide employment to more than a million People by setting up of 7 Lakhs micro enterprises by the educated unemployed youth. It relates to the setting up of the self-employment ventures through industry, service and business routes. The scheme also seeks to associate reputed Non-Governmental Organisations (NGOs) in implementation PMRY scheme especially in the selection, training of entrepreneurs and preparation of project profiles. From 1994-95 onwards, another self-employment Scheme for the Educated Unemployed Youth (SEEUY) has been merged with PMRY⁴. In year 2008, Government

of India has approved the introduction of a new credit linked subsidy programme called Prime Minister's Employment Generation Programme (PMEGP) by merging the two schemes that were in operation till 31st March 2008 namely Prime Minister's Rojgar Yojana (PMRY) and Rural Employment Generation Programme (REGP) for generation of employment opportunities through establishment of micro enterprises in rural as well as urban areas. PMEGP is a central sector scheme to be administered by the Ministry of Micro, Small and Medium Enterprises (MoMSME). The Scheme is implemented by Khadi and Village Industries Commission (KVIC), a statutory organization under the administrative control of GOI as the single nodal agency at the National level. At the State level, the Scheme is being implemented through State KVIC Directorates, State Khadi and Village Industries Boards (KVIBs) and District Industries Centres (DICs) and Banks. The Government subsidy under the Scheme is routed by KVIC through the identified Banks for eventual distribution to the beneficiaries / entrepreneurs in their Bank accounts⁸.

Each State in India has formulated their own Self Employment Loan Schemes which extends financial assistance up to Rs. 25 Lakhs for urban population. The finance is available for trading unit, manufacturing unit or even for service sector. Schemes such as Swarnajayanti Gram Swarozgar Yojana (SGSY) - self-employment schemes are also prevailing for smaller rural population. The GOI introduced SGSY in 1999 by restructuring various Self-employment programs viz. Integrated Rural Development Program (IRDP), Training of Rural Youth for Self Employment (TRYSEM), Supply of Improved Toolkits to Rural Artisans (SITRA), Development of Women and Children in Rural Areas (DWCRA) etc. It envisages formation of Self Help Groups (SHGs) by 'Swarozgaries' and financing them by bank in different stages. It is a holistic scheme covering all aspects of self-employment such as organization of the poor into Self Help Groups, training, credit, technology, infrastructure and marketing. The Central theme of the scheme is to bring every assisted family above the poverty line by providing them income generating assets through a mix of bank credit and government subsidy⁷. NABARD (Warehousing) Scheme, 2011-12 provides upto 100% refinance at concessional interest rate on the loan availed by the individuals for setting up of the warehouse in the notified areas besides various subsidies available⁶. KVIC's schemes includes the schemes such as

- i Prime Minister's Employment Generation Programme (PMEGP),
- ii Scheme of Fund for Regeneration of Traditional Industries (SFURTI),
- iii Rural Industry Service Centre (RISC),
- iv Export Incentive Scheme,
- v Interest Subsidy Scheme (ISS),
- vi Khadi Schemes (includes Insurance Scheme for the Artisans, Schemes for Enhancing

- Productivity & Competitiveness of Khadi Industry),
- vii Work Shed Schemes for Khadi Artisans,
- viii Schemes under Science and Technology Mahatma Gandhi Institute for Rural Industrialization (MGIRI),
- ix R&D activities under KVIC-Technical Interfaces,
- x Scheme for "In House Test Laboratory" for Khadi and Village Industries,
- xi Scheme for implementation of ISO 9001-2000,
- xii Scheme for New R & D Projects,
- xiii National Biogas & Manure Management Program(NBMMP) and Biogas Plants installation
- xiv Credit Guarantee Fund Trust for Micro and Small Enterprises (CGTMSE).
- xv In January 2015, GOI, has launched Venture Capital Fund for Scheduled Castes (VCFSC) as initiative of Ministry of Social Justice and Empowerment, GOI. The objective of VCFSC is to promote the entrepreneurship amongst the Scheduled Castes (SC) and to provide the concessional finance to them. The initial capital of Rs. 200 Crores has been provided by GOI. SC entrepreneurs now can get direct subscription to equity of their private limited company upto Rs. 2 Crores.
- xvi Another scheme viz. Green Business Scheme (GBS) was also launched in January 2015 under which loan for up to Rs. 1 Lakhs can be provided to individual scheduled caste entrepreneurs at concessional rate of interest for the activities such as e-rickshaw, solar pump and solar energy powered equipments, poly house etc. GBS for providing financial assistance has been launched keeping in focus climate change.
- xvii In order to provide collateral free funding for businesses belonging to Scheduled Castes Entrepreneurs, GOI also launched a Credit Enhancement Guarantee Scheme for Scheduled Castes (CEGSSC). This scheme provides upto Rs. 5 Crores of Guarantee Cover for availing working capital / term loans from any bank.

Self-Employment Vs Entrepreneurship

There are literally millions of small businesses. Some are managed by one person and some involves few hundred employees. There are so many small businesses; it almost seems that everyone is doing it. But just because one is self employed and owns a business, doesn't make him / her an entrepreneur. The difference between an entrepreneur and a business owner is the mindset of how he / she goes about building his / her business. Self-employment is working for one's self. Self-

employed people can also be referred to as a person who works for himself/herself instead of an employer, but drawing income from a trade or business that they operate personally. To be self-employed is not necessarily the same as being a business owner. Many self-employed people conduct the day-to-day operations of the business, either as managers, as line workers or both. A business owner may or may not work in the business, and is not required to do so. According to the US Bureau of Labor Statistics, only 44% of businesses survive the first 4 years in business. Policymakers increasingly view self-employment in the form of youth entrepreneurship as a possible solution to the youth unemployment crisis⁷. It is important to note that being self-employed is a different situation than simply being a business owner. A business owner is someone who owns a company but does not work with the day-to-day operation of the company. In contrast, a person who is self-employed owns their own business, of which they are also the primary or sole operator⁵.

A micro or small or medium enterprise can easily be set up for self-employment. One can choose an activity depending upon his / her interest and suitability not only to become self-employed but also to generate employment for others. The enterprises established under such Government schemes or any other banking schemes or with self-financing are many times misunderstood as Entrepreneurship whereas it can be categorized as self-employment and not as business enterprises.

Challenges for Entrepreneurs

Only a few individuals have the ambition of becoming an entrepreneur and a very small percentage of them actually succeed in becoming a successful entrepreneur. There are many hurdles for individuals, particularly for those who are from a non-business background, in becoming an entrepreneur. It starts with a lack of capital / inability to mobilize resources, lack of guidance, lack of ability to sustain interest even after initial losses in the business etc. First Generation Entrepreneurs (FGE) are always at a disadvantage, as they do not get the genuine advice about the various aspects and intricacies of the business environment. They have to face many problems relating to raising capital and finance, marketing and other functions of a successful enterprise. Expanding their business activities beyond a certain level becomes a tough task for such FGEs mainly on account of insufficient financial resources. FGEs who have a technical educational background but they lack adequate knowledge of marketing and finance. Many FGEs start with the assumption that they know how to produce so they can as well sell their products. If the product is technically sound and unique then sometime it is easy to market the products but the toughest part of the business enterprises is in managing accounts receivable or debtors. When it comes to FGEs, all the entrepreneurs with a family business background or otherwise, if they fail to manage receivables, they are bound to face the

liquidity crunch and ultimately land-up becoming a sick enterprise. The FGEs also have to face tough competition from other units in organized and unorganized sector. They have to overcome many obstacles through various strategies for survival and growth. They also face other problems like dealing with Government Departments, labour, getting correct raw materials, logistics and transportation, quality control etc. The key challenges can be identified as follows:-

Key Challenges

- Limited and insufficient capital
- Lack of access to new business opportunities
- Competition in local and international market
- Lack of knowledge about quality and pricing of the product
- Lack of knowledge about latest technologies and machineries
- Lack of knowledge of costing and financial management
- Time constraint to attend to all business activities as they tend to handle all activities themselves
- Inadequate marketing exposure
- Lack of knowledge about Incentives and schemes
- Lack of communication and negotiation skill
- Human Resource Management / lack of skilled Manpower
- Seed Capital for startup
- Lack of knowledge of various procedures and documentations
- Lack of contacts with policy makers and stake holders
- Under utilization of the capacities
- Use of Outdated Technology
- Non-competitive due to scale of operations
- Poor Project Planning
- Inadequate Infrastructure and
- Social hierarchical standing in Chaturvarna social system.

Of Course, the quick learners are able to overcome some of these difficulties quickly and some of these challenges are handled by them well. FGE who do not give-up at an early stage of the business survive and succeed in building a profitable business.

Challenges faced by the Dalit Entrepreneurs

Majority of the Dalits do not own any agriculture land or their land holding is very less. Today about 6.60% of the Dalits own land and majority of them own less than 5 Acres land¹⁵. Dalits in rural India have far less access to land than any other social group. There is an increase in landlessness among Dalits in India in the previous decade. Access to land in an agriculture based rural economy is important because land is a primary means and instrument of production. The social distribution of land in a village economy determines the economic position and power relations between different social groups in the village. Dalits have traditionally worked as artisans and wage laborers, regarding economic mobility as possible only through education and employment. They lack an entrepreneurial culture and their inferior social position has discouraged them from entering professions. Though many were dissatisfied with pre-1991 policies, earlier policies had symbolized a certain commitment on the part of national leaders to social justice and equality. While most Dalits were poor and illiterate, affirmative action policies provided them with some mobility and, until the 1980s, the few who could acquire education could gain employment in the public sector. Liberalization was a bolt from the blue, which they saw as an anti-Dalit upper-caste process.

Dalits have benefited from the extensive schemes of affirmative action initiated by GOI under the constitution. The system gives them representation in legislative bodies and guarantees reservations (quotas) in employment in the public sector. Furthermore, there are many other features, from the abolition of untouchability to provisions for their socio-economic and educational advancement that make affirmative action a comprehensive regime. Liberalization does not deprive Dalits of political representation. But it has already affected job reservations to some extent and is likely to reduce avenues for public sector employment. There has been a steady decline in the number of jobs in the government, which means reduced employment opportunities for educated Dalits. Employment reservation is inherently a narrow instrument. Quotas are often unfilled and many departments and areas, such as the armed forces and scientific institutions, have been excluded from the purview of reservations. The implementation of reservations is also not uniform—there is a marked reluctance to fill quotas in the upper echelons of the government while more than the required number of Dalits and Tribals are accepted into lower positions. Moreover, even assuming that the entire quota is filled, the total number of beneficiaries and their dependents will be too small a proportion to have any impact on the community. Commenting on the 1999 figure of 19.42m jobs in the public sector, Mr. Chandra Bhan Prasad argues, “if the SC/STs’ total existing quota of 22.5% is given to them, the total number of their employees cannot go beyond 45 Lakhs, which, if

multiplied by five (assuming that every SC/ST employed caters to a family of five), the benefits cannot reach beyond a population of 2.25 Crores. Therefore, the total number of beneficiaries (22.5m) is just 10% of their total population (around 250m). Although job quotas cannot solve the problem, the liberalization is gradually reducing these opportunities^{12&18}.

Most of the Indian workforce has no formal written contracts with their employers. Their livelihoods come from (casual) wage labor (30 % of workforce) and self-employment, dispersed and fragmented petty production and trade (56% of livelihoods). Right after independence, the tiny trade-union sector was systematically demolished and made to depend on the state for medication and employers. Now only 3% of the workforce is unionized and this degree of labor organization has long been under attacks from corporate capital. The other 97% of the workers are scarcely regulated by the state; they lack right to work, enforceable right at work and rights to the social security¹⁹.

Discrimination in Employment Leads To Self-Employment

As per CRISIL Report, only 39 people out of every 100 in India is employed. If we take the rate at which population is rising, in 2015 now we would need at least 55 million more jobs to maintain only that ratio. The study is based on a recently released National Sample Survey Organisation (NSSO) data on employment in India. Total employment includes jobs as well as self-employment.

Given a choice, it would seem that employers in private sector will ordinarily opt for a caste Hindu over a Scheduled Caste / Scheduled Tribe person. It might be argued that the caste Hindu is likely to have a stronger record of academic achievement and greater social presence as a result of the usual disparity in family background. But it is highly doubtful that this is a sufficient explanation. There are now considerable numbers of Dalits who can compete equally with dominant caste people for at least middle-level positions. As yet, private employment in the white-collar sector is only a relatively minor source of overall employment in India. But if India is to prosper; it will become perhaps the most important sector. Unless attitudes change, or unless reservation is extended to the private sector, the lack of a Dalit presence there will reinforce their lowly social position¹³. Due to social exclusion amongst the Young Dalit persons unemployment can take a particularly high toll, leading to a long run loss of self-esteem of young workers. Unemployment can lead to weakening the general harmony and coherence within the family and also community.¹⁶

Why Dalits needs to look at business as an option?

As result of economic liberalizations coupled with automation of many procedural works in Government and Public Sectors, there has been gradual decrease in number of openings available to

every one and particularly to Dalits. These circumstances have forced them to find out alternate employment or engage themselves into a self-employment or start their own enterprises. As it is generally observed that Muslim community is, by and large, engaged into self employment as their main occupation, Dalits are now in similar kind of situation and might be that in future majority of Dalits will have no alternative but to choose the self-employment path. From long-term perspective this may be a blessing in disguise. The entire Dalit community that today aspire for Govt. job or looks for a private sector job will be forced tomorrow to take-up self employment and also look for starting their own enterprises for their survival and financial progress.

While every aspiring Dalit Entrepreneur faces all the heralds which all other entrepreneur have to face, he / she also has to face few additional challenges on account of his / her social status as Dalit. Many today argue that due to the political equality and change in the thinking process of all the community there has been drastic reduction of discrimination towards Dalits. It may be true for certain extent in the metros, but discrimination still exists in smaller towns and villages. In metro cities caste factor does not matter much in day-today dealings as in most of the cases the caste is not known to the person with whom you are dealing with. In case of smaller towns and villages everybody is known to everybody and they are aware of the caste status of each other. Although the untouchability has been abolished vide Article 17 of the Indian Constitution in 1950, the intellectual untouchability in India still continues. The major problems and challenges faced by the Dalit Entrepreneurs while conceiving their business ventures can be summarized as follows:-

Challenges and Constraints of Dalit Entrepreneurs

A. External Challenges

i. Discrimination by dominant caste people

The Dalit Entrepreneurs are discouraged by the dominant caste society and due to such discrimination, many Dalits who have the urge to become entrepreneurs do not dare to start their own venture. When any dominant caste youth starts his/her business, help is extended to him/her by all relatives and community to encourage him / her whereas in case of Dalit Entrepreneurs, they do not have any one in the relatives or community who can help them as most of them are poor and without any resources.

ii. Restrictions on choosing industry / services

Any business venture in food industry by Dalit Entrepreneurs is not liked by dominant caste people and Dalit Entrepreneurs face difficulty in starting their venture in food and hospitality industry. The Lambi Roti, a special kind of roti produced by Dalits in

Vidharbha Area is Maharashtra has not become an industry despite huge potential.

iii. Non-cooperation by many government agencies due to discrimination

Majority of the Officials who control the various Government Departments are from dominant caste and they do not cooperate with the Dalit entrepreneurs mainly due to historical bias and due to fear that a Dalit will become economically well off if he / she succeeds in the business venture.

iv. Difficulty in finding staff / suitable manpower to work with the enterprises promoted by the Dalit Entrepreneurs.

This is a typical problem at the smaller towns. Dominant caste people do not like to work with enterprise promoted by Dalit Entrepreneurs (DE). Therefore, many DEs find it difficult to get workers and office staff.

v. Social Exclusions in smaller towns

Due to social exclusions in a smaller towns and villages, DEs do not dare to start their own enterprise.

B. Internal Challenges

i. No role model to follow & Non-availability of mentor from the community

In case of a Entrepreneurs coming from Dalit or backward community it is very rare to find any one who is in business amongst their Community and therefore the Dalit individuals do not have any role model to follow as per as business is concern. DE also do not have any access to the person who can become his / her mentor. There has been tremendous progress amongst Dalits in the field of education as there have been many role models to follow.

ii. Lack of encouragement from community

In the Dalit community, having a business enterprise is not considered as an option for occupation since it is very rare to find any members of society who have succeeded in business. Therefore, thinking of business is considered to be an abnormal thinking in Dalit Communities. It is often said that if any youth is thinking of business means he / she do not want to work and therefore he is talking about business. Often, members of society discourage such youth by telling them various stories of failure in businesses.

iii. Discouragement by the family members

In Dalit community many of the youth who attempted to set-up their own business enterprises with the help of government schemes have failed only because they were forced to start their particular venture since subsidy is available. Therefore, Dalit people

only see the failure everywhere and they find very few of them successful. Therefore, parents and relative advise their next generation to take-up a job as job is a very safe bet to have regular source of income for the family. Therefore, the family discourage the youth who wants to have their own business venture.

iv. Social Issues as none of the community member is willing to have marriage alliances with entrepreneurs as they feel the business is too risky.

The examples of youth who attempted to set-up their own business ventures but failed are plenty in Dalit community. The society treats them as failures and do not consider that they have very bright future. It becomes difficulty for such ambitious persons to get suitable match for marriages, although he / she may be doing well in his / her business venture. Therefore, all youth who are having business or thinking of business are not a preferred alliance for marriageable daughters / sons in Dalit community.

v. Due to intervention by political leaders in availing subsidy / financial assistance the government, help normally do not reach the deserving entrepreneurs.

The political and community leaders are involved in dealing with authorities who gives subsidy under various government schemes. These leaders many time encourages the unemployed youth to avail subsidy so that they can get fees for helping them in getting government subsidy. Sometimes, the officials who handle the subsidy matter may not be very honest and they encourage such candidate who may not be deserving or genuinely interested in the business venture and therefore even if the subsidy is given by the government for setting up the business ventures, the failure rate of such non entrepreneurship material is very high and it gives wrong signal to the society and to those who want to set-up their business ventures.

The Challenges faced by Dalit Entrepreneurs while setting up their business ventures is different than the dominant caste Entrepreneurs. Since the Indian economy has already moved away from socialist pattern to capitalist pattern, and dominant caste people continue with discrimination in private jobs, there is no alternative for Dalits but to take-up self employment and entrepreneurship in order to uplift them and Dalit community. It is unavoidable but good for Dalit Community as a whole. Now the Government needs to ensure that all the schemes floated so far for social upliftment of the depressed castes should reach the right and deserving candidates. Government should also ensure that the Special Component Plan (SCP) and Tribal Sub Plan (TSP) should be implemented and resources earmarked under such plans should not be diverted under any pre-text.

Reference

- 1 The God Market by Ms Meera Nanda, 2009 page 1
- 2 The God Market by Ms Meera Nanda, 2009 page 37
- 3 Post –Hindu India by Kancha Ilaiah, 2009 page 293
- 4 <http://megindustry.nic.in/citizen2.htm>
- 5 <http://www.investopedia.com/terms/s/self-employed.asp#ixzz1n1IHJRdU>
- 6 <http://www.nabard.org/development&promotional/specialschemes.asp>
- 7 <http://en.wikipedia.org/wiki/Self-employment>
- 8 http://www.kvic.org.in / index.php?option=com_content&view=article&id = 262&Itemid=32
- 9 SMEs In India: Issues And Possibilities In Times Of Globalization by **Mr. Keshab Das**
- 10 Eleventh Five Year Plan: The Eleventh Plan Perspective On Industry Page 137
- 11 Entrepreneurial Intentions of MBA Students – A Study in Hyderabad by Moiz Mohammed
- 12 “India’s liberalization and the Dalits” Asia Programme Working Paper August 2004 by Mr. D. Shyam Babu, Fellow, Rajiv Gandhi Institute for Contemporary Studies, New Delhi
- 13 Oliver Mendelsohn and Marika Vicziany, The Untouchables: Subordination, Poverty and the State in Modern India (Cambridge: Cambridge University Press, 1998), pp. 267-8.1
- 14 Issues and Challenges for Women Entrepreneurs in Global Scene, with Special Reference to India by Asghar Afshar Jahanshahi, Prof. Dr. Bairagi Kachardas Pitamber, and Khaled Nawaser, Ph D Students, University of Pune, India,
- 15 Social Inequality In Land Ownership In India: A Study With Particular Reference To West Bengal by Aparajita Bakshi, Senior Research Fellow Sociological Research Unit Indian Statistical Institute, Kolkatta
- 16 Social Exclusion Concept Application Scrutiny by Dr Amarty Sen.
- 17 www.tie.org
- 18 www.chandrabhanprasad.com
- 19 India’s Socially Regulated Economy by Mr. Barbar Harriss-White, Page 15
- 20 Report of the Working Group on Empowerment of Women for the XI Plan displayed at www.aicte-india.org/downloads/women-empowerment.pdf