

**EVALUATION STUDY REPORT OF CENTRAL SECTOR
SCHEME OF NAI UDAAN – SUPPORT FOR MINORITY
STUDENTS CLEARING PRELIMS CONDUCTED BY UNION
PUBLIC SERVICE COMMISSION, STATE PUBLIC SERVICE
COMMISSIONS, AND STAFF SELECTION COMMISSION**



सत्यमेव जयते

Government Of India

**Submitted to:
MINISTRY OF MINORITY AFFAIRS
GOVERNMENT OF INDIA**



**Indian Institute of Public Administration
New Delhi- 110002.**

**EVALUATION STUDY REPORT OF CENTRAL SECTOR
SCHEME OF NAI UDAAN – SUPPORT FOR MINORITY
STUDENTS CLEARING PRELIMS CONDUCTED BY
UNION PUBLIC SERVICE COMMISSION, STATE
PUBLIC SERVICE COMMISSIONS, AND STAFF
SELECTION COMMISSION**



सत्यमेव जयते

Government Of India

**Submitted to:
MINISTRY OF MINORITY AFFAIRS
GOVERNMENT OF INDIA**



**Submitted by:
Indian Institute of Public Administration
New Delhi- 110002**

ACKNOWLEDGEMENTS

At the outset, we would like to express our sincere gratitude to the Ministry of Minority Affairs, Government of India for entrusting the evaluation study of “**Nai Udaan- Support for minority students clearing prelims conducted by Union Public Service Commission, State Public Service Commissions and Staff Selection Commission**”. We have been immensely benefitted by the views that the officials of the Ministry, Institutions and beneficiary students shared with us.

We express our deep sense of gratitude to Shri Shri Pramod Kumar Das, IAS, Secretary to the Government of India, Ministry of Minority Affairs for approving sufficient timeframe to complete the study.

We would also like to place on record the amicable coordination extended by Ms. Nigar Fatima Husain, Joint Secretary, Ms. A. Mala Rangarajan, Deputy Secretary, Shri Md. Nadeem, Under Secretary, Ministry of Minority Affairs, Government of India.

Though COVID-19 has been a major impediment in receiving the information from respondents, the beneficiary students not only shared their objective feedback with the study team, but also came forward in many ways to inform their personal experiences about the scheme. The entire data processing work was handled by Ms Rashmi Agrawal, Mr. Apaar Dhingra, Research Officers, IIPA and Mr. Deepak Kumar, a guest statistician.

We were greatly benefitted with the discussions that we had with the State PSCs, SSC officials during data collection process. We appreciate their support that helped us to make the findings of the study objective centric. We express our gratitude to all the members of the study team for their hard work and dedicated cooperation.

We are highly beholden to Shri S N Tripathi, IAS (Retd.), Director IIPA for his unstinted support and guidance. We are thankful to Shri Amitabh Ranjan, Registrar, IIPA for making the required resource available in time.

We hope that the study report would meet all the requirements envisaged in the ToR for the third party evaluation of the scheme.

Prof. C. Sheela Reddy & Dr. Saket Bihari
Faculty Members
IIPA, New Delhi
October 20, 2020

TABLE OF CONTENTS

1. EXECUTIVE SUMMARY	10
2. OVERVIEW OF THE SCHEME	17
2.1 Background of the scheme	18
a) Brief write up on the scheme including Objectives, Implementation Mechanism, Scheme architecture/ design.....	18
b) Name of Sub-Scheme/Components.....	20
c) Year of Commencement of the Scheme	21
d) Present Status & Coverage of the Scheme	21
e) Sustainable Development Goals (SDG) Served	21
f) National Development Plan Served.....	21
2.2 Budgetary allocation and expenditure pattern of the scheme.....	22
2.3 Summary of the past evaluation since inception of the scheme	24
3. METHODOLOGY	26
3.1 Approach (Methodology adopted), Division of country into 6 Geographical regions/Zones (North, South, East, West, North East and Central) as Classified by NSSO	26
3.2 Sample Size and Sample Selection Process, Tools Used: Field Study/Questionnaire, Primary and Secondary Data	28
4. OBJECTIVES OF THE STUDY	34
4.1 Performance of the scheme based on the Output/Outcome indicators.....	34
4.2 Additional parameters.....	49
4.3 Statistically Computed Results	60
a) Coverage of the Scheme	60
b) Implementation Mechanism	61
c) Training/Capacity Building of Administrators.....	62
d) IEC Activities	62
e) Asset/Service Creation and Maintenance Plan.....	63
f) Benefits (individual, community):.....	63
g) Convergence with scheme of own Ministry/department of other Ministry/ department.	63
4.4 Gaps in achievement of outcomes	64
4.5 Key Bottlenecks & Challenges.....	65
4.6 Input Use Efficiency.....	65
5. OBSERVATIONS AND RECOMMENDATIONS.....	66
5.1 Thematic Assessment	69

5.2	Externalities	74
6.	CONCLUSION	75
6.1	Issues and Challenges	75
6.2	Vision for the Future.....	76
6.3	Recommendation for Scheme with Reasons	77
	GUIDELINES OF THE SCHEME	79
	RESEARCH TOOLS	85

LIST OF TABLES

Table 2.1: Examination-wise fixed slot of seats for providing the financial assistance.....	19
Table 2.2: Community-wise fixed slot of seats for providing the financial assistance	19
Table 2.3: Rate of Financial Assistance	20
Table 2.4: Budgetary allocation and expenditure pattern of the scheme in the last five years	22
Table 3.1: States Selected for study as per NSSO Classified Zones	28
Table 3.2: Criteria for selection of sample size	29
Table 4.1 : Number of notified minority community beneficiary candidates in different exams ...	35
Table 4.2 : Success rate of UPSC/ State PSC (Gazetted)/ State PSC (Non-Gazetted (Graduate Level)/SSC (CGL) & (CAPF) prelims qualified notified minorities covered under the scheme....	36
Table 4.3: Total Number of community-wise beneficiary candidates clearing the prelims of specified exams.....	37
Table 4.4: Impact of financial assistance on Self Employment and Wage Employment.....	38
Table 4.5 : Extent to which the financial assistance impact Self-Employment and wage employment	40
Table 4.6 : Representation of women candidates in specified exams	41
Table 4.7 : Physical status of beneficiary candidates	43
Table 4.8 : Indicators for evaluation of effectiveness of structure, design and implementation mechanism of the scheme.....	43
Table 4.9 : Desired increments in Income Ceiling Criteria	44
Table 4.10: Adequacy of the financial assistance.....	44
Table 4.11 : Medium of awareness about the scheme	46
Table 4.12 : Remittance time in disbursement of funds	47
Table 4.13 : Number of Installments of Financial Assistance.....	48
Table 4.14 : Pre-post scheme change in monthly income of beneficiary candidate.....	50
Table 4.15 : Pre-post scheme change in monthly expenditure of beneficiary candidate	51
Table 4.16 : Location of beneficiary candidate	52
Table 4.17 : Pre-post scheme changes in Marital Status of Beneficiaries.....	52
Table 4.18 : Pre-post scheme changes in Household size of beneficiary	53
Table 4.19 : Pre-post scheme changes in coaching requirement by beneficiary	54
Table 4.20 : Pre-post scheme changes in requirement of separate rental accommodation for preparation.....	54

Table 4.21: Pre-post scheme changes in study hours for preparation of examination	55
Table 4.22: Pre-post scheme changes in self confidence for preparation of exam.....	56
Table 4.23 : Seamlessness of the Ministry’s website	57
Table 4.24 : User-friendliness of the website	58
Table 4.25: Number of attempts required to successfully fill the form,.....	59
Table 4.26 : Responsiveness of the website	59
Table 4.27: Regression Analysis of Seats allotted and Candidates Clearing the Specified Examination.....	60
Table 4.28 : Coverage of Beneficiaries	61
Table 4.29 : Overlap of Nai Udaan Scheme with other existing schemes	64
Table 4.30 : Expenditure per beneficiary	66

LIST OF FIGURES

Figure 2.1 : Budgetary allocation and expenditure pattern for FY 2015-16 to 2019-2020.....	23
Figure 2.2: Exponential Smoothing of the Actual Vs Forecasted Expenditure in the last five years	23
Figure 3.1: Representation of population(%) of sampled states in relation to other states	29
Figure 3.2 : Selected sample from total beneficiaries	30
Figure 3.3 Number of beneficiaries selected from each state under state	30
Figure 3.4 : Selected sample from West Bengal and Maharashtra.....	30
Figure 3.5 : Selected sample from Uttar Pradesh and Tamil Nadu	31
Figure 3.6 : Selected sample from Assam and Jammu & Kashmir	31
Figure 3.7 : Design of questionnaire for beneficiaries	33
Figure 4.1 : Community-wise success rate of beneficiary candidates clearing the prelims of specified exams.....	38
Figure 4.2 : Impact of financial assistance on Self Employment and Wage Employment	40
Figure 4.3 : Extent to which the financial assistance impact Self-Employment and wage employment	41
Figure 4.4 : State-wise success rate of women candidates in UPSC/ State PSC (Gazetted)/ State PSC (Non-Gazetted (Graduate Level)/SSC (CGL) & (CAPF) prelims examinations	42
Figure 4.5 : Adequacy of the financial assistance	45
Figure 4.6 : Medium of awareness about the scheme.....	46
Figure 4.7 : Remittance time for financial assistance to beneficiaries	48
Figure 4.8 : Financial assistance installments	49
Figure 4.9 : Pre-post scheme change in monthly income of beneficiary candidate	51
Figure 4.10 : Pre-post scheme changes in monthly expenditure of beneficiary candidate	51
Figure 4.11 : Location of beneficiary candidate.....	52
Figure 4.12 : Pre-post scheme changes in Marital Status of Beneficiaries	53
Figure 4.13 : Pre-post scheme changes in household size of beneficiary	53
Figure 4.14 : Pre-post scheme changes in coaching requirement by beneficiary.....	54
Figure 4.15 : Pre-post scheme changes in requirement of separate rental accommodation for preparation.....	55
Figure 4.16 : Pre-post scheme changes in study hours for preparation of examination.....	55
Figure 4.17: Pre-post scheme changes in self-confidence of beneficiaries for preparation of exam	57

Figure 4.18 : Seamlessness of the Ministry’s website.....	57
Figure 4.19 : User friendliness of the MoMA website	58
Figure 4.20 : Attempts in filling the registration form for Scheme	59
Figure 4.21 : Responsiveness of the MoMA website	60
Figure 4.22 : Coverage of Beneficiaries	61
Figure 4.23 : Expenditure per beneficiary	66
Figure 5.1 : State-wise % of studied sample	70
Figure 5.2 : Representation in different exams.....	71

1. EXECUTIVE SUMMARY

- “Nai Udaan – Support for minority students clearing prelims conducted by Union Public Service Commission, State Public Service Commissions and Staff Selection Commission” is a scheme under Ministry of Minority Affairs, Government of India. The scheme extends financial support to the notified minority candidates clearing preliminary examination conducted by Union Public Service Commission, Staff Selection Commission and State Public Service Commissions for Group A and B (Gazetted and non-Gazetted posts) Staff Selection Commission (Combined Graduate Level), CAPF for Group ‘B’(Non Gazetted posts) to adequately equip them to compete for appointment to Civil Services in the Union and the State Governments and to increase their representation.

- The scheme envisages proactive measures for those communities that lag behind and have become increasingly marginalized. The scheme is an intervention in the form of a government program, aiming to help minority communities as notified under Section 2 (C) of National Commission for Minorities Act, 1992, with earmarked targets of (1) Self-employment and Wage employment and (2) Recruitment to State and Central Services.
- The scheme covers examinations conducted by Union Public Service Commission (UPSC); State Public Service Commission (SPSCs) for Group A and B (Gazetted and non-Gazetted posts) Staff Selection Commission (Combined Graduate Level), CAPF for Group ‘B’(Non Gazetted posts). The Actual Expenditure (AE) for the scheme remains exactly same for Financial Year (FY) 2016-17 and 2017-18 at ₹. 6.18 crores. It increases marginally to ₹. 6.72 crores for the FY 2018-19. However, it was increased in the FY 2019-2020 to ₹. 8.02 crores.
- The scheme provides financial assistance through Direct Benefit Transfer (DBT) only once. The scheme guidelines clearly mention that the candidate will not be eligible to benefit from any other similar Scheme of the Central or State Governments /UT Administrations. The scheme guidelines further mention that, in case the candidate decides to opt for other Schemes; he/she will have to forgo the claim from this Ministry and refund the amount if already availed with 10% interest.
- The approach adopted for the evaluation of the scheme under study is “goal, process and outcome-oriented”. The goal- oriented approach measures if the objectives of the scheme

are duly met. The process - oriented approach studies the strengths and weaknesses of the scheme and finally, the outcome- oriented approach evaluates if the outcomes align with the pre-specified objectives of the scheme.

- As far as the sample size of the evaluation study is concerned, a total of 315 beneficiaries have been covered who have actually availed the scheme as against 308 beneficiaries mentioned in the LoA. The data was collected from 6 states (Jammu & Kashmir, Maharashtra, Assam, Tamil Nadu, West Bengal and Uttar Pradesh), from six NSSO classified zones, representing more than 70% of the beneficiary population. The states were selected, considering (a) maximum number of beneficiaries covered and (b) the spread of beneficiaries across minority communities. In all zones except north east zone, states with highest number of beneficiaries were selected. However, in the north east zone Assam was preferred over Manipur on the basis of wider distribution of beneficiaries across the minority communities.
- The sample for the study (315 beneficiaries) indicates that around 71% of the beneficiaries belong to the state of West Bengal followed by Maharashtra, Uttar Pradesh, Assam, Tamil Nadu and Jammu and Kashmir with 9%, 7%, 6%, 5% and 2% respectively. The sample under study also provides crucial insights into the popular examinations that the beneficiaries have enrolled themselves under the scheme. It depicts that more than 90% of the beneficiaries in the sample have opted for the benefit after clearing prelims examination for State PSC followed by 6% for UPSC and 2% for SSC examinations.
- The distribution of beneficiaries by state, gender and location (as tabulated in table 4.29) provides some interesting findings. The scheme covers only around 30% of its target as the benefits were given to 1539 candidates (for the year 2019-20) against a target of up to 5100. Furthermore, it is found that women representation is very low. The highest number of women respondents were found in West Bengal (23), followed by Maharashtra (4), Tamil Nadu (3) and Uttar Pradesh (1), respectively. There was no representation of women candidates belonging to six notified minority communities in the sample selected from Assam and Jammu and Kashmir. Also, the representation of Parsi women is nil in states in all the specified exams.
- An assessment of pre and post scheme has been followed to analyze the changes in the socio-economic conditions of the target population. The questionnaire having process-related and multiple issues provide the basis for a robust framework to critically examine the sustainability of the scheme. The approach followed in the study is a blend of primary

and secondary information shared by the beneficiaries. Importantly, the views of the beneficiaries have also been taken as to what extent the scheme has influenced them. The evaluation study has considered outcome/output indicators to assess the extent to which the scheme has brought about changes in the socio-economic conditions of the beneficiaries.

- Separate questionnaires were designed for Ministry officials, UPSC, SSC, and the SPSCs of the states covered under the study. To capture a trend in the number of candidates from the minorities being placed as officers in various commissions, the questionnaires for the UPSC, SSC, and the SPSCs had a total of 4 questions. It included questions about how many students applied for the scheme in the last 3 years. It further asked about the proportion of the candidates from each minority community, year-wise (2016-17 to 2019-20), selected for various posts under different specified examinations.
 - In-depth Focused Group Discussion (FGDs) was conducted with the Ministry officials who are responsible for designing and coordinating the scheme, which helped in providing comprehensive details regarding the objective, structure, implementation and the existing challenges of the scheme. Also an attempt was made to assess the criteria adopted for identification of the students belonging to minority communities, who qualified the prelims of UPSC (Civil Services, Indian Engineering Services & Indian Forest Services), State PSC (Gazetted) , State PSC (Non-Gazetted) (Graduate Level) and SSC (CGL) & (CAPF) and were shortlisted for the grant of financial assistance. In-depth FGDs were also conducted telephonically, with randomly selected beneficiaries from six selected states, for suggestions and understanding the existing challenges of the scheme.
 - Key observations were made during telephonic discussions and FGDs with the beneficiaries, officials from UPSC, SSC, SPSCs and the MoMA. The observations drawn from the responses provided deep insights into the implementation of the scheme, enhancing the qualitative findings. Aligned with the objectives of the scheme, a set of key performance indicators have been designed, *the findings of which have been outlined below.*
1. In terms of measuring the number of notified minority community beneficiary candidates in SSC (CGL) & (CAPF), State PSC (Gazetted), State PSC (Non-Gazetted) (Graduate Level) and UPSC (Civil Services, Indian Engineering Services & Indian Forest Services) examinations in the year 2019-20, it was noted that 92% of the applicants were found preparing for State PSC examination, 6% for UPSC (Civil Services, Indian Engineering Services & Indian Forest Services) and only 2% for SSC (CGL) & (CAPF) examination.

This implies that the preference of the beneficiary candidates is more for State PSC examination, followed by UPSC (Civil Services, Indian Engineering Services & Indian Forest Services) examinations.

2. To gauge the success rate of UPSC/ State PSC (Gazetted)/ State PSC (Non-Gazetted (Graduate Level))/SSC (CGL) & (CAPF) prelims qualified notified minorities covered under the scheme, it was noted that the success rate of beneficiary candidates is maximum in West Bengal followed by Maharashtra, Uttar Pradesh, Assam, Tamil Nadu and J&K, respectively.

- In West Bengal, out of 226 beneficiary candidates, 223 qualified States PSC (Gazetted), and 3 beneficiaries) qualified UPSC prelims examination.
- In Maharashtra, out of 30 beneficiary candidates, 28 beneficiaries qualified States PSC (Gazetted) and only 2 beneficiary qualified UPSC prelims examination.
- In Uttar Pradesh, out of 22 beneficiary candidates, 7 beneficiaries qualified States PSC (Gazetted), 1 beneficiary qualified State PSC (Non-Gazetted) (Graduate Level), 6 beneficiaries qualified SSC (CGL) & (CAPF) and 8 beneficiaries qualified UPSC prelims examination.
- In Assam, out of 17 beneficiary candidates, 16 qualified States PSC (Gazetted) and only 1 beneficiary qualified UPSC prelims examination.
- In Tamil Nadu, out of 14 beneficiary candidates, 13 beneficiaries qualified States PSC (Gazetted) and only 1 beneficiary qualified UPSC prelims examination.
- In J&K, out of 6 beneficiary candidates, 2 beneficiaries qualified States PSC (Gazetted), 1 beneficiary qualified SSC (CGL) & (CAPF) and only 3 beneficiaries qualified UPSC prelims examination.

The above data is tabulated in the table 4.3 of the report.

3. While studying impact of financial assistance on self employment and wage employment it was found that 99.25% of the beneficiaries did not find any impact of financial assistance on self employment and wage employment. In total, 0.75% respondents found positive impact of financial assistance on self employment. This is indicated in table 4.5 and figure 4.3 of the report.

- In west Bengal, 225 beneficiary candidates found no impact of the scheme on self employment and wage employment. Only 1 candidate found an impact on self employment.

- In Maharashtra, out of 30 beneficiary candidates, 26 beneficiary candidates did not find any impact of the scheme on self employment. Only 3 candidates found positive impact on self employment and wage employment.
 - In Uttar Pradesh, out of 22 beneficiary candidates, all the respondents were of the view that they did not find any impact on self employment and wage employment.
 - In Assam, out of 17 beneficiary candidates, all the respondents were of the view that they did not find any impact on self employment and wage employment.
 - In Tamil Nadu, out of 14 beneficiary candidates, all the respondents were of the view that they did not find any impact on self employment and wage employment.
 - Also, in J&K also, no beneficiary candidate found any impact on self employment and wage employment.
4. While evaluating the number of women beneficiaries covered under the scheme, it was found that a total of 31% of the sample were females.
- In West Bengal, 23 women beneficiary candidates were included in the sample.
 - In Assam, 5 women beneficiary candidates were included in the sample.
 - In Maharashtra, 4 women beneficiary candidates were included in the sample.
 - In Tamil Nadu, 3 women beneficiary candidates were included in the sample.
 - In Uttar Pradesh, only 1 women beneficiary candidate were included in the sample.
 - In Jammu & Kashmir, no woman beneficiary candidates in the sample were included in.
5. While evaluating the reach of the scheme to Divyangjan from minority communities, it was observed that only 1 Divyangjan applicant who was provided the financial assistance under the scheme in the year 2019-20, was covered under the study. The only Divyangjan included was from the state of Assam and has qualified Assam PSC preliminary examination. As the sample was selected at random, this depicts the fact that Divyangjan candidates are far from the reach of the scheme. This is represented in the table 4.7 of the report.
6. On studying about the, effectiveness of structure, design and implementation mechanism of the scheme following observations were made.
- Majority of the respondents were of the view that the present income ceiling of the household, that is 8.00 lakh per annum by all means, to be eligible for the financial

assistance of the scheme is satisfactory. Very few respondents (less than 2%) suggested changes as per table 4.10 in the report.

- Large proportion of respondents was satisfied with the financial assistance provided by the Ministry for preparation of the mains examination. However, 28.3% of the sample expressed dissatisfaction with the current amount of financial assistance that is being provided under the scheme and suggested changes as per table 4.11 of the report.
 - As regards awareness, maximum number (64.4%) of the candidates came to know about the scheme from their friends, and (17%) of the respondents from the website of the Ministry. Those who got information from coaching centers constituted (8%) of respondents, another 3% got to know about the scheme from print media, approximately 2% from social media platforms like whatsapp, face book and YouTube. There was no beneficiary response about the awareness created by means of conference and workshops, training program, capacity building program conducted by the MoMA. This calls for increasing the awareness about the scheme for improving its outreach.
 - The duration of time taken for providing financial assistance after the selection of candidates by Ministry was longer than expected. It is found that the remittance time is more than 4 months in case of 74% beneficiaries, between 3-4 months in 11% beneficiaries and only 15% beneficiaries received the assistance within 3 months. This is given below in table 4.12 of the report.
7. On the basis of pre scheme and post scheme analysis the following observations were made:
- In terms of the family income, family expenditure, residential location, household size, and rental accommodation sections, post scheme data imitated the behavior of pre-scheme data. This implies that the scheme did not bring any progressive change in the above mentioned indicators. A slight change was observed as far as marital status was concerned. In the post scheme scenario, the number of married beneficiaries increased to 41 from 39 in the pre scheme scenario.
8. In terms of improving the program, key recommendations have also been brought out. Some of them include:
- Timely remittance of financial assistance.
 - To improve the coverage of beneficiaries for different exams.
 - Provision to provide the assistance at least twice. (Case Specifically)

- Restructure the unutilized quota.
- To expand the examination categories under the scheme.
- To focus on Divyangjan beneficiary participation.
- Grievance Redressal Mechanism.
- Capacity Building of beneficiary candidates.
- Career paths and job market awareness.
- Digitized awareness programs.
- Ease of access to e-books/e-library.

2. OVERVIEW OF THE SCHEME

The scheme of Nai Udaan - Support for minority students clearing prelims conducted by Union Public Service Commission, State Public Service Commissions and Staff Selection Commission was launched in the year 2013-14 by the Ministry of Minority Affairs, Government of India. The central objective of the scheme is to provide financial support to the minority community candidates clearing prelims conducted by Union Public Service Commission, State Public Service Commissions to adequately equip them to compete for appointment to civil services in the Union and the State governments and to increase the representation of the minorities in Civil Services. Considering the Report of National commission on Religious and Linguistic Minorities, it was conceptualized that all communities and groups should have equal share in economic opportunities and employment. It also envisaged proactive measures for those communities that lag behind and have become increasingly marginalized. Hence, intervention in the form of government programmes was needed to help the communities with earmarking of targets, (1) self-employment and wage employment, and (2) recruitment to State and Central Services. This is the context within which the scheme of Nai Udaan - Support for minority students clearing prelims conducted by Union Public Service Commission, State Public Service Commissions and Staff Selection Commission articulates its meaning and deserves importance.

The scheme of Nai Udaan - Support for minority students clearing prelims conducted by Union Public Service Commission, State Public Service Commissions and Staff Selection Commission caters to minority communities which are notified as per section 2(c) of National Commission for Minority Act, 1992. Aligned with the Act, six minority communities have been identified namely (1) Muslims, (2) Sikhs, (3) Christians, (4) Buddhists, (5) Jains, and (6) Zoroastrians (Parsis). The scheme is implemented by the Ministry of Minority Affairs and only candidates belonging to notified minority communities who clear the prelims examination conducted by UPSC, SPSCs or SSC etc. and fulfil all laid down eligibility criteria and conditions are considered for financial support under the scheme. To improve the coverage of the scheme even to the remote areas, the Management Information System (MIS) portal has been introduced w.e.f May 28, 2016. As such, the scheme intends to provide effective wings to six notified minorities for transforming their hollowed socio-economic conditions into a hopeful future. Though the scheme primarily intends to cover six notified minorities, its comprehensive basket of support categorically intended to bring about improved changes in the socio-economic conditions of beneficiary candidates.

2.1 Background of the scheme

The scheme of Nai Udaan - Support for minority students clearing prelims conducted by Union Public Service Commission, State Public Service Commissions and Staff Selection Commission is aligned with the Report of National commission on Religious and Linguistic Minorities. The Report highlighted that all communities and groups should have equal share of opportunities and employment. It also vouches for proactive and responsive measures for those communities that lag behind and are increasingly marginalized. To plug-in the gaps identified by the commission, the scheme of Nai Udaan - Support for minority students clearing prelims conducted by Union Public Service Commission, State Public Service Commissions and Staff Selection Commission as an initiative supports notified six communities with earmarking of targets on (1) self-employment and wage employment, and (2) recruitment to state and central services. This is the broad framework within which the scheme bridges the socio-economic gaps.

a) Brief write up on the scheme including Objectives, Implementation Mechanism, Scheme architecture/ design

Objectives

The objective of the scheme is to provide financial support to minority community candidates clearing prelims conducted by Union Public Service Commission (UPSC); Staff Selection Commission, and State Public Service Commission's (SPSCs) to adequately equip them to compete for appointment to civil services in the Union and the State governments. It also aims at increasing the representation of minority communities in the Civil Services by giving direct financial support to candidates clearing preliminary examinations conducted by UPSC, SPSCs for Group A and B (Gazetted and non-Gazetted posts), and Staff Selection Commission (Combined Graduate Level), CAPF for Group 'B' (Non Gazetted posts).

Implementation Mechanism of the Scheme

The scheme of Nai Udaan - Support for minority students clearing prelims conducted by Union Public Service Commission, State Public Service Commissions and Staff Selection Commission is implemented by the Ministry of Minority Affairs, Government of India. Under the scheme, the applications are invited from the target group clearing prelims examination conducted by UPSC, SSC, SPSCs in the prescribed format. The eligibility criteria and conditions of the scheme entail that the candidate should belong to one of the minority communities notified under section 2(c) of National Commission for Minority Act, 1992 and should have passed prelims examination conducted by UPSC, SPSCs or SSC, as given below in table 2.1.

Table 2.1: Examination-wise fixed slot of seats for providing the financial assistance

Exam	No. of Seats (Allotted)
UPSC (Civil Service, Indian Engineering Service and Indian Forest Service)	300
SPSC (Gazetted),	2000
Staff Selection Commission (Combined Graduate Level), CAPF for Group 'B' (Non Gazetted posts)	2000
SPSC (Graduate Level Non-Gazetted)	800
Total	5100

Source: Revised guidelines 01.04.2019 –Nai Udaan

The scheme also provides a clear quota of seat allocation by both exam type and community. For examinations conducted by UPSC viz. Civil Service, Indian Engineering Service and Indian Forest Service, a total of 300 seats, for SPSC (Gazetted) a total of 2000 seats, for Staff Selection Commission (Combined Graduate Level), CAPF for Group 'B' (Non Gazetted posts) a total of 2000 seats, for SPSC (Graduate Level Non-Gazetted) a total of 800 seats respectively have been allocated out of 5100, as shown in Table no. 2.1.

Table 2.2: Community-wise fixed slot of seats for providing the financial assistance

Minority Community	Seats Allotted
Muslim	3723
Sikh	408
Christian	613
Jain	154
Buddhist	168
Zoroastrian	30
Total	5096

Source: Revised guidelines 01.04.2019 –Nai Udaan

Out of 5096 seats allotted for notified minorities, a quota of 3723 seats to Muslims, followed by Christians (613), Sikhs (408), Buddhists (168), Jains (154) and Parsis (30) respectively have been allocated, as shown in table 2.2. To avail the benefits under the scheme, the total family income of the candidates from all sources should not exceed Rs.8 lakh per annum. The financial support can be availed by candidate only once. The candidate is not eligible to receive benefit from any other similar scheme of the central or state governments/UT administration.

In case the candidate decides to opt for other scheme, he/she will have to forego the claims from the Ministry and refund the amount if already availed with 10% interest. He/she needs to give an affidavit that he/she is not availing any benefit from any other source. The eligible candidates may apply online through the portal of the scheme for availing the benefit within one month from the date of declaration of prelims exam results with all requisite documents. However, the selection committee can also consider applications received even after one month's time. Thus, the scheme

intends to comprehensively promote minority candidates clearing prelims examination by providing financial assistance.

Design of the Scheme

The design of the scheme takes into account the different stakeholders involved in its functional ambit. Applications received from the applicants for financial assistance are scrutinized in the Ministry by a selection committee comprising of total 6 dignitaries that include: Chairman, Convener and 4 members. The Chairperson is either Additional Secretary/Joint Secretary of Ministry of Minority Affairs. The Convener has to be Director In charge of the scheme/Deputy Secretary/Under Secretary, Ministry of Minority Affairs. The other four members include: (Deputy Secretary (DS)/Director (Finance), Representative from DoPT not below the rank of Director/DS, Representative from Ministry of HRD not below the rank of Director/DS, and Representative from UGC not below the rank of Director/DS. The decision of Selection Committee/Evaluation Committee in regard to selection of students for providing financial assistance under the scheme is final and no appeal lies against any decision by the Committee in regard thereof, except as provided under law in force.

Under the scheme, 100% financial support through Direct Benefit Transfer is provided to the selected candidates through Ministry of Minority Affairs. The financial support is provided as per three rates. The candidates clearing prelims of UPSC are provided Rs 1 lakh, State PSC (Gazetted) Rs. 50,000, SSC (CGL & CAPF) Rs 25,000, State PSC (Graduate Level Non- Gazetted) Rs. 25,000. These rates are applicable w.e.f April 1, 2019 is given below in Table 2.3.

Table 2.3: Rate of Financial Assistance

S. No.	Exam	Rate of Financial Assistance
1	UPSC (Civil Services, Indian Engineering Services & Indian Forest Services)	1,00,000
2	State PSC (Gazetted)	50,000
3	SSC (CGL) & (CAPF-Group B)	25,000
4	State PSC (Graduate level) (Non-Gazetted)	25,000

b) Name of Sub-Scheme/Components

- i) Candidates clearing prelims examinations conducted by Union Public Service Commission (UPSC);
- ii) Candidates clearing prelims examinations conducted by State Public Service Commission (SPSCs) for (Gazetted);

iii) Candidates clearing prelims examinations conducted by Staff Selection Commission

(Combined Graduate Level & CAPF);

iv) Candidates clearing prelims examinations conducted by State PSC (Graduate Level Non Gazetted posts).

c) Year of Commencement of the Scheme

The Scheme was launched in 2013- 14. The MIS portal of the scheme has been introduced w.e.f 28 May, 2016. The latest guidelines of the scheme have been implemented w.e.f April 1, 2019.

d) Present Status & Coverage of the Scheme

As per the information shared by the Ministry, the scheme has its coverage in 28 states. These states are: 1) Andhra Pradesh, 2) Arunachal Pradesh, 3) Assam, 4) Bihar, 5) Chhattisgarh, 6) Delhi, 7) Haryana, 8) Himachal Pradesh, 9) Gujarat, 10) Jammu & Kashmir, 11) Jharkhand, 12) Karnataka, 13) Kerala, 14) Madhya Pradesh, 15) Maharashtra, 16) Meghalaya, 17) Manipur, 18) Mizoram, 19) Nagaland, 20) Odisha, 21) Punjab, 22) Rajasthan, 23) Sikkim, 24) Telangana, 25) Tamil Nadu, 26) Tripura, 27) Uttar Pradesh, and 28) West Bengal. Based on the number of beneficiaries, the effective coverage of the scheme is more vivid in West Bengal (859) than the other states.

e) Sustainable Development Goals (SDG) Served

The scheme is aligned with SDG goal number 8 i.e. “Decent work and economic growth” by promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

This scheme also serves SDG goal number 10 which aims at reducing inequality within and among the countries. Sub goal no.10.1 is about progressively achieving and sustaining income growth of the bottom 40 per cent of the population at a rate higher than the national average. Sub Goal no. 10.2 further aims to empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status, by 2030. The scheme is an initiative in the same direction that intends to provide opportunity to people of minority with lower income that upholds the crux of SDG-10. As such, the scheme intends to ensure social inclusion for the marginalised section of our society. This is how, the scheme provides pro-active, pre-emptive and graded responses to the minority community people.

f) National Development Plan Served

The vision of the 12th Five Year Plan clearly stated that the development of the country should proceed in a manner that it is inclusive and ensures broad improvements in the living standards of all classes and sections of the people. The scheme completely endorses this broad idea of national development, by fostering equity in the availability of resources for preparation for most

prestigious examinations, conducted by the government for recruitment. This will trigger a chain reaction, increasing employability among the youth, belonging to minority communities. Historically, the values of nation building through inclusive growth and equitable access to opportunity was also envisaged in the report of Mandal Commission or the SEBC (Socially and Educationally Backward Classes Commission), constituted in 1979.

2.2 Budgetary allocation and expenditure pattern of the scheme

The budgetary allocation and expenditure pattern of the scheme is as under:

Table 2.4: Budgetary allocation and expenditure pattern of the scheme in the last five years

Year	Budgeted Expenditure	Revised Expenditure	Actual Expenditure	Beneficiary covered
2015-16	4	4	3.97	1071
2016-17	4	4	4.00	858
2017-18	4	4	6.18	1427
2018-19	8	8	6.72	1187
2019-20	20	20	8.02	1539

The Budgeted Expenditure (BE) for the scheme "Nai Udaan" remained constant for the financial year (FY) 2015-16 to 2017-18 at Rs. 4 Crores, but it doubled to Rs. 8 Crores for the FY 2018-19. Revised Expenditure (RE) for the scheme follows the identical path to the BE for the scheme. RE remained constant for the FY 2015-16 to 2017-18 at Rs. 4 Crores, but it doubled to Rs. 8 Crores for the FY 2018-19. Also, a steep rise of nearly 150% is observed in the FY 2019-2020 with a notable increase to Rs. 20 Crores for BE and RE. The Actual Expenditure (AE) for the scheme for Financial Year (FY) 2015-16 was at Rs. 3.97 Crores, 2016-17 at Rs. 4 Crores, 2017-18 at Rs. 6.18 Crores and it increases marginally to Rs. 6.72 Crores for the FY 2018-19. However, it was increased in the FY 2019-2020 by Rs. 8.02 Crores.

The table 2.4 illustrates the fund allocation and the expenditure pattern pertaining to the scheme. The budgeted expenditure has witnessed a consistent increase over the past 5 years except for the period between FY15-16 and FY16-17. The fund released/utilized speaks volumes about the financial achievements of any scheme which generally indicates the expenditure incurred under the scheme. FY15 and FY18 witnessed funds released that were below the budgeted as well as the revised estimates which raises concerns regarding the slack utilization of funds meant to enhance the outreach and maximize the impact of the scheme across the target group.

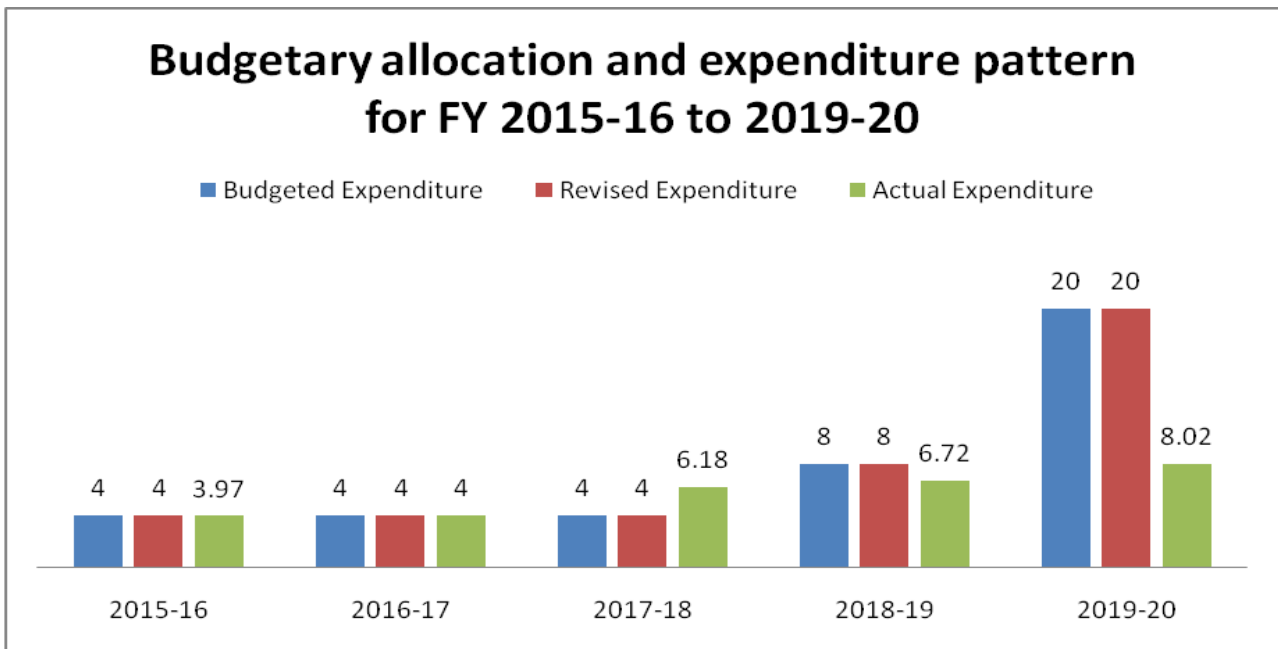


Figure 2.1 : Budgetary allocation and expenditure pattern for FY 2015-16 to 2019-2020

To find the effectiveness involved in the actual expenditure across the years, the sequential smoothing has been run to compare the actual expenditure to forecasted expenditure. The output has been drawn in the form of line graph which is as under:

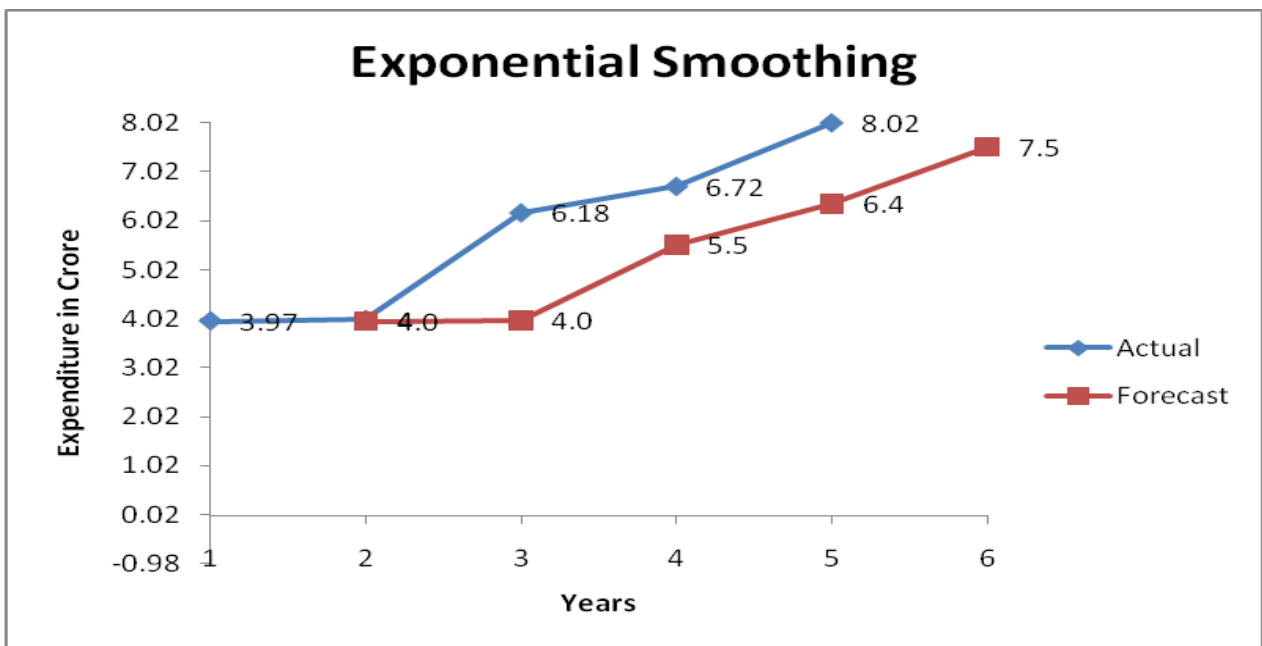


Figure 2.2: Exponential Smoothing of the Actual Vs Forecasted Expenditure in the last five years

The figure given above shows the additional expenditure incurred in the sharp contrast with the forecasted expenditure across the years. Though the difference is not much, the expenditure should have considered the externalities involved in the scheme implementation across the five years.

2.3 Summary of the past evaluation since inception of the scheme

The evaluation of Nai Uddan scheme was conducted in the year 2018. The agency hired for the evaluation study was the National Productivity Council. The following recommendations have been made and accepted by the Ministry of Minority Affairs from the past evaluation conducted. The major recommendations are as under:

- i. Suggestion on Inclusion of New Examinations:** Ministry added following exams on recommendations of NPC under the scheme namely,
 - Indian Engineering Services,
 - Indian Forest Service,
 - State PSC under the scheme Graduate level- Non-Gazetted and SSC (CAPF).
- ii. Proposed Revision in the Physical & Financial Targets:**

Physical target as recommended has also been increased from 2000 to 5100 to provide financial assistance under the scheme throughout the country on fulfilling the eligibility criteria till the budgetary allocation is exhausted.
- iii. Revision of rate of financial assistance for UPSC exams:**

Rate of Financial assistance has been enhanced to Rs.1.00 lakh for beneficiaries of UPSC examination.
- iv. Revisions in the eligibility of family income of the beneficiary:** In accordance with above notifications, the provisions contained in the scheme in this regard for determining the family income for eligibility may be raised to “Rs. 8 lakh” and the same may be made to effect from 1st September, 2017.

Following are the recommendations made by NPC in past evaluation report, which have not been accepted by MoMA:

- i. Suggestion for improvement in the reporting mechanism:**
 - The feedback from the candidates may be obtained online by sending requisite communication to the beneficiaries after publication of the final results. Additionally, reminder mails can be also be sent to candidates occasionally for ensuring the submission of the results by the candidates.
 - The tracking of the candidates may be also be made online by designing of a web based portals customized for the purpose for beneficiary to update the information pertained to the results of their main exam.

- Ministry have no mechanism for acknowledging the receipt of the application submitted by the candidates for availing the benefits of the Nai Udaan scheme, further the ministry also does not intimate the candidates in case of rejection/ acceptance. Ministry may adopt various other channels like SMS/ e-mail for intimating the beneficiaries about the status of these applications as well as reporting of result of the Mains exam.
- Ministry may create sufficient awareness amongst the beneficiaries about the reporting for apprising the Ministry about the Main exam result. Some candidates are of the opinion that no feedback could be provided due to the absence of user-friendly feedback mechanism.

ii. Suggestions on Monitoring of the Scheme:

- The Ministry may consider making reporting of result of the Main Exam by the beneficiaries as mandatory under the scheme guideline and consider revision in the mode of disbursement of financial assistance in 2 installments; the first installment equivalent to 90% of the entitled amount may be released to the shortlisted beneficiary of the scheme within 3 months from the last date of publication of their preliminary result and the second installment of 10% of the amount may be released within 30 days of receiving the result of the Main examination from the candidates. The release of 2nd installment should not have any bearing on the success of the candidates in the Main examination.
- Ministry may also make necessary provision for online reporting of the result by the beneficiary with developing a user friendly web based portal.
- Necessary awareness and intimation pop-up may be triggered by the online System during submission of application for availing the benefits under the scheme by the beneficiaries.
- Further auto-generated periodic message may be sent to the beneficiaries for reminding them to inform the result of Main Exam to MoMA.

iii. Suggestion on Aadhaar Linked Payment Mechanism

- Ministry may disseminate the awareness amongst the minority beneficiaries about the Aadhaar linked payment mechanism for disbursement of the financial assistance under the scheme.
- The web portal for submission of the online application by the applicant for availing the financial assistance under the scheme may have poka-yoke (mistake proofing) system for ensuring the correctness of the bank account information provided to MoMA.

- Ministry should also ensure the candidates should link their bank account with Aadhaar (if not done) as a prerequisite for submission of the application, as this initiative of MoMA would also augment the mandatory provision of RBI under the Prevention of Money-laundering (Maintenance of Records) Second Amendment Rules, 2017 published in the Official Gazette on June 1, 2017.

iv. Suggestion on Quality of Service Delivery

Ministry may improve the quality of service as rendered by the call centre for addressing the concerns of the beneficiary of the scheme and also the present call/ query handling mechanism may be made more user friendly.

v. Suggestions for improving the effectiveness & delivery of the scheme:

- Ministry may periodically monitor the payment disbursement status to the beneficiary from the disbursing bank and take necessary action on the discrepancies reported.
- Ministry may have provision for timely disclosure and intimation of the reason to the candidates for rejection of their application.
- Further it was reported that only 7% of those qualifying civil services have cleared the Mains examination in their first attempt. So, as requested by the candidates, Ministry may consider increasing the financial assistance under the scheme to 2nd attempt in succession instead for 1 attempt as per the present provision of the scheme.
- There is uncertainty over the acceptance of application until the disbursement of amount by MoMA, hence Ministry may inform the candidates about the probable date of disbursement of financial assistance via SMS/ e-mail etc.
- Ministry may consider providing free coaching for Mains & later for interview along with monthly stipend to eligible candidates rather than providing one time financial assistance for enhancing the effectiveness of implementation of the scheme.

3. METHODOLOGY

3.1 Approach (Methodology adopted), Division of country into 6 Geographical regions/Zones (North, South, East, West, North East and Central) as Classified by NSSO

The approach adopted for the evaluation of the scheme under study is “goal, process and outcome-oriented”. The goal-oriented approach measures if the objectives of the scheme are duly met. The process-oriented approach studies the strengths and weaknesses of the scheme and finally, the outcome-oriented approach evaluates if the outcomes align with the pre-specified objectives of the scheme. In this context, the secondary information on funds released and allocated have been collected scheme-wise for the years (2015-16, 2016-17, 2017-18 & 2018-19 & 2019-20) and

actual expenditure statement (as on 30.06.2020) as uploaded on the website of the Ministry of Minority Affairs (MoMA) and the annual reports of MoMA of the respective years. Primary data was collected from the beneficiary candidates and the staff of UPSC (Civil Services, Indian Engineering Services & Indian Forest Services), State PSC (Gazetted), State PSC (Non-Gazetted) (Graduate Level) and SSC (CGL) & (CAPF). The study also used analytical approach, developing objective centric indicators identifying to assess the condition of beneficiaries before and after coverage under the scheme.

Focus Group Discussion (FGD) was held virtually with the beneficiaries considering students belonging to six notified minority communities namely, (1) Muslims, (2) Sikhs, (3) Christians, (4) Buddhists, (5) Jains, and (6) Zoroastrians or Parsis, as the beneficiaries of the scheme. The study team also interacted telephonically to get the essential information required for the study. Considering the adverse situation led by COVID-19, the study was conducted taking up all necessary precautions. Each beneficiary was requested repeatedly to send their feedback using link of the MS forms through Whatsapp and e-mail, collected from the data shared by the Ministry. The questionnaire was administered to get the responses of beneficiaries, Ministry and service commissions' representatives. The approach was applied to find out problems, challenges and constraints in the implementation of the Scheme. Also, an attempt was made to assess the criteria adopted for identification of the students belonging to minority communities, who qualified the prelims of UPSC (Civil Services, Indian Engineering Services & Indian Forest Services), State PSC (Gazetted), State PSC (Non-Gazetted) (Graduate Level) and SSC (CGL) & (CAPF) and were shortlisted for the grant of financial assistance along with the mechanism applied for motivating them for financial assistance. Nevertheless, using primary and secondary sources, shortcomings in the design of the Scheme were also identified.

As a part of the study, a total of 308 beneficiaries were to be covered as against 1539 beneficiaries mentioned in the data provided by MoMA. A "before and after approach" was adopted in terms of changes in the socio-economic conditions, educational qualification and employment of the target population (six notified minority communities) having courtesy with the scheme. The questionnaire comprising of sections namely, thematic issues, procedural and multiple issues and recommendations provide the basis of a robust framework to critically examine the sustainability of the scheme under study. The beneficiary's profile and the responses obtained from the MoMA provided relevant information in the context of the scheme and specifically helped us in measuring changes in the financial burden incurred by the beneficiaries' household, changes in academic

performances and educational awareness after availing the financial assistance which are some of the key performance indicators helpful in gauging the effectiveness of the scheme under study.

The evaluation methods involved in the study were the balanced blend of primary and secondary information garnered from student beneficiaries and implementing agency i.e. the MoMA. Importantly, the views of beneficiaries have also been taken on as to what extent the scheme has benefitted them. The evaluation study has considered outcome/output indicators to assess the extent to which the scheme has brought about changes in the socio-economic conditions of the beneficiaries covered in the study.

3.2 Sample Size and Sample Selection Process, Tools Used: Field Study/Questionnaire, Primary and Secondary Data

The six states have been selected covering almost six regions, as classified by NSSO to study the scheme. The states covered for evaluation are: West Bengal (EZ), Jammu and Kashmir (NZ), Tamil Nadu (SZ), Maharashtra (WZ), Assam (NEZ) and Uttar Pradesh (CZ).

Table 3.1: States Selected for study as per NSSO Classified Zones

S. No	NSSO Zones	Sampled States	Proposed sample-size	Sample-Size Covered
1.	East Zone (EZ)	West Bengal	228	226
2.	West Zone (WZ)	Maharashtra	27	30
3.	North Zone (NZ)	Jammu Kashmir	6	6
4.	South Zone (SZ)	Tamil Nadu	14	14
5.	North East Zone (NEZ)	Assam	13	17
6.	Central Zone (CZ)	Uttar Pradesh	22	22
	Total		310	315

Source: Data provided by Ministry for the year 2019-20 under Nai Udaan scheme.

**On the basis of highest number of beneficiaries, Manipur should have been shortlisted from the North-East Zone, But Assam is selected due to presence of two almost balanced number of communities i.e. Christians and Muslims parallelly and absence of communities other than Christians in Manipur. Hence, the sample has been selected from 1169 (76%) beneficiaries (West Bengal: 859+Maharashtra: 100+Jammu Kashmir: 25+Tamil Nadu:52+Assam:49+Uttar Pradesh:84)*

The table 3.1 above indicates the sample size covered from six NSSO classified zones. The states with maximum number of beneficiaries covered were given priority in selection for the study. West Bengal from east zone, Jammu and Kashmir from the north zone, Tamil Nadu from the south zone, Maharashtra from west zone and Uttar Pradesh from central zone were selected taking into account maximum number of beneficiaries covered and minority community as the indicators to assess the impact of the scheme on beneficiary students. In the North East zone Manipur has

maximum number of beneficiaries belonging to a single minority community, hence Assam has been selected considering the spread of minority communities as one of the indicators.

Table 3.2: Criteria for selection of sample size

Stage	Criteria of selection	States	Buddhist	Christian	Jain	Muslim	Total
First	Maximum number of beneficiaries incentivized and covered	Maharashtra	10	0	38	52	100
		Tamil Nadu	0	15	0	37	52
		Uttar Pradesh	0	0	4	80	84
		West Bengal	48	14	0	797	859
		Jammu and Kashmir	4	0	0	21	25
Second	Minority community (Christian+ Muslims)	Assam	0	21	1	27	49
Total							1169

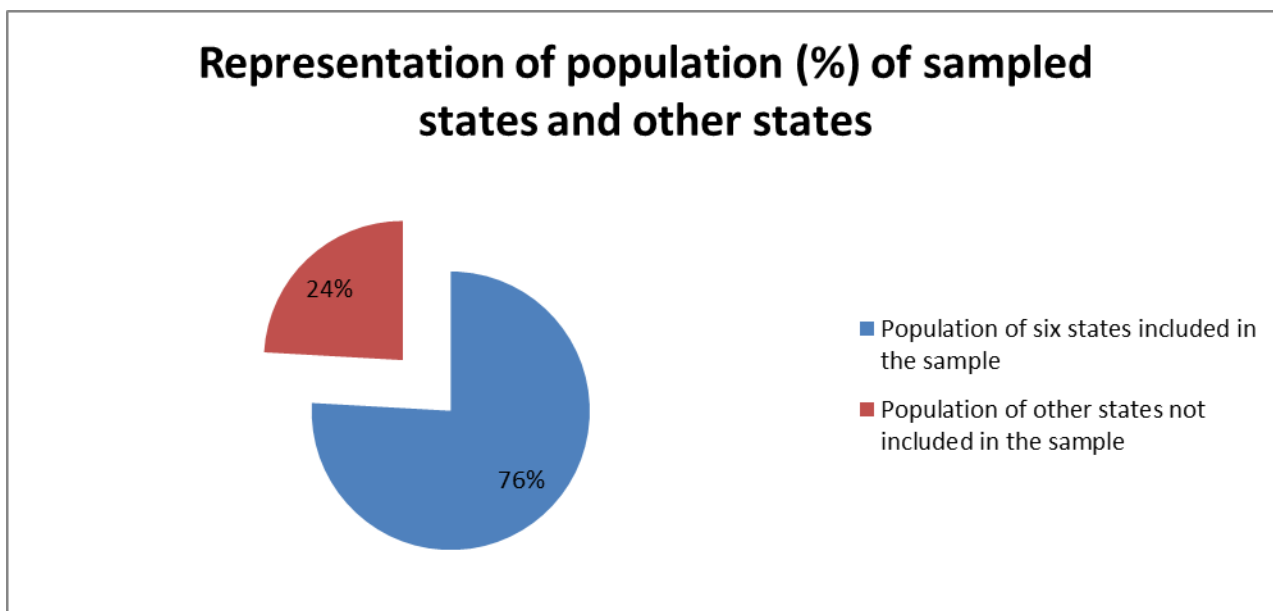


Figure 3.1: Representation of population(%) of sampled states in relation to other states

As such, instead of 310, a total of 315 respondents were selected from the sampled six states.

Figure 3.2 : Selected sample from total beneficiaries

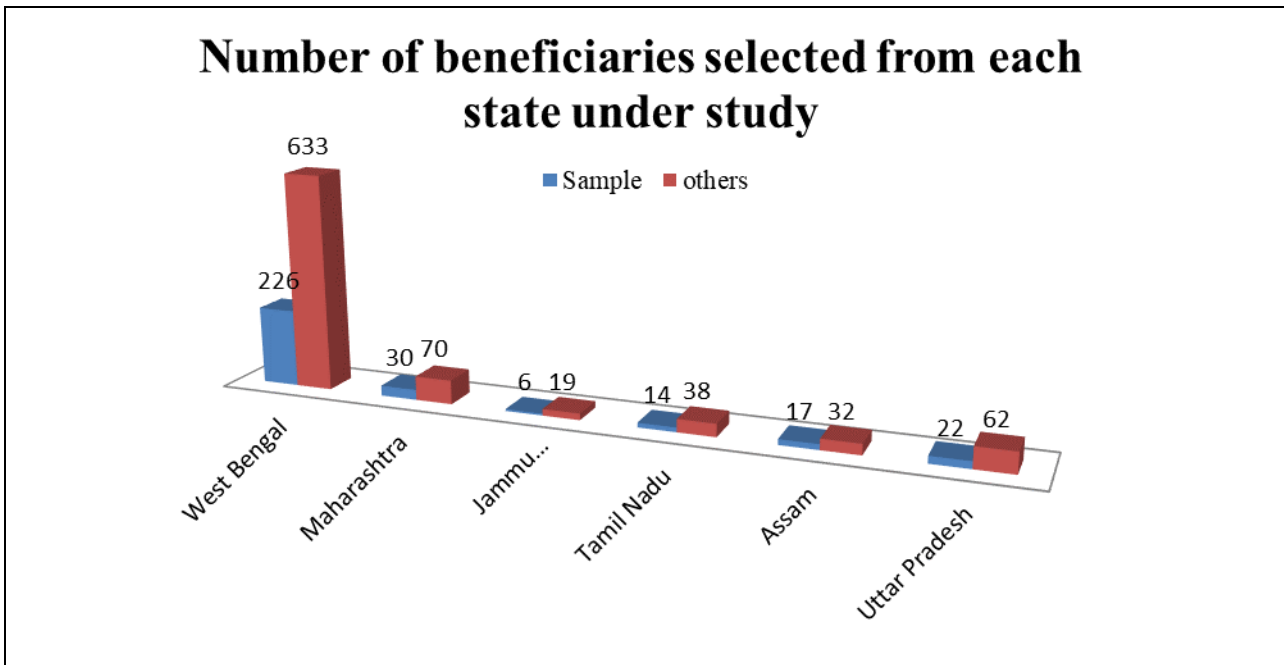


Figure 3.3 Number of beneficiaries selected from each state under state

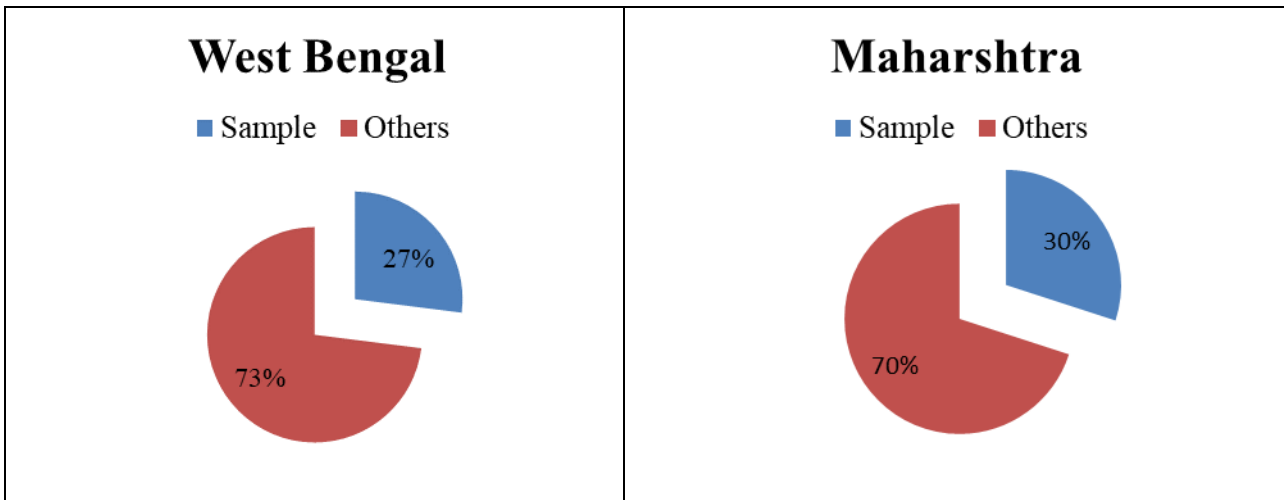


Figure 3.4 : Selected sample from West Bengal and Maharashtra

As shown in figure 3.4, the total population of the beneficiaries in West Bengal was 859, out of which 226 beneficiary were selected at random for the study. This roughly accounted for 27% of the population. The total population of the beneficiaries in Maharashtra was 100, out of which 30 beneficiaries were selected at random for the study. This roughly accounted for 30% of the population.

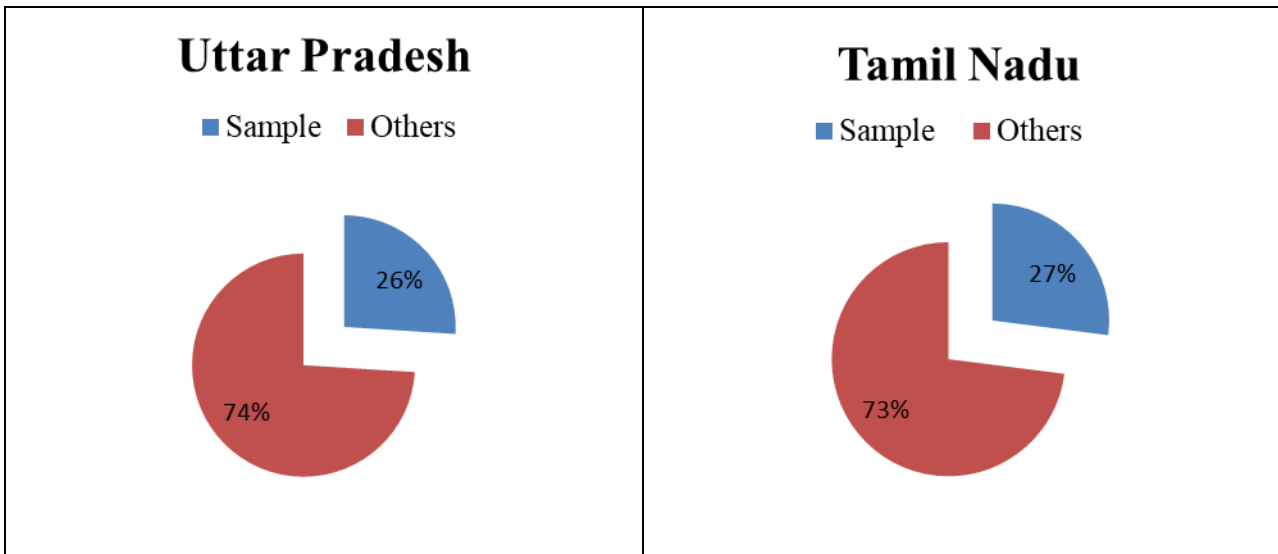


Figure 3.5 : Selected sample from Uttar Pradesh and Tamil Nadu

As shown in figure 3.5, the total population of the beneficiaries in Uttar Pradesh was 84, out of which 22 beneficiaries were selected at random for the study. This roughly accounted for 26% of the population. The total population of the beneficiaries in Tamil Nadu was 52, out of which 14 beneficiaries were selected at random for the study. This roughly accounted for 27% of the population.

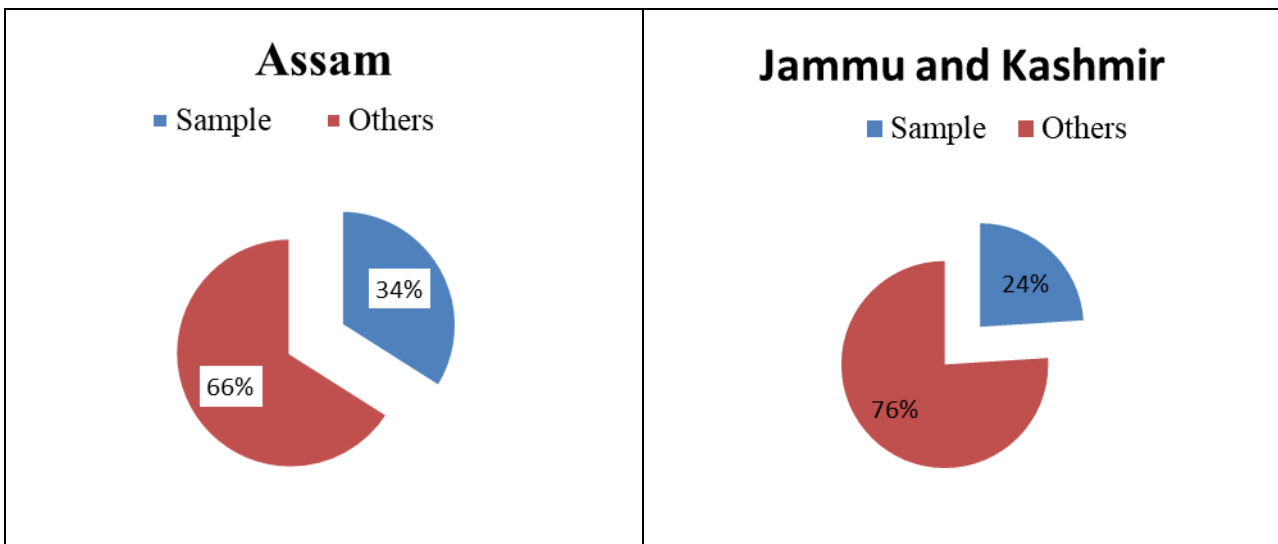


Figure 3.6 : Selected sample from Assam and Jammu & Kashmir

As shown in figure 3.6, the total number of the beneficiaries in Assam was 49, out of which 17 beneficiaries were selected at random for the study. This roughly accounted for 34% of the population. The total number of the beneficiaries in Jammu Kashmir was 25, out of which 6 beneficiaries were selected at random for the study. This roughly accounted for 24% of the population.

For selecting the sample, standard confidence level of 95% with a margin of error of 5% have statistically been applied. Though the sample size is in accordance with the statistical selection procedure calculated as 310, the study would consider 315 respondents. The selection of the beneficiaries is based on the base year 2019-20 in commensurate with data provided by the Ministry of Minority Affairs (MoMA), GoI. Following are the estimations, driven by using above calculations:

Tools Used: Field Study/Questionnaire, Primary and Secondary Data

The information collected through the MS-forms enabled questionnaires was randomly cross-checked to avoid inadvertent errors. The answers of the respondents especially on expenditure pattern after coverage under the scheme were re-verified and validated to assess whether the amount of financial assistance received to them was adequate. It is worth mentioning that the respondents who did not send their feedback were requested time and again to send their responses. The research tools as employed under the evaluation study are briefly described as follows:

i. Questionnaire

Separate questionnaires were designed for garnering the valuable responses from the beneficiaries, UPSC (Civil Services, Indian Engineering Services & Indian Forest Services), State PSC (Gazetted), State PSC (Non-Gazetted) (Graduate Level), SSC (CGL) & (CAPF) and the Ministry of Minority Affairs (MoMA).

Questionnaire for Beneficiaries

The questionnaire for beneficiaries was a set of 88 Questions collectively having 6 subsets or sections, namely “basic details, thematic issues, procedural issues, pre scheme scenario, post scheme scenario and suggestions/recommendations.

- First section, namely “basic details” was a spread of 21 close ended questions regarding the personal details of the beneficiary like name, gender, family income & expenditure(monthly), household size, educational qualification, parent’s occupation etc.
- Second section, namely “Thematic issues” having 16 close ended questions as the second section, acquiring information about the awareness of the scheme among the beneficiaries and the impact of financial assistance on the wage employment/self-employment and preparation of the exam.
- Third section, namely “procedural issues” consisting 13 questions (close ended) focusing on the difficulties faced by the beneficiaries during the application process, selection

procedure and disbursement of the financial assistance from the end of Ministry of Minority Affairs as well as bank, etc.

- Fourth section is “pre scheme scenario” and the fifth section relates to “post scheme scenario”.

Both fourth and fifth sections have 16 close ended questions and are displaying the “before and after effect” of the assistance provided under the scheme. In these two sections questions regarding family income and expenditure (monthly), household size, highest qualification, parents’ economic and educational support mode of preparation, difficulties faced during preparation of specified exams and ease before and after availing the benefits of the scheme have been covered. The objective is to clearly capture the changes observed in the lifestyle of the beneficiary before and after availing the benefits of the scheme.

- Lastly, 2 open ended questions have been added to garner the recommendation(s) from the beneficiaries to increase the bandwidth and improving effectiveness of the scheme. The design of the questionnaire for beneficiaries is shown in figure 3.2.7:

Design of questionnaire for beneficiaries

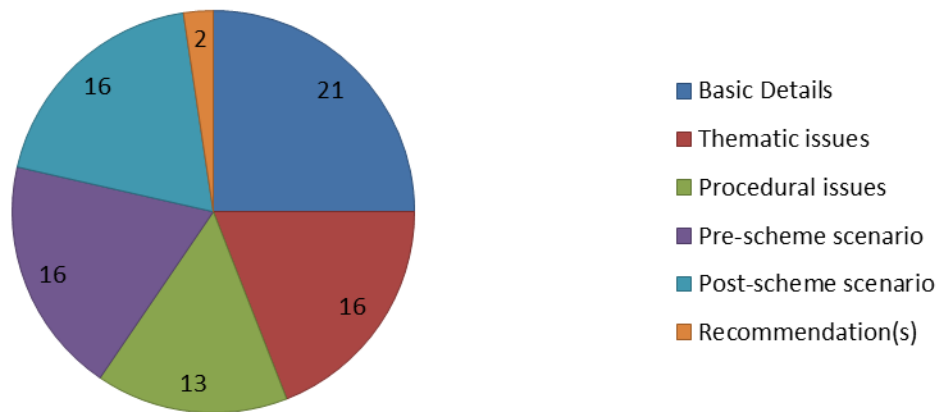


Figure 3.7 : Design of questionnaire for beneficiaries

Questionnaire/Performa for the UPSC, State PSCs and SSC

The questionnaire for the SPSCs had a total of 4 questions. It included questions about how many students applied for the scheme in the last 3 years. It further asked about the proportion of the

beneficiaries from each minority community year-wise (2016-17 to 2019-20), selected for providing benefit under the scheme for different specified examinations.

ii. Observation

On the basis of one to one telephonic conversations with the beneficiaries, the MoMA and the PSCs, several key observations were recorded. The observations drawn from the responses provided deep insights into the implementation and the benefits experienced by the demand side stakeholders namely the notified minority community students. Similarly, the findings made during the Focused Group Discussion (FGD) enhanced the qualitative findings of the study. The secondary information as duly gathered from the Ministry helped in preparing a strong foundation in the process of conducting the evaluation study.

4. OBJECTIVES OF THE STUDY

- i. To determine the number of notified minorities by community representation in UPSC,SSC(CGL) &CAPF and State PSC(Gazetted and Non-Gazetted),
- ii. To study the success rate of UPSC, State PSC(Gazetted), State PSC(Non-Gazetted) and SSC(CGL) & CAPF prelims, qualified notified minority covered under the scheme
- iii. To study the impact of financial assistance provided to beneficiaries related to self-employment and wage employment
- iv. To ascertain women representation in UPSC,SSC(CGL) &CAPF and State PSC
- v. To analyze the representation of Divyangjan by minority community in UPSC,SSC(CGL) &CAPF and State PSC
- vi. To evaluate the effectiveness of structure, design and implementation mechanism of the scheme
- vii. To recommend measures to improve both effectiveness and outreach of the scheme.

4.1 Performance of the scheme based on the Output/Outcome indicators

i. Number of notified minority community beneficiary candidates in different exams

Number of notified minority community beneficiary candidates in SSC (CGL) & (CAPF), State PSC (Gazetted), State PSC (Non-Gazetted) (Graduate Level) and UPSC (Civil Services, Indian Engineering Services & Indian Forest Services) examinations in the year 2019-20 is represented in table 4.1.

Table 4.1 : Number of notified minority community beneficiary candidates in different exams

S. No.	Examination	Number of beneficiaries among six states	Percentage of beneficiaries (%)
1.	SSC (CGL) & (CAPF)	7	2
2.	State PSC (Gazetted)	289	92
3.	State PSC (Non-Gazetted) (Graduate Level)	1	
4.	UPSC (Civil Services, Indian Engineering Services & Indian Forest Services)	18	6
	Total	315	

The tabular data represents the examination- wise distribution of minority community beneficiary candidates selected for the study. Out of 315 beneficiaries selected the maximum representation i.e. 92% of the applicants were found preparing for State PSC examination, 6% for UPSC (Civil Services, Indian Engineering Services & Indian Forest Services) and only 2% for SSC (CGL) & (CAPF) examination. This implies that the preference of the beneficiary candidates is more for State PSC examination, followed by UPSC (Civil Services, Indian Engineering Services & Indian Forest Services) examinations.

ii. Success rate of UPSC/ State PSC (Gazetted)/ State PSC (Non-Gazetted (Graduate Level))/SSC (CGL) & (CAPF) prelims qualified notified minorities covered under the scheme:

The success rate of UPSC/ State PSC (Gazetted)/ State PSC (Non-Gazetted (Graduate Level))/SSC (CGL) & (CAPF) prelims qualified notified minorities covered under the scheme is given in table 4.2. The success rate is studied both examination-wise and state-wise for all six notified minority community beneficiary candidates in the sample.

Table 4.2 : Success rate of UPSC/ State PSC (Gazetted)/ State PSC (Non-Gazetted (Graduate Level)/SSC (CGL) & (CAPF) prelims qualified notified minorities covered under the scheme

States	Community	UPSC (Civil Services, Indian Engineering Services & Indian Forest Services)	State PSC (Non-Gazetted) (Graduate Level)	State PSC (Gazetted)	SSC (CGL) & (CAPF)	Total
Assam	Christian	1	0	8	0	9
	Muslim	0	0	8	0	8
Total		1	0	16	0	17
Maharashtra	Buddhists	2	0	2	0	4
	Jains	0	0	15	0	15
	Muslims	0	0	11	0	11
Total		2	0	28	0	30
Tamil Nadu	Christian	1	0	4	0	5
	Muslim	0	0	9	0	9
Total		1	0	13	0	14
Uttar Pradesh	Jains	3	0	0	0	3
	Muslim	4	1	9	5	19
Total		7	1	9	5	22
West Bengal	Buddhists	1	0	12	0	13
	Christian	0	0	1	0	1
	Muslims	2	0	210	0	212
Total		3	0	223	0	226
J&K	Buddhists	0	0	1	0	1
	Muslim	3	0	1	1	5
Total		3	0	2	0	6
Grand Total		17	1	291	6	315

From the table 4.2, it is observed that the success rate of beneficiary candidates is maximum in West Bengal followed by Maharashtra, Uttar Pradesh, Assam, Tamil Nadu and J&K, respectively. The “Muslim” minority community beneficiaries are distributed across all the six states, “Christian” minority community beneficiaries are in three states viz. Assam, Tamil Nadu and West Bengal. Similarly, “Buddhist” minority community beneficiaries are also distributed in three states viz. Maharashtra, West Bengal and J&K. “Jain” minority community beneficiaries are found only in Uttar Pradesh and Maharashtra. There are no “Sikh” and “Parsi” minority community beneficiaries in the selected sample states.

In Assam, out of 17 beneficiary candidates, 16 beneficiaries (8 Muslims+8 Christians) qualified States PSC (Gazetted) and only 1 Christian beneficiary qualified UPSC prelims examination. In Maharashtra, out of 30 beneficiary candidates, 28 beneficiaries (11

Muslims+2 Buddhist+15 Jains) qualified States PSC (Gazetted) and only 2 Buddhist beneficiary qualified UPSC prelims examination. In Tamil Nadu, out of 14 beneficiary candidates, 13 beneficiaries (9 Muslims+ 4 Christians) qualified States PSC (Gazetted) and only 1 Christian beneficiary qualified UPSC prelims examination. In Uttar Pradesh, out of 22(3 Jains+19 Muslims) beneficiary candidates, 9 Muslim beneficiaries qualified States' PSC (Gazetted), 1 Muslim beneficiary qualified State PSC (Non-Gazetted) (Graduate Level), 5 beneficiaries (Muslims) qualified SSC (CGL) & (CAPF) and 7 beneficiaries (4 Muslims+3 Jains) qualified UPSC prelims examination. In West Bengal, out of 226 beneficiary candidates, 223 beneficiaries (210 Muslims+ 12 Buddhist+1 Christian) qualified States PSC (Gazetted), and 3 beneficiaries (2 Muslims+1 Buddhist) qualified UPSC prelims examination. In J&K, out of 6 beneficiary candidates, 2 beneficiaries (1 Muslims+ 1 Buddhist) qualified States PSC (Gazetted), 1 Muslim beneficiary qualified SSC (CGL) & (CAPF) and only 3 Muslim beneficiaries qualified UPSC prelims examination.

Conclusively, total number of community-wise beneficiary candidates clearing the prelims of specified exams are given in table 4.2.

Table 4.3: Total Number of community-wise beneficiary candidates clearing the prelims of specified exams

Examinations	Buddhist	Christian	Jains	Muslim	Total	Percent age (%)
SSC (CGL) & (CAPF)				6	6	1.9
State PSC (Gazetted)	15	13	15	248	291	92.3
State PSC (Non-Gazetted) (Graduate Level)				1	1	0.3
UPSC (Civil Services, Indian Engineering Services & Indian Forest Services)	3	2	3	9	17	5.4
Total	18	15	18	264	315	
Percentage (%)	5.8	4.8	5.8	83.7		

From table 4.3, it is clear that the success rate is maximum (92.3%) for State PSC (Gazetted) exam, 5.4% for UPSC (Civil Services, Indian Engineering Services & Indian Forest Services) examination, 1.9% for SSC (CGL) & (CAPF) and only 0.3% for State PSC (Non-Gazetted) (Graduate Level) examination. This is also depicted in figure 4.1.

Community-wise success rate of beneficiary candidates clearing the prelims of specified exams

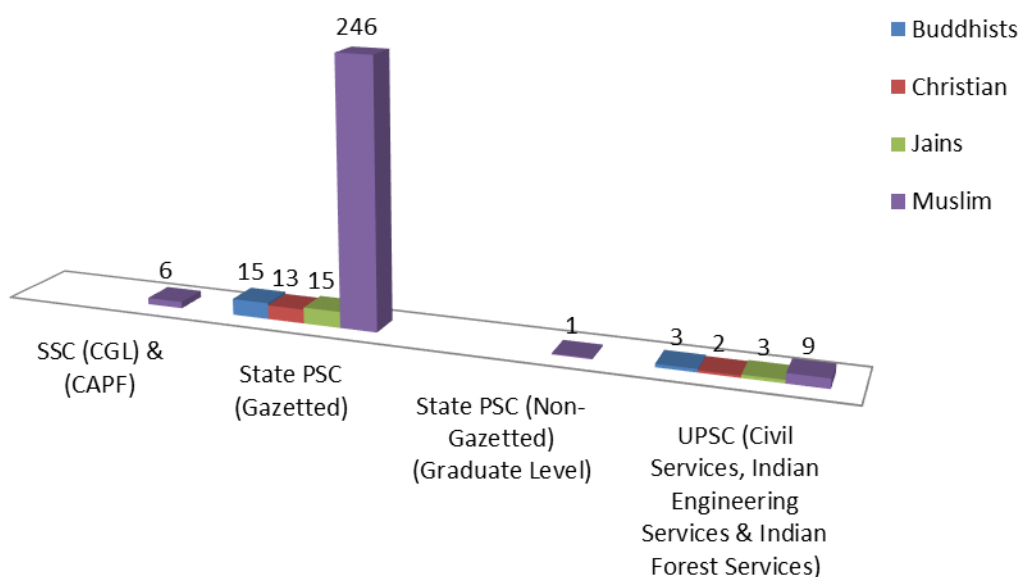


Figure 4.1 : Community-wise success rate of beneficiary candidates clearing the prelims of specified exams

iii. Impact of financial assistance on Self-Employment and Wage Employment:

The impact (yes/no) is studied both examination-wise and state-wise for all six notified minority community beneficiary candidates. The impact of financial assistance on Self Employment and Wage Employment is given in table 4.4.

Table 4.4: Impact of financial assistance on Self Employment and Wage Employment

State	SSC (CGL) & (CAPF)	SPSC (Gazetted)			SPSC (Non-Gazetted) (Graduate Level)	UPSC (Civil Services, Indian Engineering Services & Indian Forest Services)			Grand Total
	No	No	Yes	Total	No	No	Yes	Total	
Assam		16		16		1		1	17
Christian		8		8		1		1	9
Muslim		8		8					8
J&K	1	2		2		3		3	6
Buddhists		1		1					1
Muslim	1	1		1		3		3	5
Maharashtra		26	2	28		1	1	2	30
Buddhists		2		2		1	1	2	4
Jains		15		15					15
Muslim		9	2	11					11
Tamil Nadu		13		13		1		1	14
Christian		4		4		1		1	5
Muslim		9		9					9
Uttar	5	9		9	1	7		7	22

Pradesh									
Jains						3		3	3
Muslim	5	9		9	1	4		4	19
West Bengal		22	1	223		3		3	226
Buddhists		11	1	12		1		1	13
Christian		1		1					1
Muslim		21		210		2		2	212
		28							
Grand Total	6	8	3	291	1	16	1	17	315

The table 4.4 represents the impact of financial assistance on self-employment and wage employment of minority community beneficiary candidates in the six sampled states selected for the study. In West Bengal, out of 226 respondents, 223 candidates who have qualified prelims of States PSC (Gazetted), 1 Buddhist beneficiary candidate found positive impact of the scheme on self-employment. However, 222 (210 Muslims+11 Buddhist +1 Christian) and 3(2 Muslims+1 Buddhist) beneficiaries qualified the prelims of UPSC prelims examination also found no impact on self-employment. In Maharashtra, out of 30 beneficiary candidates, 28 beneficiary candidates who have qualified States PSC (Gazetted) prelims exam, only 2 beneficiary candidates found positive impact of the scheme on self-employment. However, 26 (9 Muslims+2 Buddhist+15 Jains) found no impact on self-employment. On the other hand, 1 Buddhist beneficiary candidates found positive impact of the scheme on self-employment who has qualified UPSC prelims examination and other do not. In Uttar Pradesh, out of 22 beneficiary candidates, 9 Muslim beneficiaries qualified States PSC (Gazetted), 1 Muslim beneficiary qualified State PSC (Non-Gazetted) (Graduate Level), 5 (Muslims) beneficiaries qualified SSC (CGL) & (CAPF) and 7(4 Muslim+3 Jain) beneficiaries qualified UPSC prelims examination did not find any impact on self-employment and wage employment. In Assam, out of 17 beneficiary candidates, 16 (8 Muslims+8 Christians) qualified States PSC (Gazetted) and only 1 Christian beneficiary qualified UPSC prelims examination did not find any impact on self-employment and wage employment. In Tamil Nadu, out of 14 beneficiary candidates, 13 (9 Muslims+ 4 Christians) qualified States PSC (Gazetted) and only 1 Christian beneficiary qualified UPSC prelims examination did not find any impact on self-employment. Also, in J&K, no beneficiary candidate found any impact on self-employment and wage employment.

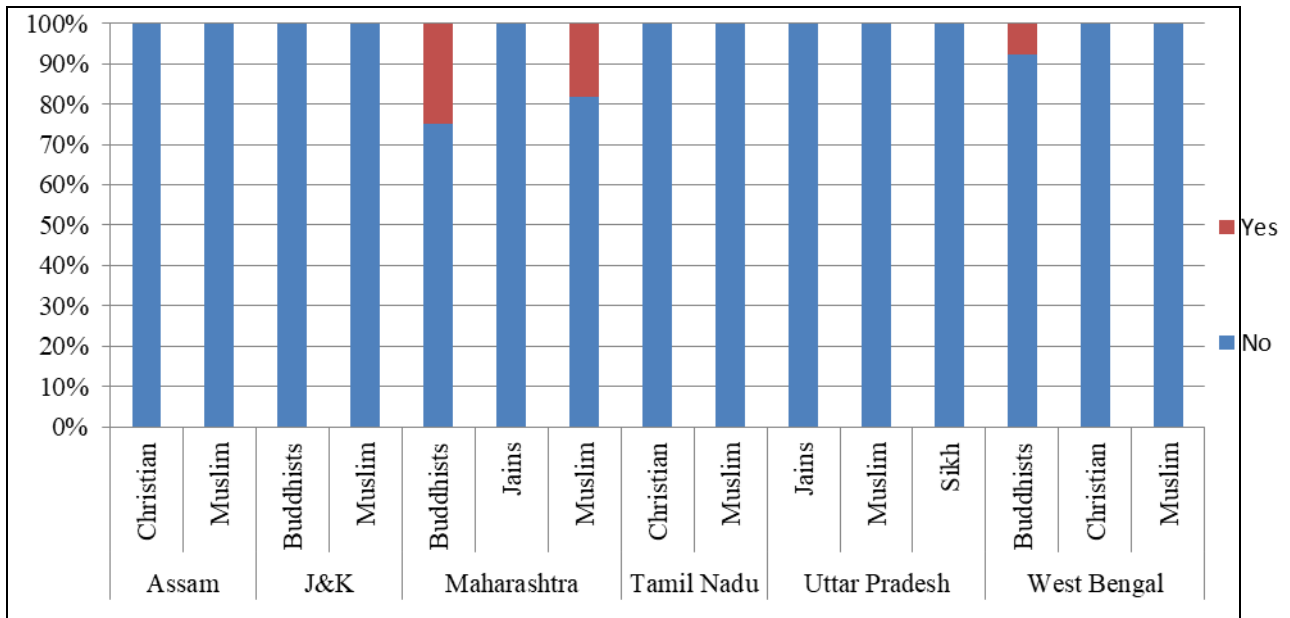


Figure 4.2 : Impact of financial assistance on Self Employment and Wage Employment

Figure 4.2 represents the impact of financial assistance on Self-Employment and Wage Employment in the sample. In a nut shell, out of 315 respondents, 312 (99.25%) of the beneficiaries did not find any impact of financial assistance on self-employment and wage employment. 2 (0.5%) beneficiaries confirmed that the financial assistance had a limited impact and 1 (0.25%) respondents said that it had an impact to some extent on self-employment and wage employment. In total, 3 (0.75%) respondents found positive impact of financial assistance on self-employment. The extent to which the financial assistance impact Self-Employment and wage employment is shown below in table 4.5 and figure 4.3.

Table 4.5 : Extent to which the financial assistance impact Self-Employment and wage employment

Extent to which the financial assistance impact Self-Employment and wage employment	1 (To a limited extent)	2 (To some extent)	No impact	Total
0	0	0	312	312
1	1	2		3
Total	1	2	312	315

Extent to which the financial assistance impact Self-Employment and wage employment

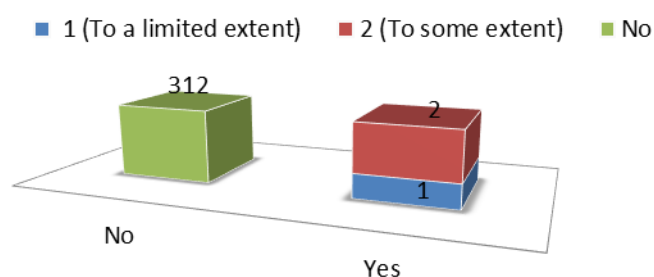


Figure 4.3 : Extent to which the financial assistance impact Self-Employment and wage employment

iv. Success rate of women candidates in UPSC/ State PSC (Gazetted)/ State PSC (Non-Gazetted (Graduate Level)/SSC (CGL) & (CAPF) prelims examinations:

Success rate of women candidates in UPSC/ State PSC (Gazetted)/ State PSC (Non-Gazetted (Graduate Level)/SSC (CGL) & (CAPF) prelims examinations is also studied state-wise for all six notified minority community beneficiary candidates. It is given below in table 4.6.

Table 4.6 : Representation of women candidates in specified exams

Exams		State PSC (Gazetted)					UPSC	State PSC (Non-Gazetted)	SSC (CGL) & (CAPF)	Total
S. No	States	Buddhist	Christian	Jain	Muslim	Total				
1.	Assam		4		1	5				5
2.	Maharashtra			2	2	4				4
3.	Tamil Nadu		1		2	3				3
4.	Uttar Pradesh				1	1				1
5.	West Bengal	6			17	23				23
6.	Grand Total	6	5	2	23	36				36

The table 4.6 indicates the representation of women candidates belonging to notified six minority communities in SSC (CGL) & (CAPF), State PSC (Gazetted), State PSC (Non-Gazetted) (Graduate Level), UPSC (Civil Services, Indian Engineering Services & Indian Forest Services) examinations. In West Bengal, there are total 23 women beneficiary candidates (17 Muslims+6 Buddhist) who have qualified States PSC (Gazetted) prelims examination. No representation Sikh, Christian, Jain and Parsi minority community. In Assam, representation of women candidates from Sikh, Buddhist, Jain and Parsi communities is zero. There are total 5 women beneficiary candidates (1 Muslims + 4 Christian) who have qualified States PSC (Gazetted) prelims examination. In Maharashtra, there are total 4 women beneficiary candidates (2 Muslims + 2 Christian) who have qualified State PSC (Gazetted) prelims examination.

In Tamil Nadu, there are total 3 (2 Muslims + 1 Christian) women beneficiary candidates and all have qualified States PSC (Gazetted) prelims examination. In Uttar Pradesh, there was only 1 Muslim women beneficiary candidate who qualified State PSC (Gazetted) prelims examination. It is also observed that women from notified minority communities have no representation in any of the specified examinations. State-wise success rate of women candidates in UPSC/ State PSC (Gazetted)/ State PSC (Non-Gazetted (Graduate Level)/SSC (CGL) & (CAPF) prelims examinations are depicted in figure 4.4.

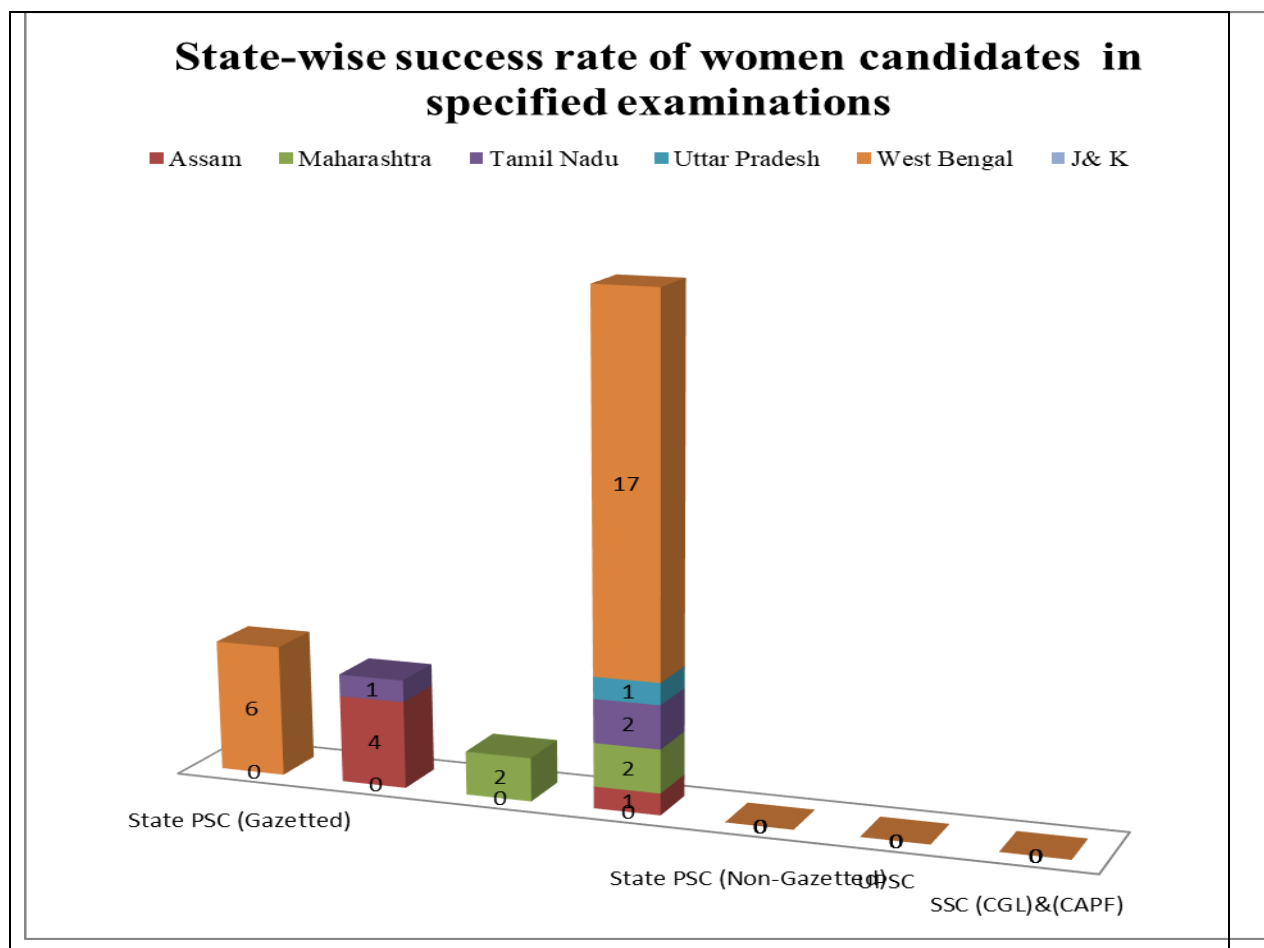


Figure 4.4 : State-wise success rate of women candidates in UPSC/ State PSC (Gazetted)/ State PSC (Non-Gazetted (Graduate Level)/SSC (CGL) & (CAPF) prelims examinations

Concluding all, it is found that in West Bengal, Maharashtra, Assam and Tamil Nadu, there is no representation of women candidates belonging to six notified minority communities for State PSC (Non-Gazetted) (Graduate Level), SSC (CGL) & (CAPF) and UPSC prelims examination. The representation of Parsi women is found zero in all of the specified exams. Also, it is found that there is no representation of women candidates from J& K in any of these specified exams.

v. Physical Status:

Physical Status refers to the ability of the candidates for performing various physical activities. It is classified as abled and divyangjan in the study. It is shown in table 4.7:

Table 4.7 : Physical status of beneficiary candidates

Physical Status	Number of beneficiary candidates	<p style="text-align: center;">Physical Status of Beneficiary candidates</p>
Abled	314	
Divyangjan	1	
Total	315	

The table 4.7 represents the physical status of the candidates who have qualified the prelims of any of the specified examinations. Out of 315 respondents, there was only 1 divyangjan applicant who was provided the financial assistance under the scheme in the year 2019-20. The only divyangjan beneficiary covered under the study was from the state of Assam and has qualified Assam PSC prelims. The respondents selected were chosen at random. This depicts the fact that divyangjan candidates are far from the reach of the scheme.

vi. Effectiveness of structure, design and implementation mechanism of the scheme

The effectiveness of structure, design and implementation mechanism of the scheme are evaluated by considering following indicators as given below in table 4.8:

Table 4.8 : Indicators for evaluation of effectiveness of structure, design and implementation mechanism of the scheme

Scheme	I. Structure	II. Design	III. Implementation mechanism
Indicators	A. Income Ceiling criteria B. Slot for candidates shortlisted C. Adequacy of Financial Assistance	A. First-cum-first-basis of selection B. One-time availability of financial assistance C. Acknowledgement about the status of application of beneficiary.	A. Awareness about the Scheme B. Remittance time of financial assistance C. Number of instalments of Financial Assistance

I. Effectiveness of structure of the scheme:

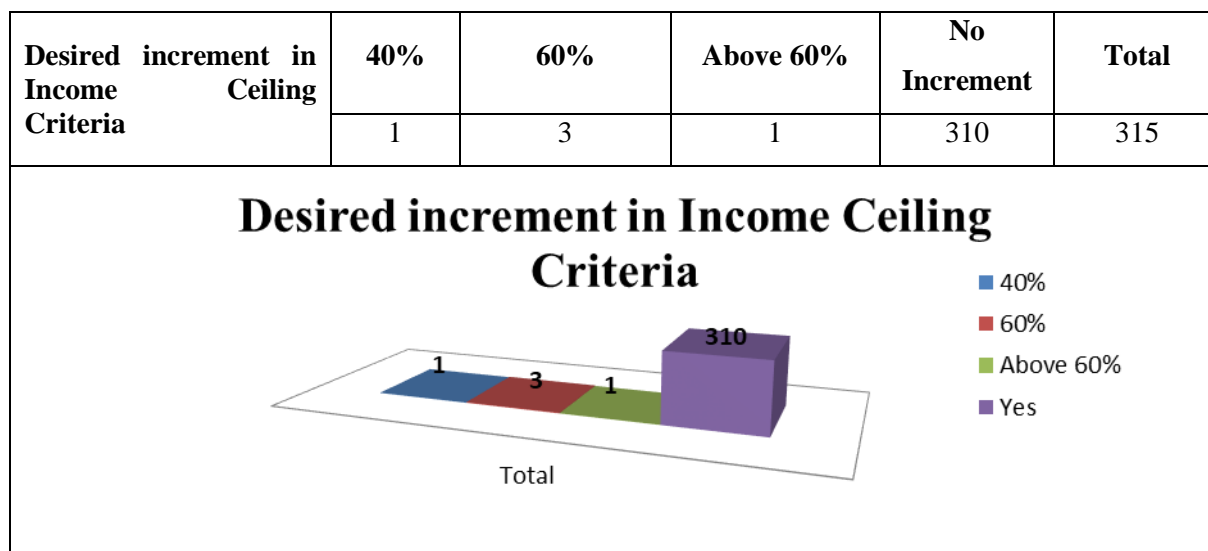
The effectiveness of the structure of the scheme could be studied by following indicators:

- A. Income Ceiling criteria
- B. Slot for candidates shortlisted
- C. Adequacy of Financial Assistance

A. Satisfaction with Income Ceiling criteria and desired increment:

The table no. 4.9 shows that out of 315 respondents, 310 (98%) found the income ceiling absolutely fine. 5 respondents, however, were found to be disagreeing with the current income ceiling. One respondent suggested revising the income ceiling by 40%, 3 respondents suggested increasing the income ceiling by 60%. In addition to this, one respondent was of the view to revise the income ceiling by more than 60%.

Table 4.9 : Desired increments in Income Ceiling Criteria



B. Slot for candidates shortlisted (5100):

A fixed number (5100) of beneficiaries to be benefitted is an important indicator for analysis of the structure and design of the scheme-Nai Udaan. Though the scheme guidelines clearly mention a target of up to 5100 beneficiaries per year; the number of beneficiaries for the year 2019-20 was only 1539. This implies that the scheme is underperforming in the terms of achieving the targets set according to the scheme guidelines.

C. Adequacy of Financial Assistance

Adequacy of the financial assistance is studied by adding significant questions in the questionnaire for the beneficiaries. It is shown in table 4.10 and figure 4.5.

Table 4.10: Adequacy of the financial assistance

Adequacy of the financial assistance	20% Increment	40% Increment	60% Increment	Above 60% Increment	Yes	Total	%
No	1	11	21	56	-	89	28.3
Yes	-	-	-	-	226	226	71.7
Total						315	

The table 4.10 represents that 226 beneficiary candidates (71.7% of the sample) are satisfied with the financial assistance provided by the Ministry for preparation of the Mains

examination. However, 89 beneficiary candidates (28.3% of the sample) expressed dissatisfaction with the current amount of financial assistance that is being provided under the scheme. 56 beneficiary candidates were of the view that the amount should be increased by more than 60%, 21 respondents desired exactly 60% increase, 11 desired exactly 40% increase and only one beneficiary suggested increasing the financial assistance by 20%. This is depicted in the figure 4.5, placed below:

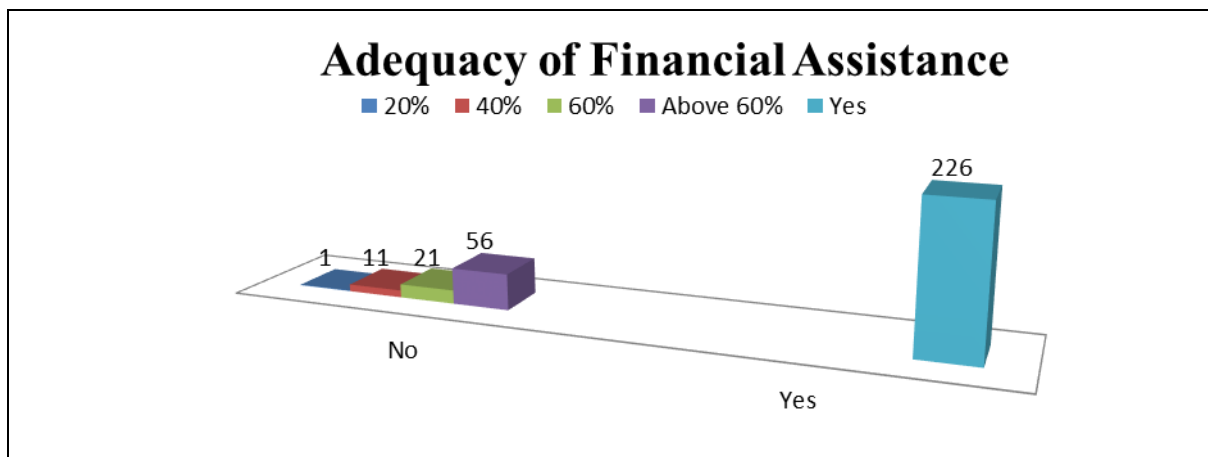


Figure 4.5 : Adequacy of the financial assistance

II. Effectiveness of design of the scheme:

The effectiveness of the design of the scheme could be studied by following indicators:

- A. **First-cum-first-basis of selection:** The scheme guidelines mention first-come-first-serve as the basis of selection of beneficiaries under the scheme. This particular basis of selection can lead to leaving out of deserving candidates, who live in remotely located backward areas.
- B. **One time availability of financial assistance:** The scheme guidelines clearly specify that assistance would be provided only once per candidate. There is no scope for an increased second assistance, even if an applicant clears a higher service examination after receiving benefits for a lower grade service.
- C. **Acknowledgement about the status of application of beneficiary:** The Ministry does not provide any kind of acknowledgment to the applicants who are/not shortlisted under the scheme. This keeps the applicants in ambiguity regarding the status of their application.

III. Effectiveness of Implementation mechanism of the scheme:

The effectiveness of the structure of the implementation could be studied by following indicators:

- A. Awareness about the Scheme
- B. Remittance time in disbursement of funds
- C. Number of instalments of Financial Assistance

A. Awareness about the Scheme

The questionnaire enquired from the respondents about the various ways from which they got to know about the scheme and its benefits. Nearly 65% (203) of respondents were informed by their friends about the scheme. This is given below in table 4.1.11.

Table 4.11 : Medium of awareness about the scheme

Medium of awareness about the scheme	Count of Medium	Percentage
Coaching Institute	27	8.57
College notice board	1	0.32
Friends	203	64.4
Ministry Website	55	17.46
Print Media	10	3.17
Relative	12	3.81
Social media	6	1.90
State Government Website	1	0.32
Total	315	100

Table 4.11 represents that out of 315 respondents, maximum number i.e. 203 (64.4%) of the candidates got to know about the scheme from their friends, followed by 55 (17%) of the respondents from the website of the Ministry. Those who got information from coaching centres constituted for 27(8%) respondents and only 3% came to know from their relatives. Another 3% got to know about the scheme from print media, approximately 2% from social media platforms like whatsapp, face book and YouTube, 0.32% from state government website and college notice boards.

There is no beneficiary response about the awareness created by means of conference and workshops, training program, capacity building program conducted by MoMA. This represents the feeble approach towards the awareness about the scheme and coverage of beneficiaries. It is also depicted in figure 4.6.

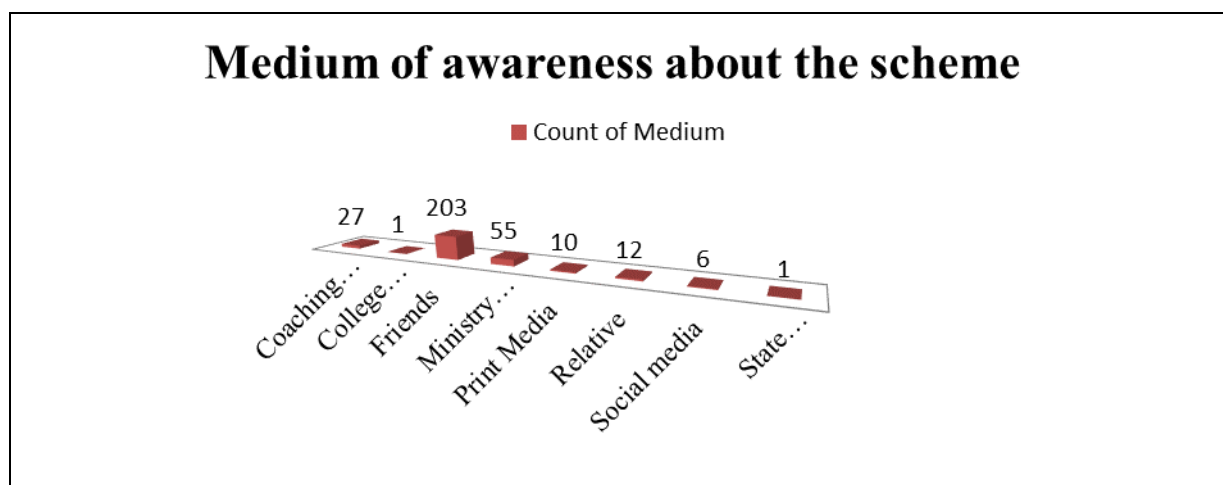


Figure 4.6 : Medium of awareness about the scheme

B. Remittance time of financial assistance:

The financial assistance under the scheme is provided after qualifying Prelims examination of a specified service examination to help the candidates for the preparation of Mains Examination. But, it is found that the remittance time of financial assistance is more than 4 months in case of 74% beneficiaries, between 3-4 months in 11% beneficiaries and only 15% beneficiaries received the assistance within 3 months. This is given below in table 4.12.

Table 4.12 : Remittance time in disbursement of funds

States	0 to 3 Months	State wise % of remittance time	3 to 4 months	State wise % of remittance time	More than 4 months	State wise % of remittance time
Assam	2	4.2	6	18.2	9	3.8
J&K	1	2.1	1	3.0	4	1.7
Maharashtra	13	27.1	5	15.2	12	5.1
Tamil Nadu	2	4.2	2	6.1	10	4.3
Uttar Pradesh	4	8.3	4	12.1	14	6.0
West Bengal	26	54.2	15	45.5	185	79.1
Total	48	15.5	33	10.7	234	73.8

The table 4.12 shows the duration in which the beneficiaries received the financial assistance after applying for it. For more than 73% (234) respondents it took more than 4 months for receiving the benefits, after applying under the scheme. This included 3.8% from Assam, 1.7% from J&K 5.1% from Maharashtra, 4.3% from Tamil Nadu, 6% from Uttar Pradesh and 79.1% from West Bengal. Out of total respondents 10.7% (33) respondents said that they received the assistance somewhere between 3 to 4 months after applying under the scheme. This included 18.2% from Assam, 3% from J&K 15.2% from Maharashtra, 6.1% from Tamil Nadu, 12.1% from Uttar Pradesh and 45.5% from West Bengal. Out of total respondents only 15.5% (48) respondents admitted to receiving the assistance within 3 months after applying for the scheme. This included 4.2% from Assam, 2.1% from J&K 27.1% from Maharashtra, 4.2% from Tamil Nadu, 8.3% from Uttar Pradesh and 54.2% from West Bengal. The figure 4.7 given below indicates the state-wise distribution of duration taken to receive the benefits under the scheme.

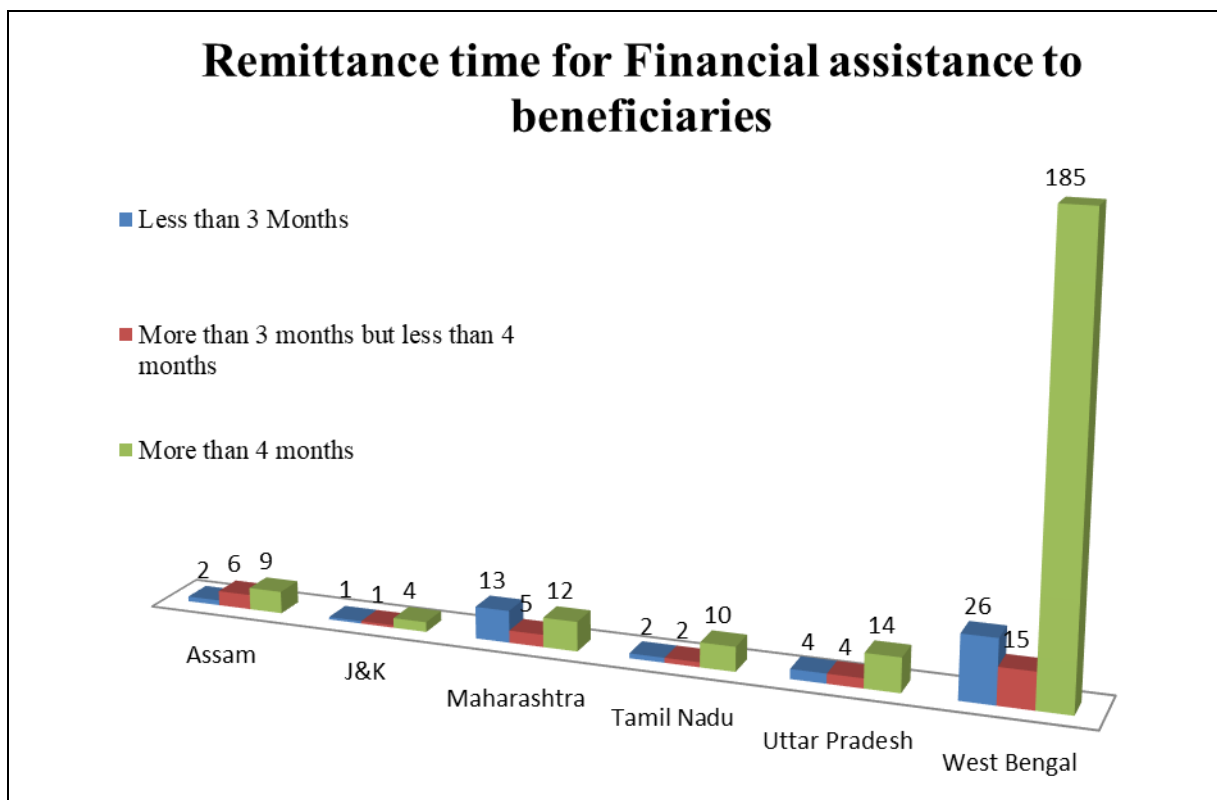


Figure 4.7 : Remittance time for financial assistance to beneficiaries

C. Number of instalments of Financial Assistance :

As per the guidelines of the scheme- Nai Udaan, the financial assistance should be given in one instalment by Direct Benefit Transfer (DBT) mode to the bank accounts of the beneficiary candidates. But, some of the beneficiary candidates have received the assistance in more than one instalment as given below in table 4.13.

Table 4.13 : Number of Installments of Financial Assistance

States	One instalment	One instalment % sample-wise of its total	More than 1 instalments	One instalment % sample-wise of its total	Total
Assam	16	94.1	1	5.9	17
J&K	6	100		0.0	6
Maharashtra	30	100		0.0	30
Tamil Nadu	14	100		0.0	14
Uttar Pradesh	22	100		0.0	22
West Bengal	224	99.1	2	0.9	226
Total	312	99.0	3	1.0	315

Table 4.13 represents that 99% (312) respondents received the financial assistance in a single instalment. However, 1% (1 from Assam and 2 from West Bengal) respondents replied that it took more than one instalments to receive the financial assistance. This included 1(5.9%) respondent from Assam and 2(0.9%) respondents from West Bengal. This is depicted in figure 4.8.

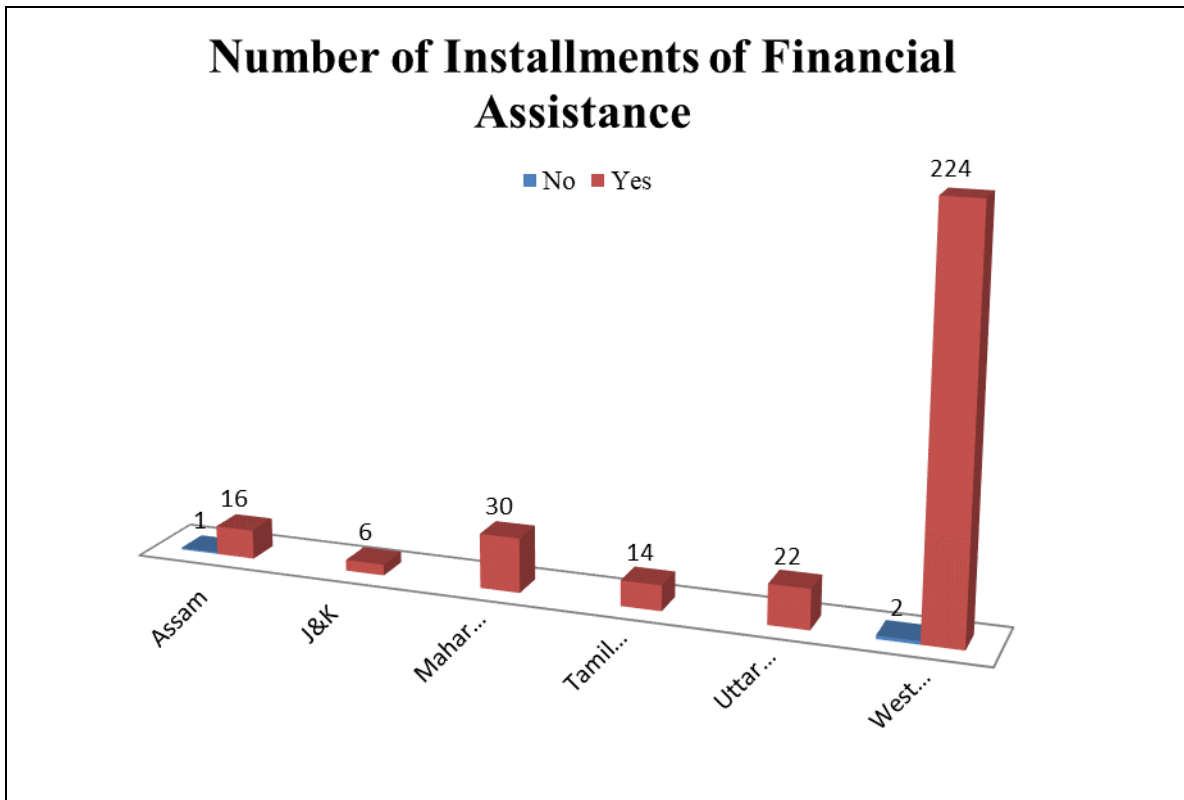


Figure 4.8 : Financial assistance installments

vii. Recommended measures to improve both effectiveness and outreach of the scheme:

The major recommendations of beneficiaries to improve the effectiveness of the scheme are summarized as follows:

- i. Majority of the beneficiaries (237) recommended that the screening process should be quick and financial assistance should be provided well before Mains examination, as indicated in the scheme guidelines.
- ii. The coverage of the beneficiaries under the scheme has to be increased.
- iii. There is a need to enhance awareness in interior rural areas and display the details of the scheme appropriately at the panchayat notice board.
- iv. Some beneficiaries stated that the financial assistance should be given in monthly instalments.
- v. Online portal for registration should be open all through the year.
- vi. Other lower level exams (Grade C) could also be covered under the scheme for financial assistance.

4.2 Additional parameters

Though measuring the impact of the scheme in terms of performance indicators is a complex process, the key indicators were segregated from the scheme's guidelines. We have placed priority on the general details of the beneficiaries wherein pre-scheme and post-scheme

conditions of the beneficiaries have been assessed. The set of performance indicators that have been considered across two periods in the evaluation process (namely the period before and after the beneficiary participated in the scheme) are as follows:

- i. Monthly income,
- ii. Monthly expenditure,
- iii. Location,
- iv. Marital Status,
- v. Household size,
- vi. Coaching requirement,
- vii. Rental Accommodation,
- viii. Confidence for preparation of exam,
- ix. Seamlessness of the Ministry's website,
- x. User friendliness of the website,
- xi. Number of attempts required to successfully fill the form,
- xii. Responsiveness of the website.

i. Monthly income

Information on monthly income of the beneficiary candidates before and after coverage under the scheme has been placed in the table 4.14 as under:

Table 4.14 : Pre-post scheme change in monthly income of beneficiary candidate

Family Income -monthly	Pre Scheme	Post Scheme
20,000 -40,000	52	52
40,000 -60,000	19	19
Less than 20,000	244	244
Total	315	315

The table 4.14 shows that there were 244 beneficiaries with monthly family income at less than Rs.20, 000 per month, 52 beneficiaries at Rs.20-40,000 per month and 19 beneficiaries at Rs.40-60,000 per month before the benefits of the scheme were availed. The post scheme data imitated the behaviour of pre-scheme data. This implies that the scheme did not bring any progressive change in the family income of the beneficiaries. This is also depicted in figure 4.9

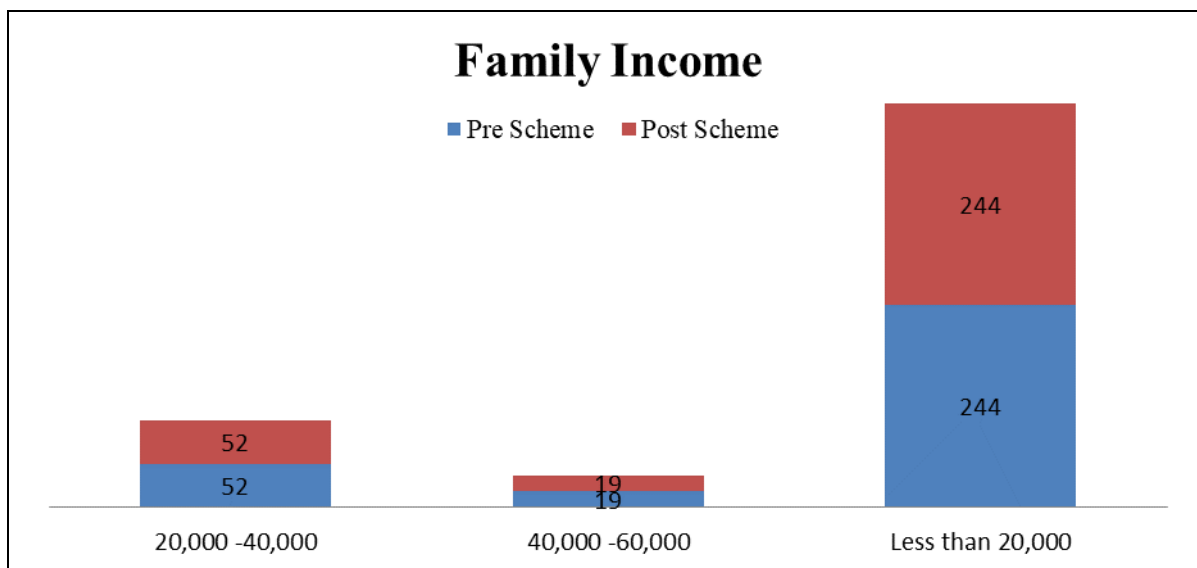


Figure 4.9 : Pre-post scheme change in monthly income of beneficiary candidate

ii. Monthly expenditure

Information on monthly family expenditure before and after coverage under the scheme has been documented. The details are placed in table 4.15 as under:

Table 4.15 : Pre-post scheme change in monthly expenditure of beneficiary candidate

Monthly expenditure	Pre Scheme	Post Scheme
20,000 -40,000	45	45
Less than 20,000	270	270
Total	315	315

The table 4.15 shows that there were total 270 beneficiaries spending less than RS 20,000/- per month and 45 beneficiaries were spending between Rs 20000-40000 per month before availing the benefits under the scheme. The data or post scheme scenario remains the same. This implies that the scheme did not bring any change in the family expenditure pattern of the beneficiaries. This is also depicted in figure 4.10.

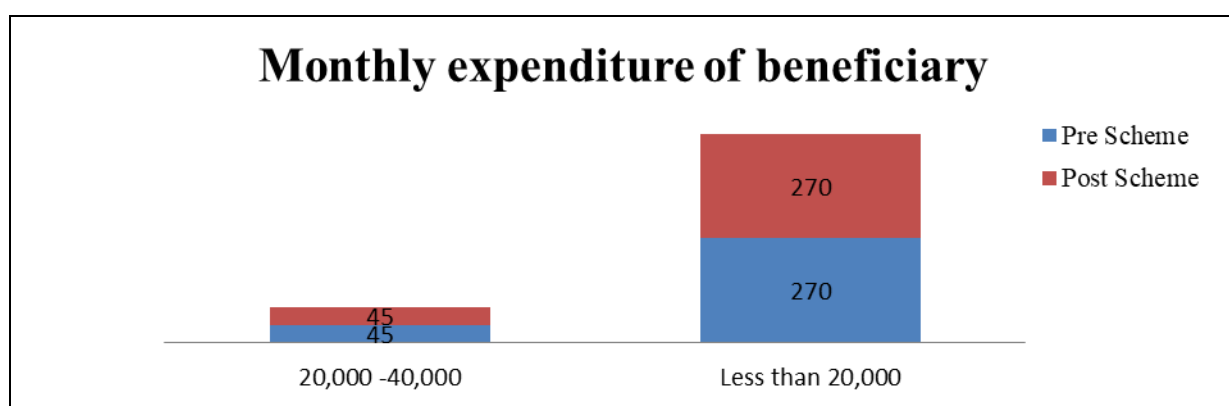


Figure 4.10 : Pre-post scheme changes in monthly expenditure of beneficiary candidate

iii. Residential Location

Information on the residential location of beneficiary candidates before and after coverage under the scheme has been documented. The details are placed under in table 4.16:

Table 4.16 : Location of beneficiary candidate

Location	Pre Scheme	Post Scheme
Rural	230	230
Urban	85	85
Total	315	315

The table 4.16 shows that before availing the benefits under the scheme the residential location of 230 beneficiaries was rural and the residential location of 85 beneficiaries was urban. No change was observed in the post scheme data. This implies that the scheme did not bring any change in the residential location of the beneficiaries. This is also depicted in figure 4.11.

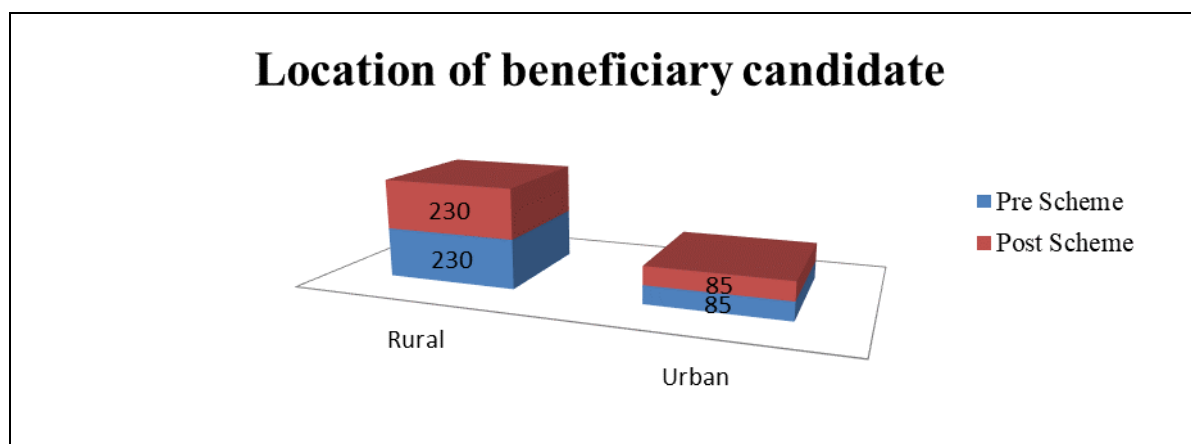


Figure 4.11 : Location of beneficiary candidate

iv. Marital Status of Beneficiaries before and after the Scheme

Information on marital status before and after coverage under the scheme has been documented. The details are placed under in table 4.17:

Table 4.17 : Pre-post scheme changes in Marital Status of Beneficiaries

Marital Status	Pre Scheme	Post Scheme
Bachelor	276	274
Married	39	41
Total	315	315

The table 4.17 shows that there were total 276 beneficiaries were unmarried and 39 beneficiaries were married before the coverage under the scheme. 2 beneficiaries got married after availing the benefits under the scheme. The number of married beneficiaries later becomes 41 after coverage under the scheme. This is also depicted in figure 4.12.

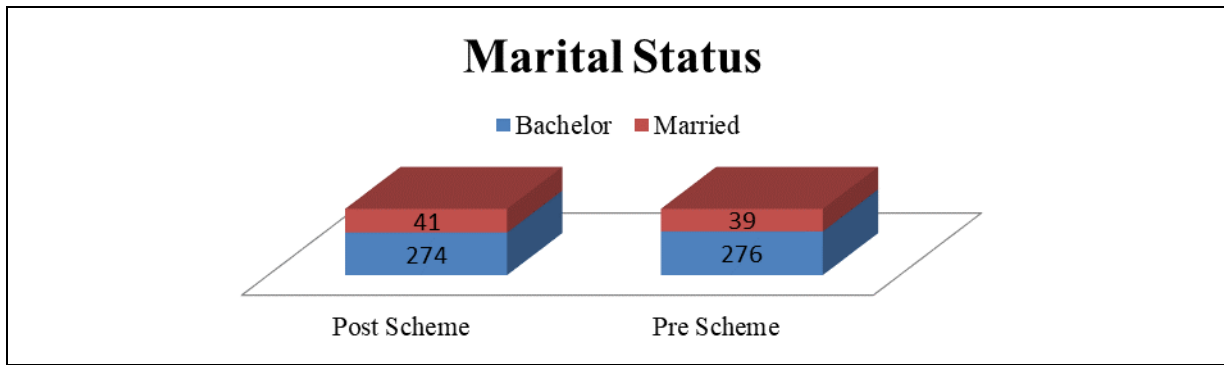


Figure 4.12 : Pre-post scheme changes in Marital Status of Beneficiaries

v. Household size:

Information on household size of the beneficiary candidates before and after coverage under the scheme has been documented. The details are given below in table 4.18:

Table 4.18 : Pre-post scheme changes in Household size of beneficiary

Household size	Pre Scheme	Post Scheme
4-6	171	171
6 and above	62	62
Less than 4	82	82
Total	315	315

The table 4.18 shows that the household size of the 82 beneficiary candidates before coverage under the scheme was less than 4 members. It is 4-6 members for 171 beneficiary candidates and 6 and above for 62 beneficiaries before coverage under the scheme. This implies that the scheme did not bring any change in the household size of the beneficiaries. This is also depicted in figure 4.13.

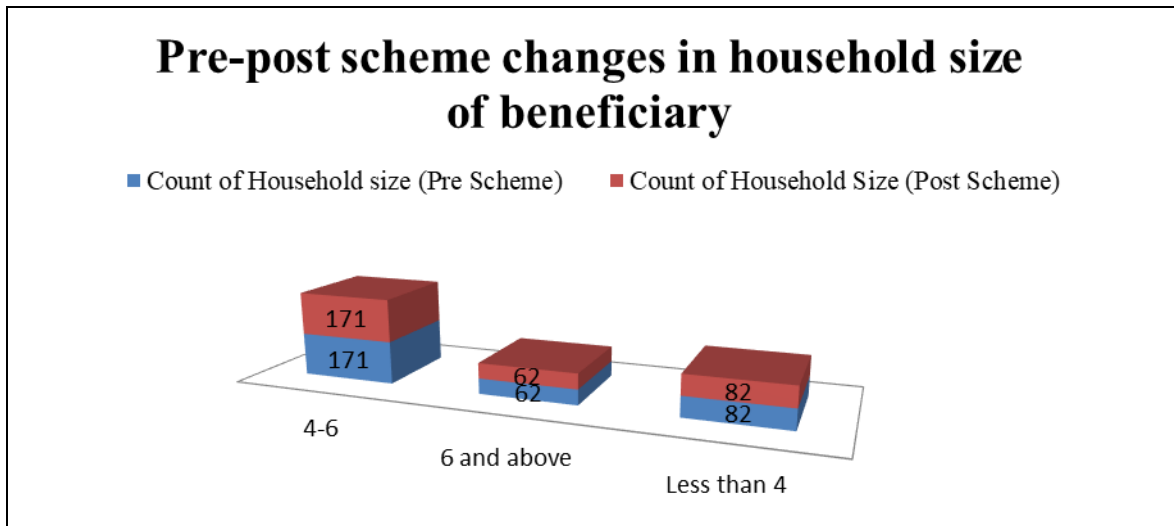


Figure 4.13 : Pre-post scheme changes in household size of beneficiary

vi. Coaching requirement:

Information on requirement of coaching before and after coverage under the scheme has been documented. The details are given below in table 4.19:

Table 4.19 : Pre-post scheme changes in coaching requirement by beneficiary

Coaching requirement	Pre Scheme	Post Scheme
No	96	96
Yes	219	219
Total	315	315

The table 4.19 indicates that 219 beneficiaries joined coaching classes before getting financial assistance under the scheme. 96 beneficiaries did not take coaching even after availing the benefits under the scheme. This implies that the scheme did not bring any change in the coaching requirement of the beneficiaries. This is also depicted below in the figure 4.14:

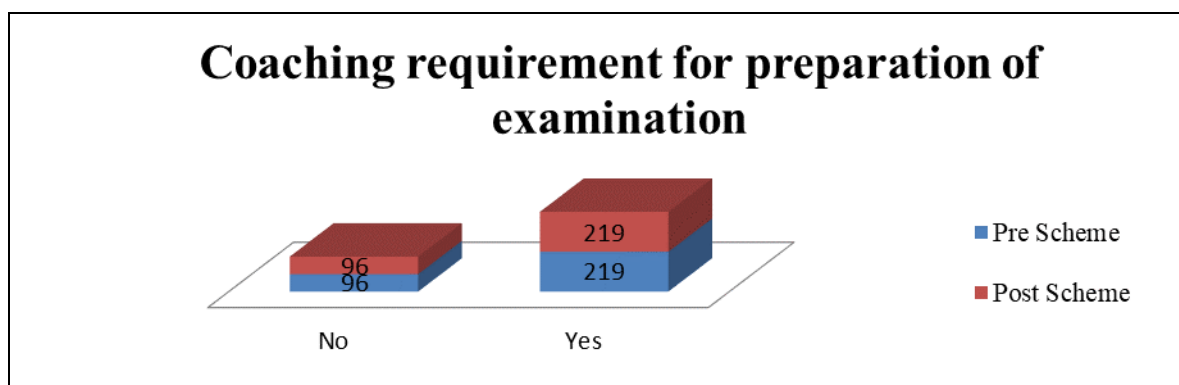


Figure 4.14 : Pre-post scheme changes in coaching requirement by beneficiary

vii. Rental Accommodation

The information on requirement of rental accommodation for preparation of the examination before and after coverage under the scheme has been given below in table 4.20:

Table 4.20 : Pre-post scheme changes in requirement of separate rental accommodation for preparation

Requirement of separate rental accommodation for studies during the preparation	Pre Scheme	Post Scheme
No	78	78
Yes	237	237
Total	315	315

The table 4.20 shows that there was total 237 beneficiaries used rental accommodation before getting the financial assistance under the scheme. Remaining 78 candidates did not show any interest in the rental accommodation even after availing the benefits under the scheme. This implies that the scheme did not bring any change in the rental accommodation requirement for preparation by the beneficiaries. This is also depicted in the figure 4.15 given below:

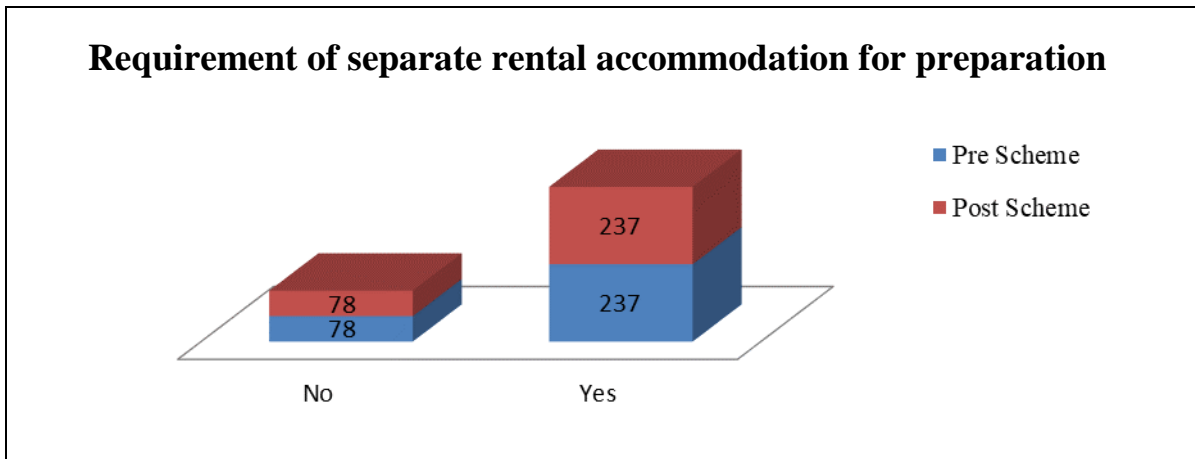


Figure 4.15 : Pre-post scheme changes in requirement of separate rental accommodation for preparation

vii. Study Hours for preparation of examination:

Information on pre-post scheme changes in study hours for preparation of examination by beneficiary candidates is given below in table 4.21:

Table 4.21: Pre-post scheme changes in study hours for preparation of examination

Study Hours for preparation of examination	Pre Scheme	Post Scheme
4 hours	4	4
5 hours	9	9
More than 5 hours	302	302

The table 4.21 shows that there were total 302 beneficiaries who were studying for more than 5 hours on daily basis. 4 beneficiaries were studying for 4 hours and 9 beneficiaries were studying for 5 hours on daily basis. There was no change in the study pattern of the beneficiaries after the benefits under the scheme were availed. This implies that the scheme did not bring any change in the study hours for preparation of prelims and mains examination by the beneficiaries. This is also depicted in the figure 4.16 given below:

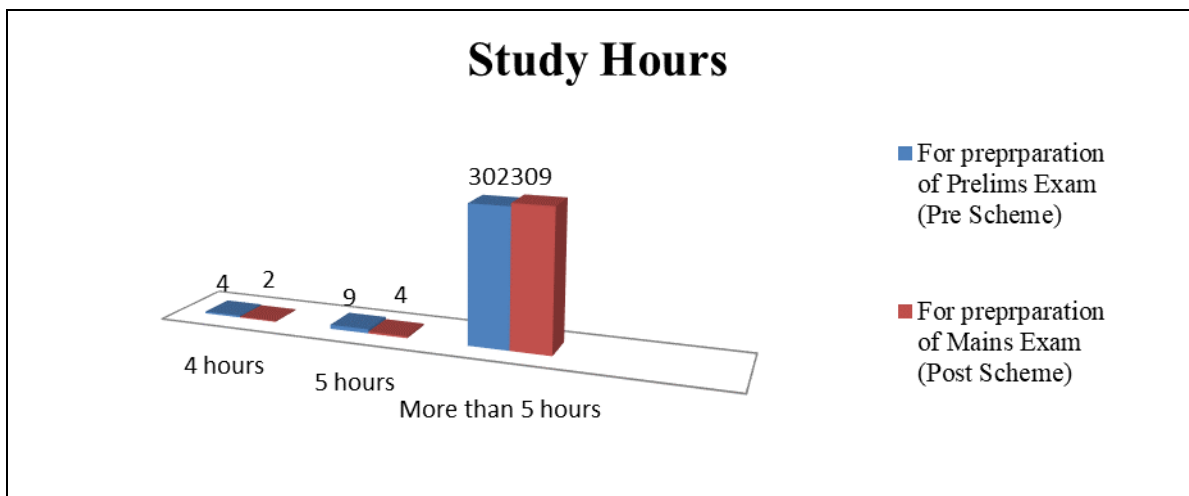


Figure 4.16 : Pre-post scheme changes in study hours for preparation of examination

viii. Self-Confidence of the beneficiary candidates for preparation of exam:

The study of change in self confidence level of the beneficiary candidates before and after coverage under the scheme was conducted exam-wise for both prelims and Mains examinations. The rating is done on the scale of 1 to 5, where 5 depict extremely confident and 1 depicts not at all confident. The details are given below in table 4.22:

Table 4.22: Pre-post scheme changes in self confidence for preparation of exam

Exam	Self-Confidence level of beneficiary candidate	Prelims Exam (Pre Scheme)	Mains Exam (Post Scheme)
SSC (CGL) & (CAPF)	5	6	2
	2	1	5
State PSC (Gazetted)	5	201	42
	4	1	6
	3	10	1
	2	76	239
	1	1	1
State PSC (Non-Gazetted) (Graduate Level)	5	1	1
UPSC (Civil Services, Indian Engineering Services & Indian Forest Services)	5	17	6
	2	1	12
Total		315	315

Note: 5=extremely confident, 4= somewhat not confident, 3=Neutral, 2= somewhat confident, 1= Not at all confident.

The table 4.22 shows that for SSC (CGL) & (CAPF), 6 beneficiary candidates were extremely confident with their preparation for Prelims examination. But, only 2 beneficiary candidates were extremely confident with their preparation for Mains examination. For State PSC (Gazetted), 201 beneficiary candidates were extremely confident with their preparation for Prelims examination. But, only 42 beneficiary candidates were extremely confident with their preparation for Mains examination. For State PSC (Non-Gazetted) (Graduate Level), 1 beneficiary candidate was extremely confident with their preparation for Prelims examination. But, only 1 beneficiary candidate was extremely confident with their preparation for Mains examination. For UPSC (Civil Services, Indian Engineering Services & Indian Forest Services), 17 beneficiary candidates were extremely confident with their preparation for Prelims examination. But, only 6 beneficiary candidates were extremely confident with their preparation for Mains examination. This implies that there was downfall in the level of self-confidence of the beneficiaries even after availing the benefits of the scheme for preparation of prelims and mains examination by the beneficiaries. This is also depicted in the figure 4.17 given below:

Changes in self-confidence of beneficiaries for preparation of exam

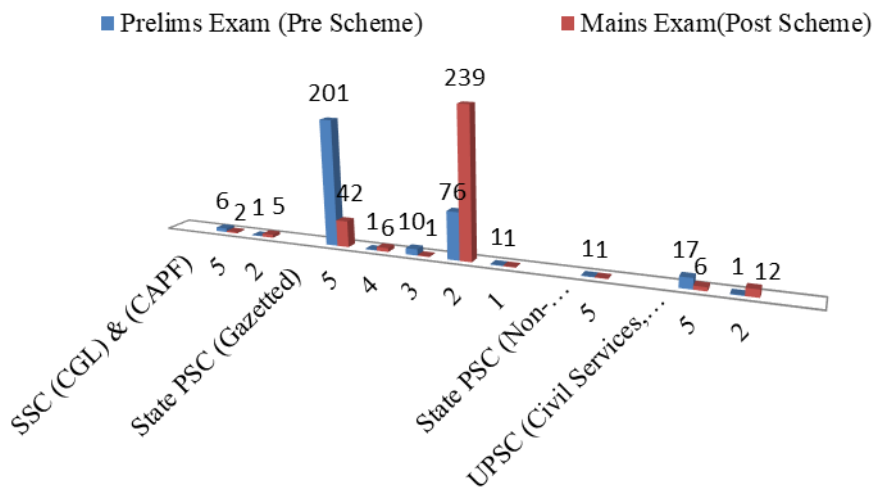


Figure 4.17: Pre-post scheme changes in self-confidence of beneficiaries for preparation of exam

ix. Seamlessness of the Ministry’s website:

Information about the analysis of seamlessness of the Ministry’s website has been recorded. The details are given in table 4.23 below:

Table 4.23 : Seamlessness of the Ministry’s website

Seamlessness of the Ministry’s website	Count
No	13
Yes	302
Total	315

Table 4.23 explains that out of total 315 respondents, 302 (96%) found the experience with Ministry’s website seamless. A little over 3% found the experience was not up to the mark. It is also depicted below in figure 4.18.

Seamlessness of the MoMA website

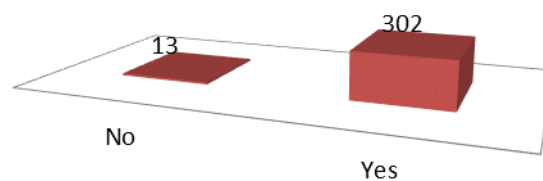


Figure 4.18 : Seamlessness of the Ministry’s website

x. User friendliness of the website:

User friendliness of the website refers to ease in the availability of the required content on the website and regular updating of content available in public domain on the website. Information about the analysis of user friendliness of the Ministry’s website has been

recorded. The user friendliness has been rated on the scale of 1 to 5, 5 being very friendly and 1 being unfriendly. The details are given in table 4.24 below:

Table 4.24 : User-friendliness of the website

States	Rating for user friendliness of website (On the scale of 1 to 5, 5 being very friendly and 1 being unfriendly).				Average Rating
	2	3	4	5	
Assam		3	6	8	4.2
J&K		1	2	3	4.3
Maharashtra			5	25	4.83
Tamil Nadu		2	3	9	4.5
Uttar Pradesh	1	4	10	7	4.0
West Bengal	2	9	61	154	4.6
Grand Total	3	19	87	206	4.5

Note: 5=very friendly, 4= somewhat not friendly, 3=Neutral, 2= somewhat friendly, 1= unfriendly.

The table 4.24 represents that average rating given by the beneficiaries for User-friendliness of the website of MoMA is higher than 4 for all the states. The average rating given by all 315 respondents come out to be 4.5. This implies that the website of MoMA is very user-friendly. This is also depicted below in figure 4.19:

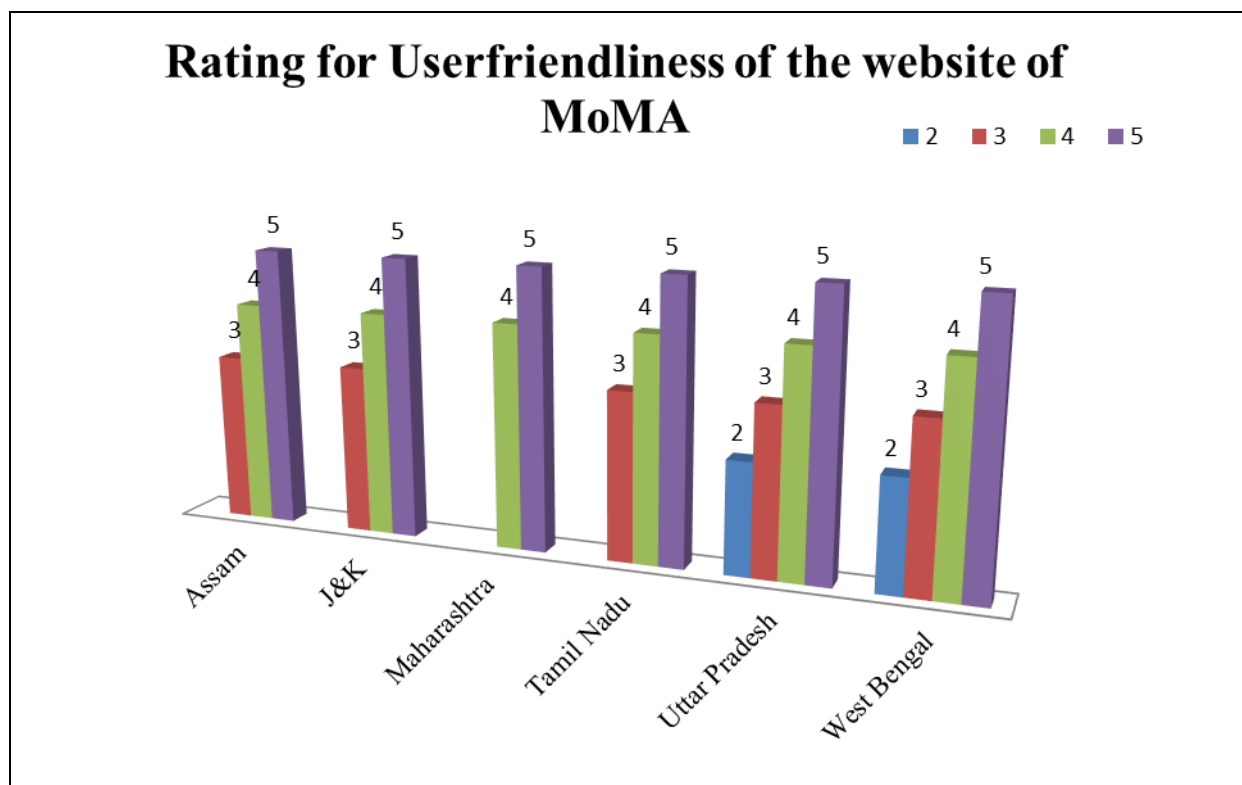


Figure 4.19 : User friendliness of the MoMA website

xi. Number of attempts required to successfully fill the form:

Information on number of attempts required by candidate to successfully fill the form has been given below in table 4.25:

Table 4.25: Number of attempts required to successfully fill the form,

Number of attempts required to successfully fill the form	Count
1	217
2	77
3	18
4	2
More than 4	1
Grand Total	315

Table 4.25 represents that out of the 315 respondents; more than 68% (217) successfully filled the form in the first attempt itself. Less than 1% of the responding beneficiaries needed more than 3 attempts to successfully fill the form. Around 20% admitted submitting the form in second attempt and around 6% respondents submitted the form successfully in the third attempt. This is also depicted below in the figure 4.20:

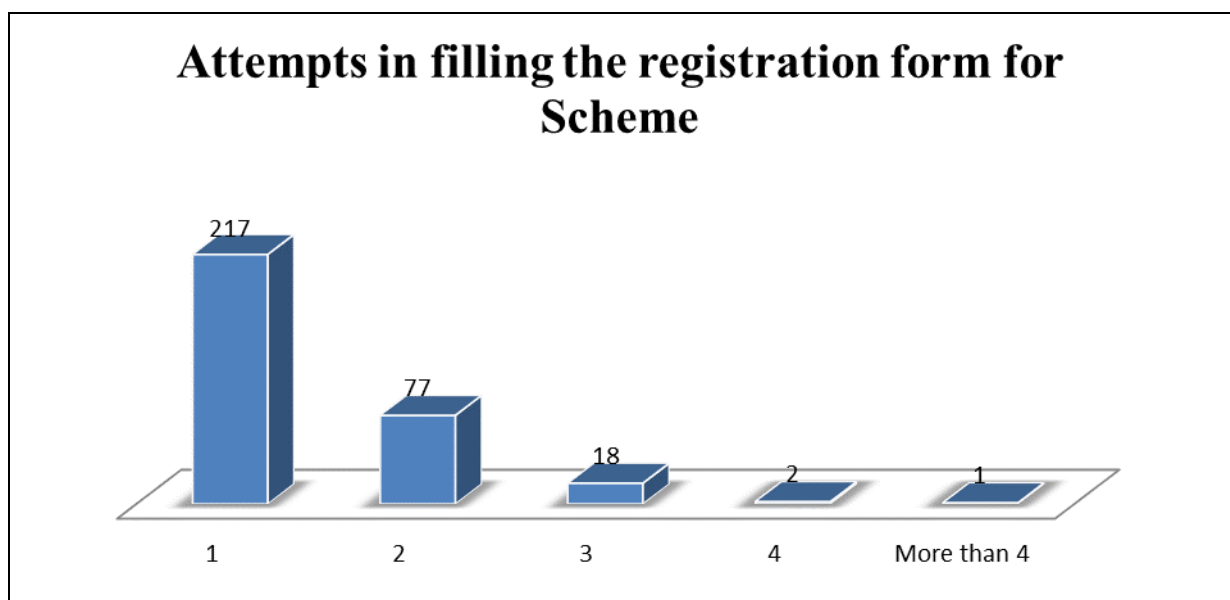


Figure 4.20 : Attempts in filling the registration form for Scheme

xii. Responsiveness of the website:

Information on responsiveness of the website of Ministry has been given below in table 4.26:

Table 4.26 : Responsiveness of the website

Loading time of website of MoMA	More than 5 minute	Less than 1 minute	More than 1 minute, less than 5 minutes	Grand Total
	4	257	54	315

In table 4.26, it is represented that out of 315 respondents of the study, 257 (81%) beneficiaries mentioned the loading time of the website is between 1 to 5 minutes. 4 (1%) respondents found the buffer time was less than 1 minute, and remaining 54 (18%) beneficiaries found the loading time was more than 5 minutes. The working of the website of the Ministry was thus found satisfactory. This is also depicted in figure 4.21.

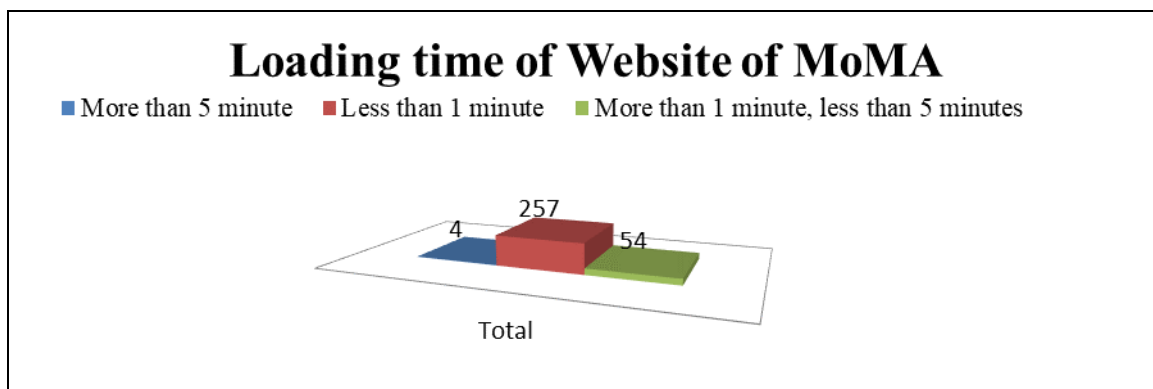


Figure 4.21 : Responsiveness of the MoMA website

4.3 Statistically Computed Results

Table 4.27: Regression Analysis of Seats allotted and Candidates Clearing the Specified Examination

R-squared = 0.9817	Coef.	Std. Err.	t	P>t	[95% Conf.]	Interval]
Seats Allotted						
Total Number of community-wise beneficiary candidates clearing the prelims of specified exams	13.7	1.33	10.35	0.009	8.058235	19.52077
_cons	78.57	176.92	0.44	0.7	-682.674	839.8272

The statistically computed R-squared value is 0.98 which shows that the independent variable explains the dependent variable by 98 percent. It is found through the analysis that the number of community-wise beneficiary candidates clearing the prelims of specified exams have got a positive influence on the community-wise seats allotted for providing financial assistance. Clearing the exam increases by 1 percent leads to a significant escalation in the seats allotted by 13.7. The same also gets reflected through the processed p-value i.e. $0.009 < 0.05$. The regression analysis shows that the allotment of seats is directly proportional to the number of beneficiary candidates covered after clearing the prelims examinations of the target services. Thus, it is required that the number of seat allotment for the beneficiary candidates require a substantial improvement in terms of widening the scheme coverage.

a) Coverage of the Scheme

As mentioned in the guidelines that the coverage of the Scheme -Nai Udaan is through-out the country. Number of beneficiaries in the year 2020-21 in the six selected states gender-wise and location wise is given below in table 4.27.

Table 4.28 : Coverage of Beneficiaries

Gender/Location	States						
	Assam	J&K	Maharashtra	Tamil Nadu	Uttar Pradesh	West Bengal	Grand Total
Female	5		4	3	1	23	36
Rural	2		3	3	1	13	22
Urban	3		1			10	14
Male	12	6	26	11	21	203	279
Rural	10	4	19	8	11	149	201
Urban	2	2	7	3	10	54	78
Grand Total	17	6	30	14	22	226	315

Source: Data received from the Ministry.

The table 4.28 represents that the maximum female representation is from West Bengal (23) followed by Assam (5), Maharashtra (4) Tamil Nadu (3), Uttar Pradesh (1) and Jammu and Kashmir (0) among the sampled states. Also, maximum male representation is from West Bengal (203) followed by Maharashtra (26), Uttar Pradesh (21), Assam (12), Tamil Nadu (11) and Jammu and Kashmir (6) among the sampled states. This implies that maximum representation of male and female candidates is from state West Bengal. This is also depicted in figure 4.22.

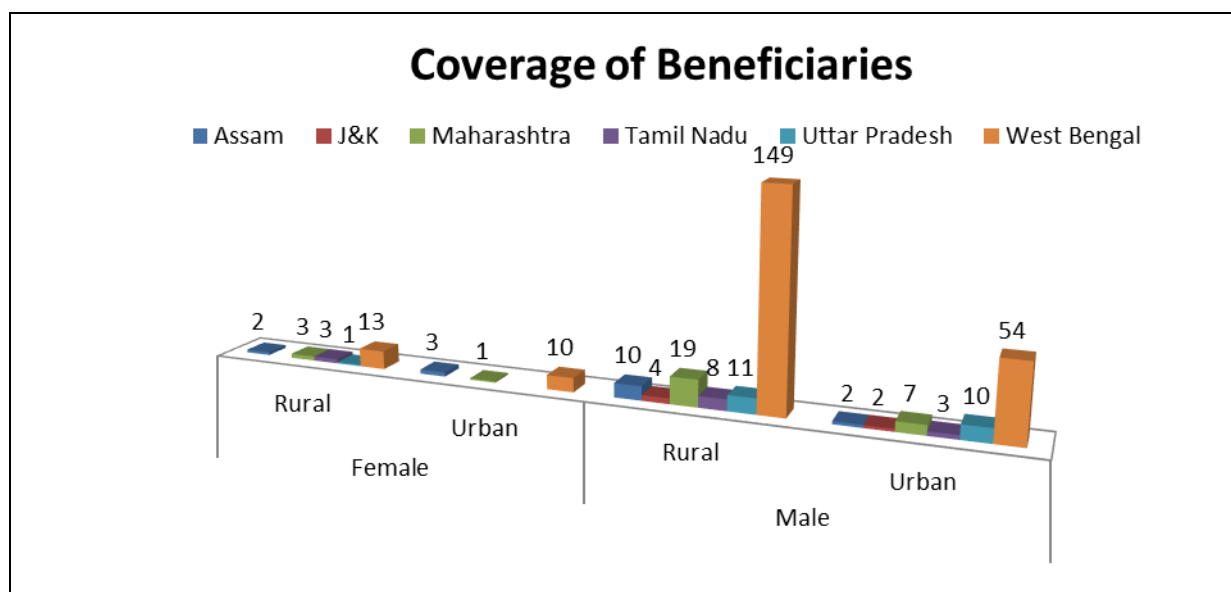


Figure 4.22 : Coverage of Beneficiaries

b) Implementation Mechanism

The scheme is implemented by the Ministry of Minority Affairs (MoMA), on the pattern of the scheme assistance being awarded to minority community students preparing for Grade A and B services. As MoMA is the nodal agency for implementing the scheme, it notifies the aspirants of SSC (CGL) & (CAPF), State PSC (Gazetted), State PSC (Non-Gazetted) (Graduate Level) and UPSC (Civil Services, Indian Engineering Services & Indian Forest

Services) examination by uploading the advertisements on the website at a suitable date. The candidates have to enrol or apply for the scheme by providing all the essential information required. The candidates who have qualified the prelim examination of the above said examinations are selected based on “First come first serve basis” and shortlisted by selection committee and provided the financial assistance by Direct Benefit Transfer (DBT) mode directly to the beneficiary.

c) Training/Capacity Building of Administrators

The aforesaid mentioned component has not been reflected by the stakeholders involved in the scheme. Capacity building is an important channel through which the effectiveness of the fellowship programmes can be enhanced. The fellowship programme should aim at supporting the target group financially as well as help in building their capacities and leadership skills. Aligned with these ideas, customized capacity building programme for beneficiary students should be organized. The lead industry experts, professionals, leaders should be invited to universities to inspire the beneficiary students. Training on the dashboard to monitor the progress of the awardees should also be given to the implementing agency. The Ministry representatives should also be trained to deal with awardees with empathy, sympathy, intuition and intentionality and should resolve their grievances accordingly. Because after all, the students are to be equipped to effectively take advantage of the growing opportunities at the national and international level in the context of new economic order.

d) IEC Activities

The Information, Education and Communication (IEC) strategy aim to build awareness and transmit information pertaining to the various benefits available under various schemes for socio-economic development of the citizens. This strategy is one of the inevitable ways of taking government policies to the grass-root level and making the common masses aware of the details of the schemes. The Ministry website provides detailed guidelines and timelines of the scheme. While initiating the process of inviting applications, the Ministry undertakes the advertising process wherein details are published in the leading newspapers and the form of employment news. Most significantly, the awardees should be encouraged to share their learning experiences with their community in particular and society in general. They should also be tasked to disseminate the information about the scheme in their locality. They may use digital platforms to do so.

e) Asset/Service Creation and Maintenance Plan

Economic growth often ignores the deprivation of the marginalized communities in the society in terms of their socio-economic status. This also leads to a significant underestimation of the economic value in the offering by the marginalized group. The Scheme- Nai Udaan is a step in the right direction which aims at ushering in a transformation in the lives of the minority community candidates by providing them with a platform to prepare for “Grade A and B services” by the timely provision of financial assistance. The scheme provides huge opportunities for candidates successfully completing their preparation, managing all the incurred expenses and in terms of increased employment options. Personal growth and enhanced status owing to pursuing higher education can lead to an increase in income level which can, therefore, provide massive opportunities for professional development. Based on their specialized research work, the beneficiary students become an asset to our society. The Ministry may monitor their academic progress and keep giving them advice through integrating them on some visual platform. It would enhance their knowledge base which in later course develops a sense of apperception.

f) Benefits (individual, community):

The scheme provides benefits to the candidates belonging to the notified minority communities by providing the financial assistance to those who clear the prelims examinations of UPSC, SPSCs and SSC. The scheme is an attempt to equip the individuals from socio-economically weaker sections of minority communities to compete for appointment to civil services in the union and the state government and to increase their representation in the civil services by extending direct financial support. The scheme is a step towards integrating the candidates belonging to minority communities into the mainstream thus making a positive impact on the over-all socio-economic condition of the respective communities.

g) Convergence with scheme of own Ministry/department of other Ministry/department.

The convergence of the scheme-Nai Udaan with other scheme is studied through the questionnaire, the beneficiary candidates suggested two names of the schemes having similar objectives. These are “Free coaching and allied scheme from the MoMA” and “West Bengal State Fund for Minority Education”. It is also depicted in the table 4.28.

Table 4.29 : Overlap of Nai Udaan Scheme with other existing schemes

Overlap with other existing schemes	Count	Name of other similar schemes
No	313	-
Yes	2	<ul style="list-style-type: none"> • Free coaching and allied scheme from MoMA • WB State Fund for Minority Education
Total	315	

The table 4.29 represents that only 0.1% of the beneficiary candidates provided the names of two schemes viz. Free coaching and allied scheme from MoMA and West Bengal State Fund for Minority Education, found overlapping the objectives of the Scheme “Nai Udaan”. On the contrary, 99.9% of the beneficiary candidates have not found any overlapping scheme.

4.4 Gaps in achievement of outcomes

- i. Some of the beneficiaries have been found availing the scheme for three months (one quarter) and shifting to some other Scheme. This creates a major roadblock in the smooth flow and functioning of the Scheme. It has also been reported that the assistance under the scheme is financial assistance and does not contribute towards qualifying the main examination, as found in the study.
- ii. The information about the Scheme ‘Nai Udaan’ was not necessarily publicized on the University/Institute websites/notice boards. The role of Central/Sate govt. in scaling up the awareness of the Scheme was not found, as shared with a limited number of university/institute representatives.
- iii. There is no data available mentioning the success rate of the beneficiaries from the date of starting of the scheme to till date on the website of the Ministry.
- iv. The Scheme was found attracting an insufficient number of potential beneficiaries due to its inadequate publicity. It has been reported that most of the beneficiaries covered got information from their seniors or friends.
- v. The payment has mostly been done after 3 months of declaration of results of Prelims exam. The periodicity involved in the disbursal of financial assistance was flagged-on as one of the major bottlenecks. The aspirants require money to be disbursed within a month to meet their emergent educational needs.
- vi. The selection criteria followed in the scheme needs to be revamped to attract more number of beneficiaries.
- vii. There is no grievance mechanism for addressing the issues and complaints of the beneficiaries.

4.5 Key Bottlenecks & Challenges

1. No concrete parameter adopted by Implementing Agency (MoMA) for thematic analysis of the use of grant by the beneficiary.
2. Complete focus of the scheme is on the candidates belonging to Minority Communities notified under Section 2 (C) of National Commission for Minorities Act, 1992, who have cleared Prelim examination only. The scheme has no courtesy with the candidates from un-notified communities, might be more efficient and deserving. In this way, this scheme is clearly neglecting the more deserving candidates and hence more responsible officers to serve the nation.
3. The Scheme is not as popular among minority communities as other Central Government Schemes.
4. The Scheme has no strong parameter to identify the falsifying documents as well as the beneficiaries.
5. Grant is not sufficient for some examinations like SSC (CGL) & (CAPF-Group B) and State PSC (Graduate level) (Non-Gazetted), which is only Rs. 25,000. This amount is not satisfying the spread of major expenditures incurred during preparation of examination as expenditure has increased many folds.
6. It is observed that the grant sometimes is credited to a wrong bank account because of the duplicity of the name and other details of the beneficiary.
7. The scheme is lacking the provision for providing financial assistance to those beneficiary candidates not having any bank account.
No provisions for opening a bank account of non-bank account holding candidates to provide the grant.
8. Not covering some other examinations like banking exams/ higher studies.
9. No focus on Value Based Education, the scheme overlooks on the part of inculcating values in the beneficiaries.
10. The basis of selection (first come-first serve) for providing the assistance under the scheme might end up leaving out highly deserving candidates.
11. Same amount for all states might result in lesser funds in proportion to the minority community population of the state.

4.6 Input Use Efficiency

Input use efficiency, also known as the productivity ratio refers to the extra unit of output generated from an additional unit of input. This indicates as to how efficient the input (funds

disbursed in the context of the scheme) was in terms of generating the required output (the beneficiaries covered). The efficiency of input use can be computed by taking a simple ratio of output to input. A higher input use efficiency ratio indicates that output is maximized without requiring more of any input values or use of input is minimized while satisfying at least the given output levels. The expenditure per beneficiary is given below in table 4.29.

Table 4.30 : Expenditure per beneficiary

Year	Actual Expenditure (in Rs. Crores)	No. of beneficiaries	Expenditure per beneficiary (Rs.)
2015-16	3.97	1071	37,068.16
2016-17	4	858	46,620.05
2017-18	6.18	1427	43,517.87
2018-19	6.72	1187	56,613.31
2019-20	8.02	1539	90621.00

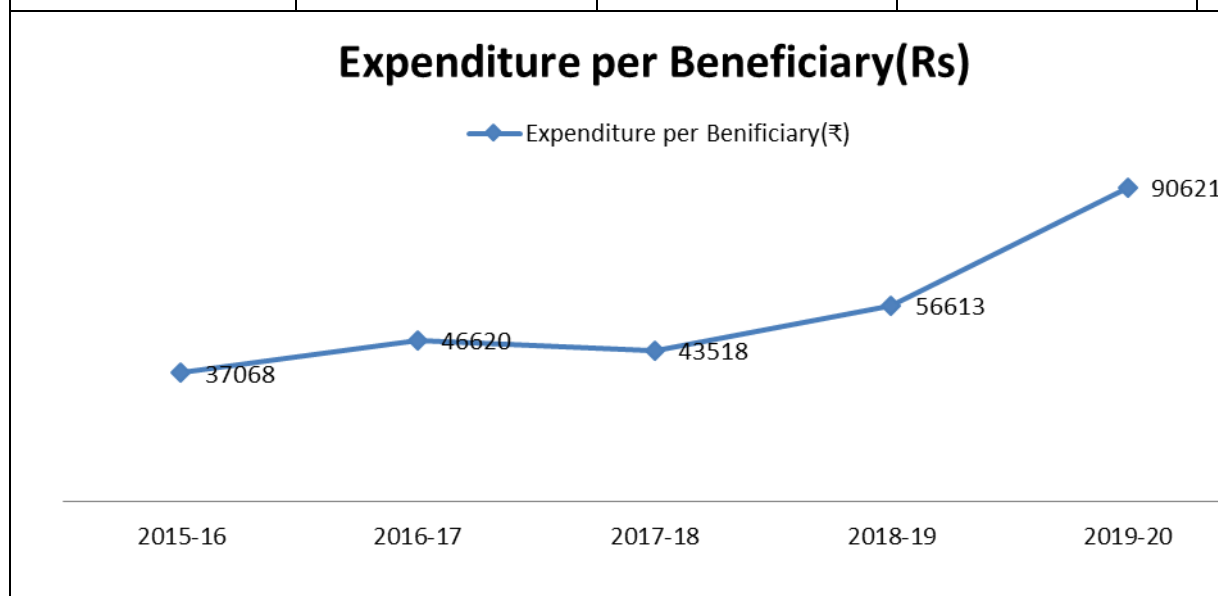


Figure 4.23 : Expenditure per beneficiary

Figure 4.23 depicts the expenditure per beneficiary which suggests the effectiveness of the scheme in terms of beneficiaries impacted. It illustrates that the scheme has had positive results in terms of efficiency use. This is to say that for every Rs. 1 Crore spent, around 32 beneficiaries benefitted in FY15 followed by 33 beneficiaries benefitting in FY16. A massive jump was noticed during FY17 and FY18 wherein beneficiaries impacted almost doubled for every Rs. 1 Crore spent (from 33 individuals to 60 individuals). As of FY19 approximately 73 beneficiaries were impacted on average for every 1 crore worth of fund released.

5. OBSERVATIONS AND RECOMMENDATIONS

i. Virtual Focused Group Discussion (FGD):

A virtual Focused Group Discussion (FGD) was conducted with the beneficiaries on September 29, 2020, at 3:30 PM through video conferencing. The beneficiaries were invited

through telephonic communication and were provided with the joining link well in advance. A total of 11 beneficiaries joined the meeting and provided their valuable suggestions and ideas about the scheme. These 11 participants comprised of 3 beneficiaries from Assam, 2 beneficiaries from Maharashtra, 2 beneficiaries from Uttar Pradesh, 3 beneficiaries from Tamil Nadu and 1 beneficiary from West Bengal, a total of 8 male and 3 female beneficiaries. A panel of four members from IIPA, New Delhi was present including Prof. Sheela Reddy (Project Coordinator), Dr. Saket Bihari (Project Coordinator), Ms. Rashmi Agarwal (Research Officer) and Mr. Apaar Dhingra (Research Officer).

The beneficiaries were of the view that the scheme is a morale booster for minority community candidates and encourages them to work hard in the right direction and enhances their confidence. However the beneficiaries also complained that in most cases the financial assistance was received only after the mains exam was conducted, hence a time consuming process. In such a state the major objective of the scheme, that is to provide financial assistance so that the applicants can buy books or enrol in a coaching centre, takes a back seat. This is because by the time the assistance is provided, the time for preparation is already over. This leads to dissatisfaction among the beneficiaries as the amount is not being used for its earmarked purpose. The beneficiaries further suggested that giving different amounts for different examinations is a clear sign of undermining some examinations from the others on the level of Ministry, despite the fact that all of these examinations require lot of hard work, willingness and a lot of people give up their jobs to prepare for these prestigious examinations. On being intrigued further, the beneficiary stated that “if a person clears state PSC examination and gets benefit under the scheme, the incentive to prepare for UPSC decreases as no further benefit is provided”. The study team concluded that since the scheme guidelines don’t leave any scope for re-application under the scheme, the applicants are deprived of any additional advantage when clearing a higher tier examination. The beneficiaries recommended providing at least difference amount whenever an applicant clears a higher tier examination.

ii. Telephonic interview:

Telephonic interview method was used for contacting beneficiaries who availed the benefits of the scheme to collect the required information viz educational qualification, mode of preparation, employment status, use of financial assistance and recommendations, etc., to compare the before and after changes observed on availing the scheme benefit. The study team held one to one telephonic conversation with randomly selected beneficiaries from different states.

Most of the respondents were found satisfied with the scheme and utilized the financial assistance in fulfilling the educational as well as travelling expenditure. They indicate the fact that scheme is bringing about a positive change for students aspiring to become civil servants and belonging to minority communities.

On the contrary, a few beneficiaries were of the view that the financial assistance provided under the scheme is inadequate and not provided on time. Keeping in view the expenses charged by leading coaching centers at metropolitan areas like New Delhi, Hyderabad, etc, are much higher than the financial assistance provided by the Ministry. Additionally, the typical cost for living in such urban communities is also higher in comparison to the same at rural location. Also, it was submitted that the time gap between registration for the scheme and scholarship disbursement is more than three months. However, the Mains examination of the scheme specified exams got conducted inside the time period of two months. Thus, the assistance is received after the Mains exam i.e. not accomplishing its goal. In this situation, the grant is utilized for various other purposes including EMIs, premiums, pending bills or for preparation of next attempt etc.

No major change observed in educational qualification and employment status of the candidates observed. A few candidates were working before writing the exam and left job for preparation. Some of the candidates joined coaching classes for preparation on parents support and later utilized the amount provided as assistance.

Following are the recommendations received telephonically from the beneficiaries of six sampled states under study:

- To reduce the time gap between registration and providing the assistance, so that it could be provided before the Mains examination;
- Amount for UPSC and State PSC should be equal as both exams require same pace of preparation.
- Assistance (remaining sum of the whole, for specific exam) should also be availed again to those candidates who have qualified State PSC prelims and then qualified UPSC prelims. This could be done by cutting half proportion of amount (one lakh) as 50,000 have been already provided on qualifying State PSC prelims. Remaining 50,000 should also be paid on qualifying UPSC exam i.e. total assistance provided to UPSC aspirant will be the same (1 lakh Rs).

Example to this was given by one beneficiary that the candidate received the financial assistance on qualifying PSC Prelims examination and afterward additionally clears UPSC prelims in a later year, must be given the difference amount of Rs 50,000/- , as against no further help provided according to the current design of the scheme.

- The reached beneficiaries from Jammu and Kashmir were of the view that the sum for inaccessible regions ought to be higher as the services are not in line with those available in metro cities and are distantly found.

5.1 Thematic Assessment

Thematic analysis is an important method of analysis for qualitative research. This involves noticing patterns in data and articulating ideas that are reflected in the qualitative data. The thematic assessment also captures something important about the qualitative data and research question and represents some level of patterned response or meaning within the qualitative dataset. The key things that the assessment intends to focus on include a) Accountability, b) transparency in the process of implementation of the scheme, c) employment generation, d) behavioural change in stakeholder/beneficiary and e) the extent of involvement and support of the state government. The trends and patterns observed across the studied sample are illustrated as follows:

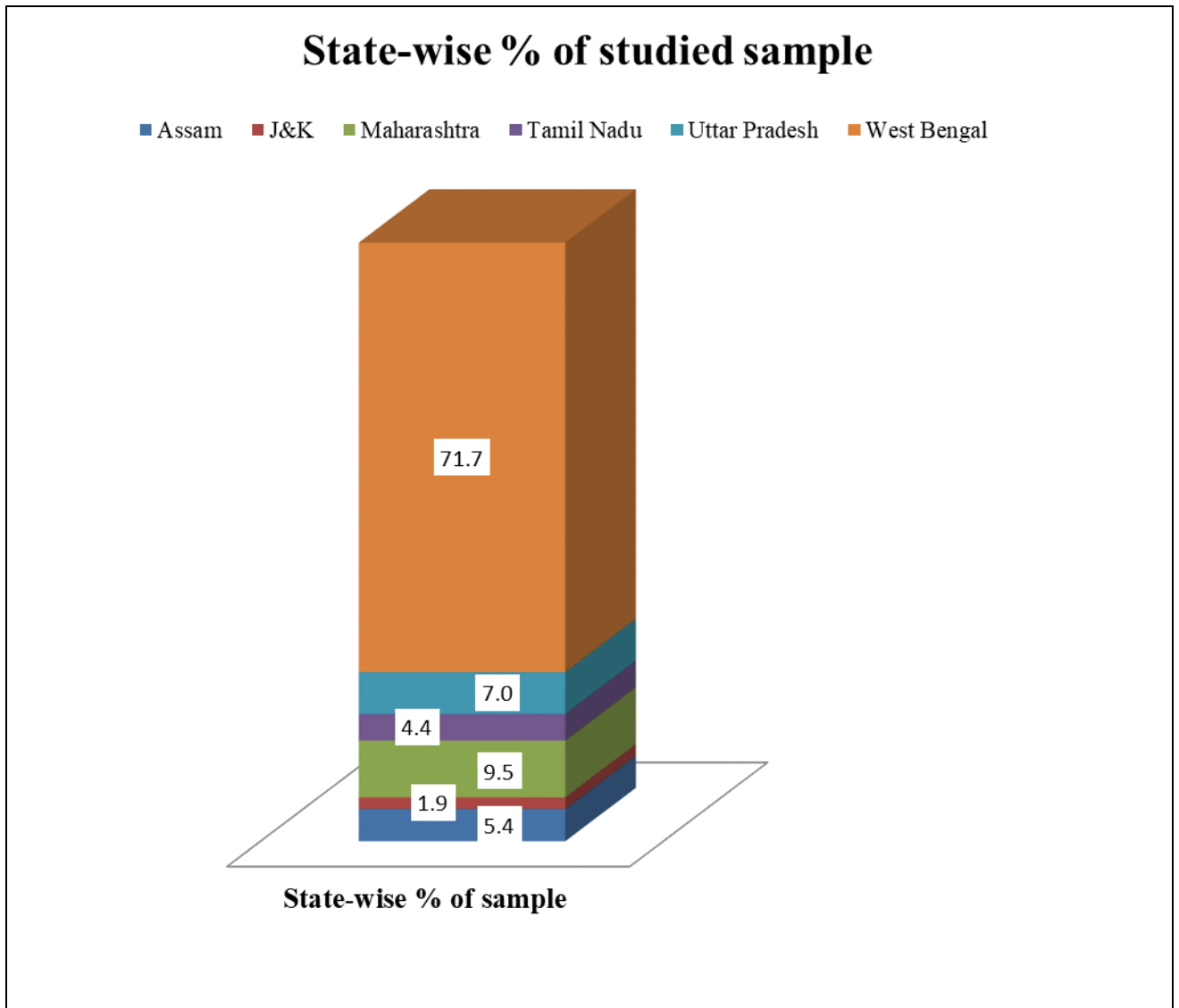


Figure 5.1 : State-wise % of studied sample

Figure 5.1 categorizes the sample under study, around 71% of the beneficiaries belonged to the state of West Bengal, 9.5% from Maharashtra, 7% from Uttar Pradesh, 5.4% Assam, 4.4% from Tamil Nadu and 1.9 % from J&K. The sample under study also provides crucial insights into the popular streams that the beneficiaries have enrolled themselves in under the scheme. The representation is maximum (92.3%) for State PSC (Gazetted) exam, 5.4% for UPSC (Civil Services, Indian Engineering Services & Indian Forest Services) examination, 1.9% for SSC (CGL) & (CAPF) and only 0.3% for State PSC (Non-Gazetted) (Graduate Level) examination. This is also shown in figure 5.2:

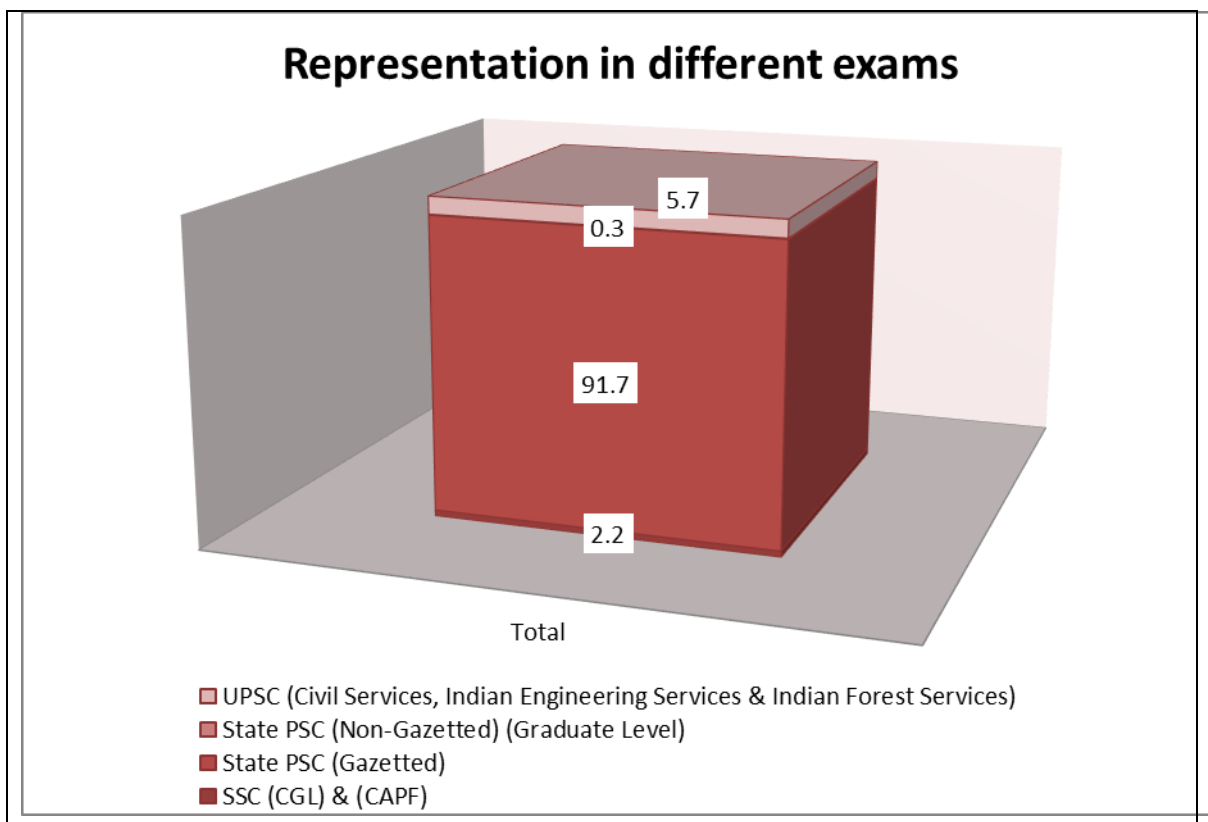


Figure 5.2 : Representation in different exams

- i. **The success rate of candidates qualified UPSC prelims, State PSC(Gazetted) prelims, SSC(CGL) & CAPF prelims, State PSC(Non-Gazetted) prelims qualified by notified minority community candidates covered under the scheme**

The study team requested UPSC, SSC, and Public State Service Commissions of Tamil Nadu, Maharashtra, Assam, Jammu and Kashmir, Uttar Pradesh and West Bengal, to provide data about participation of minority communities in various state and central services. Only TNPSC was able to provide the said data. It was observed that the number of applications received from minority communities nearly doubled, but there was no major improvement in number of candidates from the minority communities clearing the examinations. During the in depth discussion with the beneficiaries, the study team observed that the success rate of the candidates who received the benefits was not very high. However several beneficiaries were of the view that the financial assistance provided by the Ministry equipped them to increase their skills and thereby increasing their employability in the long run. There were many examples where many beneficiaries who were unable to clear the Mains examination but secured a respectable job in the private sector. A similar kind of behavior can also be assumed in the rest of the population.

- ii. **The impact of financial assistance and preparation on self-employment and wage employment**

During the in depth discussion through video conferencing, the beneficiaries were of the view that the financial assistance under the scheme brought about a significant change in self employment and wage employment as they used the assistance for coaching, books, etc in the short run, but there was no impact of financial assistance on self employment and wage employment in the long run. However, the preparation had no impact on self employment and wage employment in the short run as they planned their schedules accordingly but interestingly the participants admitted that preparation has a major impact on self employment and wage employment as it increases their employability for life.

iii. **Ratio of notified minority community students in UPSC,SSC(CGL) &CAPF and State PSC(Gazetted and Non-Gazetted)**

The study team contacted the respective commissions in order to find out the ratio of notified minority community officers in UPSC, SSC and state PSCs. For UPSC and SSC the delhi office was contacted. For data on PSC the study team wrote to WBPSA office in Kolkata for West Bengal, to APSC office in Guwahati for Assam, MPSC office in Mumbai for Maharashtra, TNPSC office in Chennai for Tamil Nadu, J&KPSC office in Srinagar for Jammu & Kashmir and UPPSC office in Lucknow for Uttar Pradesh. However, only TNPSC was able to provide with the data required within the stipulated time frame. APSC and MPSC showed their inability to provide the data due to lack of the required information. Despite repeated calls and emails, study team was unable to reach WBPSA and UPPSC. This can also be inferred from the average expenditure. The average expenditure per beneficiary is around Rs 50,000/- per beneficiary. During the focused group discussion with the beneficiaries also, the major proportion of participants were the ones who cleared State PSC examinations. This clearly indicates that more number of beneficiaries in the scheme were those who cleared State PSC examinations. There were very few beneficiaries who were covered under higher grade examinations.

iv. **Ratio of representation of Divyangjan candidates from notified minority community in UPSC,SSC(CGL) &CAPF and State PSC**

On similar lines, it can be estimated that there was very less representation of Divyangjan from minority communities in the pool of beneficiaries. The Ministry did not make any special efforts in order to attract higher number of Divyangjan minority community students. Many states had zero representation of Divyangjan from minority communities. Further the various government institutions like UPSC, Maharashtra PSC, Assam PSC were unable to provide the representation of minority communities in their respective services.

v. **Sufficiency of financial assistance given to beneficiaries**

In order to prepare for the Mains examination after clearing the beneficiaries are provided with very less time. There is hardly duration of 120-130 days between results of pre examinations and conducting of mains examination of UPSC examinations. A similar pattern is followed in state PSCs also. The Ministry intends to provide the benefits within the stipulated time frame. However, during the in depth discussion the respondents seemed to be satisfied with the amount of the financial assistance, but were clearly unhappy with the time taken by the Ministry to complete the process. Several respondents clearly stated that Ministry does not provide sufficient time to reap the benefits of the financial assistance provided to them.

vi. **Effectiveness of structure, design and implementation mechanism of the scheme**

The scheme provides direct benefit transfer to the selected candidates, reducing the time taken for providing the financial assistance to the beneficiaries. The scheme targets 5100 beneficiaries per year to maximize the benefits received by the minority communities. The prevailing single installment disbursement of the financial assistance makes the process easy and quick. However, during the in depth focus group discussion with the beneficiaries; respondents were of the view that the scheme is rendered ineffective in case of late disbursement of the financial assistance. The beneficiaries clearly stated that even the solid structure, design and implementation of the scheme are of little use to the beneficiaries if the financial assistance is not provided timely.

vii. **Present income ceiling as a eligibility criteria for consideration under the scheme**

The scheme guidelines mention 8 Lakhs as the maximum limit of annual household income in order to avail benefits under the scheme. The beneficiaries are required to produce income certificate issued by local district authorities while applying for benefits under the scheme. The Ministry while accepting the applications has to make sure that a copy of the income proof is attached along with other required documents. During the in depth discussion with the students regarding the admission process, all the students admitted on submitting the income certificate during the admission process, and unanimously were of the view that the current income ceiling is suitable. However during the VC it was observed that a handful of students were using latest high end gadgets for the discussion. From this observation it was felt that few students belonging to a higher income category might be taking benefits under the scheme.

viii. **Any overlap with other existing schemes**

The scheme Nai Udaan, aims to provide financial support to the minority candidates clearing prelims conducted by UPSC/SSC/State PSC to equip them to compete for civil

services in Union and the state governments. The scheme provides financial support to notified minority students who cleared the prelims examination in selected competitive examinations. The design and implementation mechanism of the scheme is very unique and distinct. Although, the scheme is similar to Naya Savera scheme of MoMA, as both the schemes have same target groups, but the scheme Nai Udaan gives direct benefit transfer to the beneficiaries who have already cleared the prelim examination of various examinations, unlike Naya Savera. Hence, we can say that the scheme has no overlaps.

ix. **Improvement in the outreach of the scheme.**

Despite the efforts made by the Ministry, the scheme Nai Udaan is unable to reach even 50% of its target. During the in depth discussion with the beneficiaries, the study team observed that a major proportion of the participants admitted that they got to know about the scheme from their friends. Very limited number of participants got information through the website of the MoMA, the participants were of the view that Ministry should use latest modes social media among other modes to increase the participation. The participants admitted that there are large pool of eligible candidates who miss out on such beneficial schemes since no special efforts were made on the part of the Ministry to improve the outreach of the scheme. During the in depth focused group discussion, the beneficiaries acknowledged the lack of awareness among the minority communities as the major roadblock in the improvement of the outreach of the scheme.

5.2 Externalities

- i. **Looking beyond financial support:** The scheme-‘Nai Udaan’ needs to broaden its objective by not only providing financial support but also place continued and equal focus on guidance, mentoring, capacity building as required by the beneficiary candidate after qualifying the Prelims examination. The programme must also provide for personal and professional growth through workshops, customized training courses, modules, etc.
- ii. **Developing a re-entry provision:** Since the scheme under study involves people from the marginalized background, there is a need to have a re-entry plan and sustained support in place post the scholarship tenure to manage the expectations of the individuals, community and society and also mitigate any reverse cultural shock.
- iii. **Personal growth and enhanced status:** The scheme has immense potential in maximizing the impact at the individual as well as the national level. This can be achieved by enhancing exposure, greater access to networks, promote diversity and also helping participants acquire new fields. This can help in enhancing the social status of the participants through increased social networks which can fast track their careers.

- iv. **Contribution to issues and society:** There should be a transparent and appropriate evaluation of the performance of the individuals in carrying out research work. Although independent interests among the individuals should be promoted, a sense of contribution to issues that matters to the society needs to be inculcated among the fellows. Their research work should aim at contributing to the agents of change even after the duration of the fellowship during which the fellows stay connected to social justice, foster innovation, play a role in programmes and policies and continue to give back to their organizations and society at large.
- v. **Personal growth and enhanced status:** The scheme has immense potential in maximizing the impact at the beneficiary as well as the social level. This can be achieved by enhancing exposure, greater access to resources (e-books/e-library), and also helping participants acquire new skills. This can help in enhancing the social status of the participants through increased social networks which can fast track their careers.

6. CONCLUSION

6.1 Issues and Challenges

- i. Under the Nai Udaan scheme, the government should ensure the modern communication technology for communication and interaction with the beneficiaries. This shall act as an effective intervener between the stakeholders of the scheme.
- ii. MoMA needs to strengthen the scheme objectives to ensure the quality of the candidates shortlisted under the scheme.
- iii. The information about the Scheme ‘Nai Udaan’ was not necessarily publicized on the University/Institute websites/notice boards. The role of Central/State govt. in scaling up the coverage of the Scheme was not found up to the mark, as the information about the scheme was shared by only a limited number of university/institute representatives.
- iv. No acknowledgement provided to the candidates who have qualified the prelims regarding the status (receiving and processing) of their application.
- v. Ministry does not have any provision for timely notification for rejection of the application to the candidates. This keeps the applicants in ambiguity regarding the status of their application.
- vi. The list of candidates shortlisted for providing the financial assistance under the Scheme Nai Udaan is issued late than its appropriate time. Completing the process on faster pace will help in achieving the objectives of the Scheme and will attract more number of beneficiaries.

- vii. Late issuance of the list of candidates shortlisted further delays the DBT of funds to the bank accounts of the beneficiaries. Many a times it is done after the Mains examination has already been conducted, resulting in improper usage of the funds provided.
- viii. The selection criteria for the scheme is “First-cum-first-serve” basis, which needs to be revamped to attract more number of beneficiaries as this criteria reduces the chances of selection of more deserving candidates.
- ix. The Scheme was found attracting an insufficient number of potential beneficiaries due to its below-average publicity outreach. It has been reported that most of the beneficiaries covered got information from their seniors or friends.
- x. Despite the target of 5100 beneficiaries, only 1539 number of beneficiaries were benefitted from the scheme in the year 2019-20. A similar trend has been observed in past few years. This results in under utilization of funds earmarked for the scheme.
- xi. There is no record of the success rate of the candidates who received the benefit under the scheme during past years. This makes it difficult to capture the change made by the scheme.
- xii. No grievance redressal mechanism for addressing the issues and complaints of the beneficiaries.

6.2 Vision for the Future

- i. To revise and reframe the objectives, coverage, provisions of the scheme to achieve the Sustainable Development Goal (SDG) goal no. 8 i.e. “Decent work and economic growth” and SDG goal 10 which aims at reducing inequality and progressively achieving and sustaining income growth of the bottom 40 per cent of the population at a rate higher than the national average and to empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status, by 2030.
- ii. To achieve the objectives of equality and social welfare of the minority communities, the educational and economic interests of the target groups need to be protected. The scheme should deepen its coverage to maximize the impact across the targeted beneficiaries in terms of perceptible changes in the socio-economic standards.
- iii. The scheme should continue to function while unlocking the more educational opportunities by providing the necessary financial assistance in the form of scholarship opportunities. Given the growing demand of the fellowship, the number of fellowships offered under the scheme should be gradually increased.

- iv. The States should be placed heightened importance to implement the scheme more intensively. This will also spread awareness of the scheme across the communities.
- v. As far as the long term vision of the scheme is concerned, the scheme should aim at greater inclusivity in terms of extending the benefits of the scheme to a greater number of the targeted beneficiaries across the states.

6.3 Recommendation for Scheme with Reasons

The scheme 'Nai-Udaan' has effectively provided financial assistance to the beneficiary candidates for preparation of specified exams. With improved outreach, efficient fund utilization and beneficiary candidates finding the financial assistance under the Scheme being beneficial to them. **The study team recommends the scheme to be continued but in revised form.** Following concerns may be considered to further the outreach and effectiveness:

1. **Timely remittance of financial assistance:** The study team proposes that financial assistance under the scheme should be provided before the Mains examination to ensure stress free preparation and realize the objective of the scheme. This would enhance the success rate of the beneficiary candidates in the Mains examination.
2. **To improve the coverage of beneficiaries for different exams:** The guidelines of the scheme specify that every year up to 5100 candidates will be given financial support across the country on fulfilling the eligibility criteria till the budget allocation is exhausted. However, the data available on the beneficiary minority candidates reveals that only 1539 candidates availed the financial assistance. This implies that only 30% of target has been covered which need serious consideration. It could be because of many factors like low awareness levels, lack of wide publicity, lack of eligible students, etc.
3. **Provision to provide the assistance at least twice (Case Specifically):** There should be a provision to provide the assistance at least twice if the applicant clears the prelims examination for a higher grade examination than the one for which he earlier received the assistance.
4. **Restructure the unutilized quota:** The guidelines specify that in case of non-availability of the candidates of a particular community/exam, the utilized quota of that particular community/exam may be transferred to eligible candidates belonging to other communities/exams through a periodic review. This needs a thorough follow up action to analyze the number of applications received community wise for availing the assistance, to restructure the unutilized quota.

5. **To expand the examination categories under the scheme:** Many of the minority community population without adequate education do not fulfil the eligibility criteria for the financial assistance. To increase the coverage of the scheme, stipulated time frame could be fixed to extend financial assistance Grade “C” examinations.
6. **To focus on divyangjan beneficiary participation:** The Ministry can provide a fix number of seats to divyangjan from minority communities in order to improve their participation. The Ministry can also include divyangjan from majority community in order to boost their morale.
7. **Grievance Redressal Mechanism:** An effective grievance redressal mechanism ensures transparency and accountability. Such a mechanism which builds the trust of the beneficiary seems to be missing. There is a need for a robust mechanism which is responsive to all the queries/clarifications of the beneficiaries.
8. **Capacity Building of beneficiary candidates:** The scheme should aim at building capacity and leadership skills over and above providing financial support. As capacity building would improve the accessibility and knowledge/awareness of the beneficiaries and will also help in reducing the disciplinary difference. This would lead candidates/awardees under the scheme to build upon their potential to qualify the upcoming Mains examination or may be some other examination in future to create a long term positive affect
9. **Career paths and job market awareness** need to be effectively made available to the targeted beneficiaries. This shall ensure that the scheme entails benefits to the beneficiaries in terms of providing opportunities in the job market and opening new horizons in their career prospects.
10. **Digitized awareness programs:** With the increasing advent of technology and the deepening of digital infrastructure across several parts of the country, the awareness aspect of the scheme along with the mode of application should be gradually digitized by means of social media platforms.
11. **Ease of access to e-books/e-library:** The beneficiary candidates should be provided with the free access of e-books/e-library to improve the availability of books and study material as required for preparation for the specified exams.

GUIDELINES OF THE SCHEME

“Nai Udaan- Support for minority students clearing prelims conducted by Union Public Service Commission, State Public Service Commissions and Staff Selection Commission.

**Nai Udaan – Support for minority students clearing prelims conducted by Union
Public Service Commission, State Public Service Commissions and Staff
Selection Commission.**

(Revised Guidelines Effective from 01.04.2019)



GOVERNMENT OF INDIA
MINISTRY OF MINORITY AFFAIRS

Government of India
Ministry of Minority Affairs

Scheme and Guidelines for implementation of the scheme of Nai Udaan – Support for minority students clearing prelims conducted by Union Public Service Commission, State Public Service Commissions and Staff Selection Commission.

Nai Udaan

1. Background and Justification of the Scheme: National Commission on Religious and Linguistic Minorities in its report has highlighted that all communities and groups should have equal share in economic opportunities and employment. It envisages proactive measures for those communities that lag behind and become increasingly marginalized. Hence interventions in the form of Government programs need to help these communities, with earmarking of targets on (1) Self- employment and Wage employment and (2) Recruitment to State and Central Services.

2. Objectives

The objective of the Scheme is to provide financial support to the minority candidates clearing prelims conducted by Union Public Service Commission, Staff Selection Commission and State Public Service Commissions to adequately equip them to compete for appointment to Civil Services in the Union and the State Governments and to increase the representation of the minority in the Civil

Services by giving direct financial support to candidates clearing Preliminary Examinations conducted by Union Public Service Commission (UPSC); State Public Service Commissions (SPSCs) for Group A and B (Gazetted and non-Gazetted posts Staff Selection Commission (Combined Graduate Level), CAPF for Group 'B'(Non Gazetted posts).

3. Implementing Agency and Eligibility: Ministry of Minority Affairs will be the implementing agency and only candidates belonging to notified Minority Communities who clear the Prelim examinations conducted by UPSC; SPSC or SSC etc. and fulfill all other eligibility criteria and conditions will be considered for financial support under the scheme. Eligibility criteria and conditions of the Scheme will be as follows:

- i) The candidate should belong to one of the Minority Communities notified under Section 2 (C) of National Commission for Minorities Act, 1992 and should have passed any of the Prelim exams conducted by UPSC, SPSC or SSC listed at Para 5 of the scheme.
- ii) Total family income of the candidates from all sources should not exceed Rs. 8.0 lakh per annum.
- iii) The financial support can be availed by a candidate only once. The candidate will not be eligible to benefit from any other similar Scheme of the Central or State Governments /UT Administrations. In case the candidate decides to opt for other Schemes; he/she will have to forgo the claim from this Ministry and refund the amount if already availed with 10% interest. He / she needs to give an affidavit to the effect, that he /she is not availing such benefit from any other source.

4. Procedure:

Eligible candidates may apply online through the portal i.e. www.naiudaanmoma.gov.in for availing of the benefit under the Scheme within one month from the date of declaration of result along with all requisite documents. However, Selection Committee can also consider applications received even after one month time.

5 Cost/Number of Beneficiaries:

Every year up to 5100 candidates will be given financial support under the scheme throughout the country on fulfilling the eligibility criteria till the budgetary allocation is exhausted. Selection of the candidates will be based on first-come-first-serve basis in case of limited number of slots available for any particular community/Exam. The distribution of slots is based on the data of Census, 2011. The Exam wise, physical distribution of benefits to different notified minority communities will be as follows:

Name of Exam	Community wise quota						
	Muslims	Christians	Sikhs	Buddhists	Jains	Parsis	Total
UPSC (Civil Service, Indian Engineering Service & Indian Forest Service)	219	36	24	10	9	2	300
State PSC (Gazetted)	1460	240	160	66	60	12	2000
SSC (CGL) & (CAPF)	1460	240	160	66	60	12	2000
State PSC (Graduate level) (Non-Gazetted)	584	97	64	26	25	4	800
Total	3723	613	408	168	154	30	5100

In case of non availability of candidates of particular community/exam, the unutilized quota of that particular community/exam may be transferred to eligible candidates belonging to other community/ies/exams. Periodicity of review will be decided by Ministry.

The rate of financial assistance will be as under:

S. No.	Exam	Rate of Financial Assistance
1	UPSC (Civil Services, Indian Engineering Services & Indian Forest Services)	1,00,000
2	State PSC (Gazetted)	50,000
3	SSC (CGL) & (CAPF-Group B)	25,000
4	State PSC (Graduate level) (Non-Gazetted)	25,000

The revised rates will be applicable for the applications received on or after 1st April 2019 during 2019-20.

6. Terms and Conditions for Candidates

- i) The candidate should submit the proof of passing the exam for which he has applied for availing the benefit under the scheme.

- ii) The candidate should submit relevant Admit Card/Roll Number slip, and documentary proof in support of qualifying the exams and any other document sought by the Ministry.
- iii) The candidate should submit a certificate of annual income of the family from all sources issued by Competent Authority in State/UT.

7. Conditions for payment of financial assistance to the Candidates

1. The financial benefit will be given to the candidate only once and for one examination only i.e. if a candidate qualifies Combined Graduate Level Prelims Exam conducted by SSC and simultaneously qualifies prelims exam of Civil Service conducted by UPSC, the financial benefit will be given for only one exam.
2. Payment of financial benefit may be linked with Aadhar Number if available. In this regard, Gazetted Notification S.O. 2410 (E) dated 14th June, 2017 under Section-7 of Aadhar (Targeted Delivery of Financial and Other Subsidies, Benefits and Services) Act, 2016 (18 of 2016) published dated July 31, 2017 may be referred.
3. In case of non availability of candidates of particular community, the unutilized quota of that particular community may be transferred to eligible candidates belonging to other community/ies/exams.
4. A mechanism of getting Feedback of beneficiaries may also be developed to assess its impact.
5. Candidates who have availed the benefit of this Scheme shall not be eligible to avail the benefit of free coaching for Civil Services (Mains) conducted by UPSC/ SSC/State PSCs etc.
6. Payment of financial benefit may be given in one instalment. However, the candidates have to inform the Ministry about the outcome/result of Mains Exam through e-mail.

8. Funding Pattern:

100% financial support will be provided to the selected candidates through Ministry of Minority Affairs as this is a Central Sector Scheme (CSS). Payment will be made through Direct Benefit Transfer (DBT) mode.

9. Procedure for Selection of the candidates:

Applications received from the applicants will be scrutinized in the Ministry and will be placed before the following committee for selection of eligible applicants for financial assistance under the scheme:

a	Additional Secretary/Joint Secretary (Minority Affairs:	Chairperson
b	Deputy Secretary(DS)/Director (Finance)	Member
c	Representative from DoPT not below the rank of Director/DS;	Member
d	Representative from Ministry of HRD not below the rank of Director/DS;	Member

e	Representative from UGC not below the rank of Director/DS;	Member
f	Director Incharge of scheme/Deputy Secretary/Under Secretary (Minority Affairs)	Convener

The decision of Selection Committee/Evaluation Committee in regard to selection of students for providing financial assistance under the scheme shall be final and no appeal would lie against any decision by the Committee in regard thereof, except as provided under law in force.

10. Administrative Expenses

The Ministry shall be permitted to set aside upto the extent of 5% of the annual allocation under this scheme to meet administrative expenditure towards engagements contractual staff and to conduct workshop and conferences. Workshop & conferences will also include functions organized by the Ministry for popularizing and promoting the scheme by way of showcasing successful entrepreneurs/beneficiaries. Cost will include all expenses towards conducting and organizing the event including TA/DA and miscellaneous expenses.

11. Monitoring and Evaluation Mechanism:

A monitoring mechanism would be put in place to see that there is timely disbursement of amount through the concerned banks so that the selected students do not suffer due to delay. Evaluation of the scheme will be taken up after 3 years of its implementation through an independent and specialized agency. Impact assessment will be conducted towards the end of next three financial years i.e. 2017-18 to 2019-20.

RESEARCH TOOLS

Indian Institute of Public Administration, New Delhi

Project: Evaluation of Scheme “Nai Udaan”

Commissioned by: Ministry of Minority Affairs, GOI

Interview schedule for beneficiary:

Section-1 Basic Details

1. Full Name
2. Gender
 - a. Male
 - b. Female
 - c. Transgender
3. Date of Birth
4. Mobile No.
5. E-mail Id
6. State
 - a. West Bengal
 - b. Maharashtra
 - c. Jammu & Kashmir
 - d. Uttar Pradesh
 - e. Tamil Nadu
 - f. Assam
7. District
8. Location
 - a. Rural
 - b. Urban
9. Address
10. Physical Status
 - a. Abled
 - b. Divyangjan
11. Marital status
 - a. Married
 - b. Bachelor
 - c. Separated
 - d. Widowed
12. Highest educational qualification
 - a. B.A
 - b. B.Sc.
 - c. B.Com
 - d. BCA
 - e. B.Tech

- f. M.A
 - g. M.Sc.
 - h. M.Com
 - i. MCA
 - j. M.Tech
 - k. Other, please specify
13. Minority community
- a. Muslim
 - b. Christian
 - c. Sikh
 - d. Buddhists
 - e. Jains
 - f. Parsis
14. Occupation of Father
- a. Informal labour
 - b. Private Employee
 - c. Agriculture & Livestock
 - d. Self Employed or Entrepreneur
 - e. Government Employee
 - f. Other, please specify
15. Occupation of Mother
- a. Informal labour
 - b. Private Employee
 - c. Agriculture & Livestock
 - d. Self Employed or Entrepreneur
 - e. Government Employee
 - f. Home-maker
16. Educational qualification of Father
- a. Illiterate
 - b. Primary
 - c. Upper Primary
 - d. Secondary
 - e. Higher Secondary
 - f. Graduate and above
17. Educational qualification of Mother
- a. Illiterate
 - b. Primary
 - c. Upper Primary
 - d. Secondary
 - e. Higher Secondary
 - f. Graduate and above
18. Household income-monthly
- a. Less than 20,000
 - b. 20,000 -40,000
 - c. 40,000 -60,000
 - d. Above 60,000
19. Monthly expenditure
- a. Less than 20,000
 - b. 20,000 -40,000
 - c. 40,000 -60,000
 - d. Above 60,000
20. Household size

- a. Less than 4
 - b. 4-6
 - c. 6 and above
21. Which of the following examinations are you preparing for?
- a. UPSC (Civil Services, Indian Engineering Services & Indian Forest Services)
 - b. State PSC (Gazetted)
 - c. State PSC (Non-Gazetted) (Graduate Level)
 - d. SSC (CGL) & (CAPF)
 - e. None of the above

Section-2 Thematic Issues

22. How did you get to know about the Scheme?
- a. Print Media
 - b. Website of Ministry
 - c. Government Website
 - d. State Government Website
 - e. College Notice Board
 - f. Other, please specify
23. Are you aware of any other similar Scheme like Nai Udaan?
- a. Yes
 - b. No
24. If yes, spell out the names of such Schemes.
25. Did financial assistance help you qualifying the examination?
- a. Yes
 - b. No
 - c. Negligible
26. Had you not received the assistance, what would have been your response in arranging resources to prepare for the examination?
- a. Dependent on household
 - b. Did not have coaching
 - c. Borrowed money from a friend/relative
 - d. Other, please specify
27. Did the financial assistance provided under scheme "Nai Udaan" impact Self-Employment?
- a. Yes
 - b. No
28. If yes, to which extent did the financial assistance impact Self-Employment?
- a. To a limited extent
 - b. To some extent
 - c. To a considerable extent
 - d. To a great extent
29. Did the preparation impact Self-Employment?
- a. Yes
 - b. No
30. If yes, to which extent did the preparation impact Self-Employment?
- a. To a limited extent
 - b. To some extent

- c. To a considerable extent
 - d. To a great extent
31. Did the financial assistance provided under scheme "Nai Udaan" impact Wage-Employment?
- a. Yes
 - b. No
32. If yes, to which extent did the financial assistance impact Wage-Employment?
- a. To a limited extent
 - b. To some extent
 - c. To a considerable extent
 - d. To a great extent
33. Did the preparation provided under scheme "Nai Udaan" impact Wage-Employment?
- a. Yes
 - b. No
34. If yes, to which extent did the preparation provided under scheme "Nai Udaan" impact Wage-Employment?
- a. To a limited extent
 - b. To some extent
 - c. To a considerable extent
 - d. To a great extent
35. Do you find the financial assistance given under the scheme sufficient?
- a. Yes
 - b. No
36. If no, to the tune of what percentage it needs revision?
- a. 20%
 - b. 40%
 - c. 60%
 - d. Above 60%
37. Are you in agreement with the Annual Income Ceiling prescribed under this scheme?
- a. Yes
 - b. No
38. If no, what percentage of Income Ceiling Criteria needs revision?
- a. 30%
 - b. 40%
 - c. 60%
 - d. Above 60%

Section-3 Procedural Issues

39. Whether the window for the scheme on the Ministry website is seamless?
- a. Yes
 - b. No
40. How would you rate the user-friendliness of the website?
(On the scale of 1 to 5, 5 being very friendly and 1 being unfriendly)
41. How many attempts did you take to fill the form completely?
- a. 1
 - b. 2
 - c. 3

- d. 4
 - e. More than 4
42. How long website took to load the page?
- a. Less than 1 minute
 - b. 1 minute
 - c. More than 1 minute
 - d. More than 5 minute
 - e. Very Slow
43. Did the Scheme bring any change in-
- a. Confidence
 - b. Motivation
 - c. Curiosity
 - d. All of the above
 - e. No Major Change
44. Was the processing of the financial assistance hassle-free?
- a. Yes
 - b. No
45. If no, at what level did you face the challenges?
- a. Short listing
 - b. Disbursement to bank
 - c. Disbursement from bank
 - d. Large distance of your household from the bank
46. What was the response of the bank when you received the assistance?
- a. Motivating
 - b. Discouraging
 - c. Indifferent
 - d. Other, please specify
47. How long it took for remitting the financial assistance to you?
- a. Less than 3 Months
 - b. More than 3 months but less than 4 months
 - c. More than 4 months
48. For what purpose, was this assistance actually used by you?
- a. Preparation for Mains Exam
 - b. Preparation for Interview
 - c. Preparation for next attempt
 - d. Other
49. If other, please specify other purposes.
50. Does the amount come in one instalment?
- a. Yes
 - b. No
51. Did you face any difficulty in collecting remittance from the bank?
- a. Yes
 - b. No
52. If yes, what kind of difficulty did you face?
- a. Not informed for collecting the disbursement
 - b. Bank personnel took more time (days) in disbursing the aid
 - c. Rent seeking attitude of bank personnel
 - d. Denial of co-operation

e. Other, please specify

Section-4 Pre Scheme

(Note: Answer the questions as per the condition before availing the financial assistance)

53. Family Income -monthly

- a. Less than 20,000
- b. 20,000 -40,000
- c. 40,000 -60,000
- d. Above 60,000

54. Monthly expenditure

- a. Less than 20,000
- b. 20,000 -40,000
- c. 40,000 -60,000
- d. Above 60,000

55. Marital status

- a. Married
- b. Bachelor
- c. Separated
- d. Widowed

56. Household size

- a. Less than 4
- b. 4-6
- c. 6 and above

57. Location

- a. Urban
- b. Rural

58. Highest educational qualification

- a. B.A
- b. B.Sc.
- c. B.Com
- d. BCA
- e. B.Tech
- f. M.A
- g. M.Sc.
- h. M.Com
- i. MCA
- j. M.Tech
- k. Other, please specify

59. Expenditure on books

- a. Less than 5,000
- b. 5,000-8,000
- c. 8,000-10,000
- d. Above 10,000

60. How confident were you with the preparation?

- a. Not at all confident
- b. Somewhat confident
- c. Neutral
- d. Somewhat not confident

- e. Extremely confident
61. Did you have coaching (offline/online mode) for clearing the prelim examination?
- a. Yes
 - b. No
62. If yes, how did you manage expenditure incurred in preparation?
- a. Financial support from parents
 - b. Worked part-time to manage expenses
 - c. Borrowed money from friends/relatives
 - d. Credit from financial institutions
 - e. Other, please specify
63. If no, why did you not join coaching?
- a. Preparing on your own
 - b. Financial inability
 - c. Pre-occupied with job
 - d. Not aware of “Nai Udaan” Scheme
 - e. Other, please specify
64. Whether you opted for separate rental accommodation for studies during the preparation?
- a. Yes
 - b. No
65. Did you have sufficient books for exam preparation?
- a. Yes
 - b. No
66. If yes, how did you manage the expenditure on books, during preparation?
- a. Financial support from parents
 - b. Financial support from relatives/friends/ close associate
 - c. Worked part-time to manage expenses
 - d. Educational loan
 - e. Other, please specify
67. How many hours did you spend on daily basis during preparation for Prilims?
- a. 3 hours
 - b. 4 hours
 - c. 5 hours
 - d. More than 5 hours
68. What difficulties did you face during the preparation?
- a. Very vast syllabus
 - b. Lack of time and space
 - c. Lack of facilities
 - d. Lack of motivation and confidence
 - e. No difficulties faced
 - f. Other, please specify
69. How are you feeling after clearing the prelim examination?
- a. Not satisfied
 - b. Satisfied
 - c. Partially satisfied
 - d. Very much satisfied
 - e. Considerably satisfied

Section 5- Post Scheme

(Note: Answer the questions as per the condition after availing the financial assistance, clearly indicating the change)

70. Family income –monthly
 - a. Less than 20,000
 - b. 20,000 -40,000
 - c. 40,000 -60,000
 - d. Above 60,000
71. Monthly expenditure
 - a. Less than 20,000
 - b. 20,000 -40,000
 - c. 40,000 -60,000
 - d. Above 60,000
72. Marital status
 - a. Married
 - b. Bachelor
 - c. Separated
 - d. Widowed
73. Household size
 - a. Less than 4
 - b. 4-6
 - c. 6 and above
74. Location
 - a. Urban
 - b. Rural
75. Highest educational qualification
 - a. B.A
 - b. B.Sc.
 - c. B.Com
 - d. BCA
 - e. B.Tech
 - f. M.A
 - g. M.Sc.
 - h. M.Com
 - i. MCA
 - j. M.Tech
 - k. Other, Please specify
76. Expenditure on books
 - a. Less than 5,000
 - b. 5,000-8,000
 - c. 8,000-10,000
 - d. Above 10,000
77. How confident are you with the preparation of Mains examination?
 - a. Not at all confident
 - b. Somewhat confident

- c. Neutral
 - d. Somewhat not confident
 - e. Extremely confident
78. Do you like to have coaching (offline/online mode) for clearing the Mains examination?
- a. Yes
 - b. No
79. If yes, how you managed expenditure incurred in preparation?
- a. Financial support from parents
 - b. Worked part-time to manage expenses
 - c. Borrowed money from friends/relatives
 - d. Credit from financial institutions
 - e. Other, please specify
80. If no, why are you not joining coaching?
- a. Preparing on your own
 - b. Financial inability
 - c. Pre-occupied with job
 - d. Not aware of “Nai Udaan” Scheme
 - e. Other, please specify
81. Do you like to opt for separate rental accommodation for studies during the preparation?
- a. Yes
 - b. No
82. Do you have sufficient books for exam preparation?
- a. Yes
 - b. No
83. If yes, how you managed the expenditure on new books (for Mains), during preparation?
- a. Financial support from parents
 - b. Financial support from relatives/friends/ close associate
 - c. Worked part-time to manage expenses
 - d. Other, please specify
84. How many hours are you spending on daily basis during preparation for examination?
- a. 3 hours
 - b. 4 hours
 - c. 5 hours
 - d. More than 5 hours
85. What difficulties are you facing during the preparation?
- a. Very vast syllabus
 - b. Lack of time and space
 - c. Lack of facilities
 - d. Lack of motivation and confidence
86. How are you feeling after receiving the assistance?
- a. Not satisfied
 - b. Satisfied
 - c. Partially satisfied
 - d. Very much satisfied
 - e. Considerably satisfied

Section 6 – Suggestions

87. Any suggestion(s) to increase the bandwidth of the Scheme?
88. Any recommendation(s) to improve the effectiveness of the Scheme?

Interview schedule for Ministry

Indian Institute of Public Administration, New Delhi
Project: Evaluation of Scheme of NAI UDAAN
Commissioned by: Ministry of Minority Affairs, Govt. of India.

Interview schedule for Ministry:

- 1 What is the total number of minority community applications received in last 3 years? _____

2	What % of total number of applications received belong to notified Minority communities	Minority Community (%)					
		Muslim	Christian	Sikh	Jain	Parsis	Buddhist
	2016-17						
	2017-18						
	2018-19						
	2019-20						

- 3 In case of non availability of candidates of particular community, what number of the unutilized quota of that particular community transferred to eligible candidates belonging to other community/ies/exams?

4	What % of applications shortlisted belong to notified Minority communities	Minority Community (%)					
		Muslim	Christian	Sikh	Jain	Parsis	Buddhist
	2016-17						
	2017-18						
	2018-19						
	2019-20						

- 5 What was the mechanism for short listing the candidates?
- 6 What is the total number of applicants informed the ministry about the outcome/result of Mains exam through E-mail.
- 7 As per the guidelines, the financial assistance is given once for only one exam. How the applications are analysed in this concern?
- 8 How the slot of 5100 candidates is finalised for providing financial assistance?

Interview schedule for UPSC

Parsis	Buddhist

Parsis	Buddhist

Parsis	Buddhist

Parsis	Buddhist

Indian Institute of Public Administration, New Delhi
Project: Evaluation of Scheme of NAI UDAAN
Commissioned by: Ministry of Minority Affairs, Govt. of India

Interview schedule for UPSC

1. What is the total number of applications received for UPSC (Civil Services, Indian Engineering Services & Indian Forest Services) examination in last 3 years? _____

What is the total number of applications received belong to-	Minority Community			
	Muslim	Christian	Sikh	Jain
2016-17				
2017-18				
2018-19				

2. Out of total number of minority community applicants, what number of applicants qualified the prelims examination in last 3 years?

What number of applicants qualified the prelims examination belonged to-	Minority Community			
	Muslim	Christian	Sikh	Jain
2016-17				
2017-18				
2018-19				

3. Out of total number of minority community applicants qualified prelims examination, what number cleared the Mains examination in last 3 years?

What number of minority community applicants cleared the Mains examination belonged to-	Minority Community			
	Muslim	Christian	Sikh	Jain
2016-17				
2017-18				
2018-19				

4. Out of total number of applicants clearing Mains examination, what % of applicants cleared the interview in last 3 years?

What number of minority community applicants cleared the interview belonged to	Minority Community			
	Muslim	Christian	Sikh	Jain
2016-17				
2017-18				
2018-19				

Interview schedule for State PSC (Gazetted) (Non-Gazetted) (Graduate Level) :

Indian Institute of Public Administration, New Delhi
Project: Evaluation of Scheme of Naya Savera
Commissioned by: Ministry of Minority Affairs, Govt. of India

Interview schedule for State PSC (Gazetted) (Non-Gazetted) (Graduate Level)

1. What is the total number of minority community applications received for State PSC examination in last 3 years?

FY	Minority Community					
	Muslim	Christi an	Sikh	Jain	Parsi s	Buddhi st
2016-17						
2017-18						
2018-19						

2. Out of the total number of applicants, what number of minority community applicants qualified the prelims examination in last 3 years?

FY	Minority Community					
	Musli m	Christi an	Sikh	Jain	Par sis	Buddhi st
2016-17						
2017-18						
2018-19						

3. Out of total number of applicants qualified prelims examination, what number of minority community applicants qualified the Mains examination in last 3 years?

FY	Minority Community					
	Musli m	Christi an	Sikh	Jain	Par sis	Buddhi st
2016-17						
2017-18						
2018-19						

4. Out of total number of applicants, what number of minority community applicants reached to the final result in last 3 years?

FY	Minority Community (%)					
	Musli m	Christi an	Sikh	Jain	Par sis	Buddhi st
2016-17						

2017-18							
2018-19							

Interview schedule for SSC (CGL) & (CAPF) :

Indian Institute of Public Administration, New Delhi
Project: Evaluation of Scheme of NAI UDAAN
Commissioned by: Ministry of Minority Affairs, Govt. of India
Questionnaire for SSC (CGL) & (CAPF) :

1. What is the total number of applications received for SSC (CGL) & (CAPF) examination in last 3 years?

What number of minority community applications received in last 3 years belong to-	Minority Community					
	Muslim	Christian	Sikh	Jain	Parsis	Buddhist
2016-17						
2017-18						
2018-19						

2. Out of total number of minority community applicants, what number of applicants qualified the tier-I examination in last 3 years?

What number of applicants qualified the prelims examination in last 3 years belonged to-	Minority Community					
	Muslim	Christian	Sikh	Jain	Parsis	Buddhist
2016-17						
2017-18						
2018-19						

3. Out of total number of applicants qualified tier-I examination, what number of applicants cleared the tier-II exam in last 3 years?

What number of minority community applicants cleared the Mains examination in last 3 years belonged to-	Minority Community					
	Muslim	Christian	Sikh	Jain	Parsis	Buddhist
2016-17						
2017-18						
2018-19						

4. Out of total number of applicants clearing tier-II examination, what number of minority community applicants cleared the tier-III exam in last 3 years?

What number of minority community applicants cleared the interview in last 3 years belonged to	Minority Community (%)					
	Muslim	Christian	Sikh	Jain	Parsis	Buddhist
2016-17						
2017-18						
2018-19						

Information provided by TNPSC regarding Tamil Nadu State PSC qualified candidates dated 20.10.2020

Indian Institute of Public Administration, New Delhi						
Project : Evaluation of Scheme of Naya Savera						
Commissioned by : Ministry of Minority Affairs, Government of India						
1. <u>What is the total number of minority community applications received for State PSC examination in last 3 years?</u>						
YEAR	Minority Community					
	Muslim	Christian	Sikh	Jain	Parsis	Buddhist
2016	45065	87820	1	268	-	87
2017	72647	152742	2	399	-	126
2018	28602	58778	6	39	-	71
2019	53811	107205	15	-	-	85
2. <u>Out of the total number of applicants, what number of minority community applicants qualified the prelims examination in last 3 years?</u>						
YEAR	Minority Community					
	Muslim	Christian	Sikh	Jain	Parsis	Buddhist
2016	140	136	-	-	-	-
2017	37	14	-	-	-	-
2018	593	641	-	-	-	2
2019	390	394	-	-	-	1
3. <u>Out of total number of applicants qualified prelims examination, what number of minority community applicants qualified the Mains examination in last 3 years?</u>						
FY	Minority Community					
	Muslim	Christian	Sikh	Jain	Parsis	Buddhist
2016-17						
2017-18						

2018-19						
<u>4. Out of total number of applicants, what number of minority community applicants reached to the final result in last 3 years?</u>						
FY (Non Oral Tests posts only)	Minority Community (%)					
	Muslim	Christian	Sikh	Jain	Parsis	Buddhist
2016-17	254	166	0	0	0	0
2017-18	409	306	0	0	0	0
2018-19	6	31	0	0	0	0