

**SPATIAL INEQUALITIES IN THE WORKFORCE
STRUCTURE AMONG SCHEDULED CASTE
AND NON-SCHEDULED POPULATION**

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CERTIFICATE

I, Ruchika Singh, do hereby declare that the dissertation entitled 'Spatial Inequalities in the Workforce Structure among Scheduled Caste and Non-Scheduled Population' for the degree of Master of Philosophy is my bonafide work and may be placed before the examiners for evaluation.

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Chapter V

Occupational Structure

5.1 INTRODUCTION

Occupation has significant connections with caste organizations, but its importance to the system seems to be still an open question. The occupation of a caste is assumed to be as fundamental and as ancient as the social order itself.¹

The study of occupational structure of various social groups occupies an important position in the field of social geography. The social and economic development of any region depends on the number of persons who are economically active and the quality and regularity of their work. The proportion of economically active population in various occupations indicates the economic profile of various groups of society. The occupation depends upon the degree of economic development of a country. The occupational structure is one of the important indicators to look into the levels of economic development of any region. Many sociologists opined that the occupation of a person reflects his socio-cultural status. Occupational status is function of working population and economic activities. Occupation is one of the best indicators of class, because people tend to agree on the relative prestige they attach to similar jobs. Those at or near the top rung of the prestige ladder usually have the highest income, the best education, and most of the power.

It is not occupation as such which alone characterizes the castes. The vocation of a caste is one aspect of its way of life, possibly the most significant aspect; but even the earliest authorities did not hold that variations of occupation always meant variations of caste. Personality, virtue, and function are associated, and a change of one of these may not involve a coincident change of the others. It is, then, not that every occupation has a caste, but that each caste has an occupation or group of related occupations. The caste structure is fundamentally a labour structure, a system of

¹ D.G.Mandelbaum (1970), *Society in India*, vol.2, Change and Continuity, London: University of California Press, p. 60

interrelated services originating in specialized groups and traditionalized in a religious matrix.²

It is generally assumed that a community or a caste follows one occupation which is primary and traditional to it, from which most of them derive their identity and nomenclature, with two or three subsidiary occupations.³

The study pattern of change in occupation suggested that optimal occupational changes have occurred among artisans groups who moved away from their traditional occupation and there were instances when traditional occupation was abandoned or was pursued only as a subsidiary occupation and new occupation was taken up, particularly by smaller communities. The changes in occupation based on land and agriculture were not very marked; there was a growth in the number of landless and casual labourers. But this should not create an impression that large scale occupational changes took place all over India which upset traditional occupational structure.⁴

The range of occupations open to the men of any jati is now wider than it was at the beginning of the twentieth century, but many still follow their jati's traditional work, and many keep within the range of occupations open to those of their jati.⁵

5.2 SHARE OF WORKERS IN VARIOUS OCCUPATIONS

The table 5.1 shows the share of scheduled caste population and general population of working age group (15 to 59 ages), with the usual status + subsidiary status (us+ss), in the first three divisions of the National Classification Occupation (NCO), namely:

Division 1: Legislators, Senior Officials and Managers, which includes Legislators and Managers.

² D.G.Mandelbaum (1970), *Society in India*, vol.2, Change and Continuity, London: University of California Press, p.63-66

³ K. S Singh (1992), *People of India- An Introduction*, Calcutta: Anthropological Survey of India, p.86

⁴ *ibid.*

⁵ D. G. Mandelbaum (1970), *Society in India*, vol. 1, Continuity and Change, London: University of California press, p. 14-15

Division 2 & 3: Professionals and Associate professionals which includes Physical, Mathematical and Engineering Science Professionals and associate professionals, Life Science and Health Professionals and associate professionals, Teaching Professionals and associate professionals, Other Professionals and associate professionals.

These three types of the occupation are classified as the class 1 occupations as these occupations are more sophistic and require the high qualification and also they can occupies less number of people.

The table 5.1 shows that share of scheduled caste population in each of the category is less than the general population share. Total Scheduled caste population in class 1 occupations are just 6.26% while the share is high for general (21.55%). The share of legislators is low in both the social groups, but here comes the fact that the type of occupation like legislators have less number of jobs and thus occupy less number of people, but still the comparative figures shows that the scheduled caste are in lesser proportion with just 0.05% share of legislators. The share is more for the managers in both the groups with 8.75% of generals and 2.28% scheduled castes, and second high share for both groups is in other professionals and associates, and then comes the teaching professionals and associates.

The share of males are higher than the females for both the groups, with 2.47% male female gap in scheduled caste and 4.14% gap in general population. The share of scheduled caste males is 14% less than the generals, and also about same gap is among the SC females and general females. The share of males is high for the managers with 10.05% managers from general population and 2.73% from scheduled caste.

The rural and urban sectors shows marked variation with low participation from rural sector and comparatively high for the urban with striking difference between scheduled caste (4.09% rural and 15.55% urban) and general population (9.64% rural and 40.73% urban) share. For both the sectors the share of scheduled caste population is less than the general population in all the occupational categories. The rural sector has fewer shares from both social groups in all the occupational categories of class 1. Rural males of general population are more in the managers followed by the other professionals and then by teaching professionals, and the same is followed by the scheduled caste rural male but with less per cent share in comparison to the general

males. The scheduled caste rural females have the lowest share in each category of the class-1 occupations ranging from 0% legislators to 1.23% in teaching professionals and associates. In urban sector the share is more for the managers followed by the other professionals and also total share is high in all the categories with the salient difference in the share of both social groups with scheduled caste being low for all the occupational categories. In urban sector the share of scheduled castes is 15.55% in these occupations in total while for the general population it is 40.73%.

Across the gender and the sectoral distribution of working population in both the social groups, the females' share is less and it is further low for the scheduled caste females. The rural sector scheduled caste females have extreme low share just 3.09% in all the categories of occupation in class-1 type.

Table No 5.1: Share of scheduled caste and general population workers in class-1 types of occupations.

	Social Groups	Legislators and Senior Officials	Managers	Professionals and Associates-Engineering	Professionals and Associates-Health	Professionals and Associates-Teaching	Professionals and Associates-others	Class-1 Total
TOTAL	SC	0.05	2.28	0.43	0.55	1.37	1.58	6.26
	GEN	0.25	8.75	1.81	1.13	3.92	5.69	21.55
MALE	SC	0.06	2.73	0.58	0.53	1.12	1.99	7.01
	GEN	0.28	10.05	2.05	0.88	2.65	6.54	22.45
FEMALE	SC	0.02	1.27	0.09	0.57	1.95	0.64	4.54
	GEN	0.17	4.02	0.95	2.06	8.53	2.58	18.31
RURAL	SC	0.02	1.64	0.11	0.37	0.94	1.00	4.09
	GEN	0.09	4.06	0.26	0.52	2.56	2.17	9.64
RURAL MALE	SC	0.03	1.95	0.14	0.38	0.80	1.26	4.57
	GEN	0.10	4.75	0.32	0.45	2.14	2.64	10.40
RURAL FEMALE	SC	0.00	1.00	0.04	0.37	1.23	0.45	3.09
	GEN	0.06	1.98	0.06	0.72	3.80	0.76	7.39
URBAN	SC	0.16	5.02	1.78	1.28	3.23	4.06	15.55
	GEN	0.52	16.31	4.31	2.12	6.12	11.35	40.73
URBAN MALE	SC	0.17	5.64	2.19	1.13	2.33	4.73	16.19
	GEN	0.54	17.65	4.52	1.49	3.39	12.13	39.71
URBAN FEMALE	SC	0.15	2.91	0.38	1.80	6.35	1.79	4.54
	GEN	0.45	9.20	3.21	5.47	20.55	7.22	18.31

Source: Computed by author using NSS unit level data on employment and unemployment, 66th Round, Schedule 10, 2009-10.

The table 5.2, below shows the share of scheduled caste population and general population of working age group (15 to 59 ages), with the usual status + subsidiary status (us+ss), in the four divisions (division 4 to 8) of the National Classification Occupation (NCO), namely:

Division 4: Clerks. Division 5: Service Workers And Shop & Market Sales Workers, includes Personal and Protective Service Workers; and Models, Sales Persons and Demonstrators for the two digit level classification. *Division 6: Skilled Agricultural and Fishery Workers. Division 7: Craft And Related Trades Workers*, includes Extraction and Building Trades Workers; Metal, Machinery and Related Trades Workers Precision; Handicraft, Printing and Related Trades Workers; & Other Craft and Related Trades Workers. *Division 8: Plant And Machine Operators And Assemblers*, includes Stationary and Mobile-Plant Operators and Related Operators Drivers; & Machine Operators and Assemblers. These occupational categories are classified together as Class-2 occupations.

In both the sectors and gender the share of general population is more than the share of scheduled caste population. But here in class-2 occupations, the share of scheduled caste is more than the class-1. The share of scheduled caste is more in the Extraction and Building Trade occupation across the gender and sector. Scheduled caste population have more share as Precision, Handicraft, Printing & Trade Workers in rural sector and for rural males, while in urban sector scheduled castes shows greater share in Personal & Protective service workers (Travel Attendants, Guides and Related Workers and House Keeping and Restaurant Services), Other Crafts and Related Trade Workers, Stationary and Mobile Plant Operators, and Machine Operators and Assemblers.

The share of female workers in the class-2 occupations (in total) is more than the male workers of both the social groups. The share of female workers is more than males in the skilled agriculture and fishery across the sector and for both the social groups, the share of scheduled caste males for this occupation is 16.29% and for general males is 27.44%, while for the scheduled caste females the share is 27.10% and for general females it is 43.95%. But in this also the scheduled caste female workers share is less in comparison to general female workers share in the occupation

Table No 5.2: Share of scheduled caste and general population in class-2 types of occupations.

	Social Groups	Clerks	Personal & Protective service workers	Models, Sales Persons & Demonstrators	Skilled Agricultural and Fishery Workers	Extraction and Building Trade Workers	Metal, Machinery & trade workers	Precision, Handicraft, Printing & Trade Workers	Other Crafts and Related Trade Workers	Stationary and Mobile Plant Operators	Machine Operators and Assemblers	Total
T	SC	1.16	2.02	2.78	19.58	6.51	1.54	0.74	3.97	2.39	0.73	41.43
	GEN	3.75	2.78	7.13	31.02	3.43	2.34	1.02	4.92	3.21	1.36	60.97
M	SC	1.33	2.20	3.41	16.29	8.48	2.16	0.86	2.96	3.40	0.86	41.94
	GEN	3.98	2.87	8.20	27.44	4.19	2.97	1.06	3.79	4.07	1.59	60.16
F	SC	0.76	1.63	1.33	27.10	2.02	0.12	0.46	6.30	0.09	0.45	40.26
	GEN	2.89	2.45	3.25	43.95	0.66	0.09	0.91	9.03	0.10	0.53	63.89
R	SC	0.51	1.19	1.83	23.47	5.85	1.12	0.61	3.18	1.62	0.35	39.73
	GEN	1.21	1.64	4.78	48.32	3.51	1.34	0.55	3.97	2.39	0.78	68.50
RM	SC	0.66	1.30	2.32	20.05	7.76	1.65	0.72	2.26	2.38	0.41	39.50
	GEN	1.52	1.71	5.70	44.62	4.47	1.78	0.52	2.63	3.19	0.93	67.06
RF	SC	0.20	0.95	0.81	30.68	1.83	0.02	0.38	5.11	0.02	0.21	40.21
	GEN	0.29	1.43	2.04	59.32	0.69	0.03	0.64	7.92	0.03	0.36	72.77
U	SC	3.96	5.62	6.82	2.88	9.36	3.34	1.28	7.39	5.69	2.39	48.73
	GEN	7.84	4.61	10.91	3.15	3.29	3.96	1.79	6.47	4.53	2.30	48.85
UM	SC	3.88	5.57	7.51	2.18	11.17	4.10	1.38	5.57	7.21	2.54	51.11
	GEN	7.52	4.53	11.77	2.83	3.80	4.67	1.82	5.45	5.34	2.55	50.28
UF	SC	4.23	5.78	4.48	5.25	3.16	0.73	0.93	13.62	0.49	1.89	40.26
	GEN	9.52	5.04	6.33	4.82	0.60	0.25	1.62	11.87	0.27	0.96	63.89

Source: Computed by author using NSS unit level data on employment and unemployment, 66th Round, Schedule 10, 2009-10.

Table No 5.3: Share of scheduled caste and general population in class-3 types of occupations (Elementary Occupations).

	Social Groups	Sales and Service Elementary Occupations	Agricultural, Fishery and related Labourers	Mining, Construction, Manufacturing and Transport labourers	Total Class 3
TOTAL	SC	4.31	34.10	13.89	52.31
	GEN	2.36	10.25	4.87	17.48
MALE	SC	3.78	30.42	16.84	51.04
	GEN	2.24	9.77	5.37	17.38
FEMALE	SC	5.54	42.53	7.14	55.21
	GEN	2.80	11.98	3.03	17.81
RURAL	SC	2.07	40.70	13.41	56.18
	GEN	1.25	15.91	4.70	21.86
RURAL MALE	SC	2.00	37.33	16.59	55.93
	GEN	1.30	15.85	5.38	22.54
RURAL FEMALE	SC	2.21	47.77	6.71	56.70
	GEN	1.07	16.07	2.71	19.84
URBAN	SC	13.94	5.81	15.97	35.72
	GEN	4.16	1.13	5.12	10.42
URBAN MALE	SC	10.46	4.45	17.79	32.70
	GEN	3.59	1.05	5.36	10.00
URBAN FEMALE	SC	25.86	10.46	9.75	55.21
	GEN	7.20	1.56	3.86	17.81

Source: Computed by author using NSS unit level data on employment and unemployment, 66th Round, Schedule 10, 2009-10.

The table 5.3 shows “Elementary Occupations” (Class-3 occupations) with Sales and Service Elementary Occupations (includes Street Vendors and Related Workers; Shoe Cleaning and Other Street Services Elementary Occupations; Domestic and Related Helpers, Cleaners and Launderers; Building Caretakers, Window and Related Cleaners; Messengers, Porters, Door Keepers and Related Workers; and Garbage Collectors and Related Labourers), Agricultural, Fishery and Related Labourers and Labourers in Mining, Construction, Manufacturing and Transport (includes Mining and Construction Labourers; Manufacturing Labourers; and Transport Labourers and Freight Handlers).

The share of scheduled castes in the elementary occupation is more than the general population across the gender and sector. In total the scheduled caste population is more than 50% in these Elementary occupations, while the share of general population is far less and maintaining the gap of 34.5% with scheduled castes. The share of scheduled caste is (52.31%) and share of general population is (17.48%) in Elementary occupations.

Among the three categories of the occupations the Agricultural, Fishery and related Labourers have the highest share in comparison to other two occupations with 30.1% scheduled castes and 10.25% of general population. Scheduled caste female workers share is 47.77% in this occupation. The share of scheduled caste females is more than the scheduled caste males.

The sectoral share of workers in these occupations shows the same scenario with scheduled caste workers having more share than the general population share in occupations. But in comparison to rural and urban sector, the share of SC's workers is more in the rural sector (i.e. 56.18%) than scheduled caste workers of urban sector (i.e.35.72%) while the share of general population is 21.86% for rural sector and just 10.42% for urban sector in total in the three elementary occupations.

Scheduled caste rural female workers have highest share of 56.70% in these occupations, while the general rural females share is 19.84%, the gap among the two is 36.9%. The gap in urban females in both the social groups is also very high i.e. 37.4%, with 55.21% scheduled caste urban females share and 17.81% general urban females share. The share of rural females of both the social groups is high in Agricultural, Fishery and related Labourers, while for the urban females the share is more in Sales and Service Elementary Occupations with 25.86% scheduled caste urban females and 7.20% general urban females, as this occupation includes domestic and related helpers, messengers, door keepers, garbage collectors, etc., in these occupations the share of females is more in urban sector. The familiar scenario for rural women appears to be low level of women workers and within these a high degree of marginalization and casualisation. States with high agricultural development have low percentage of principal usual status women workers.⁶

The share of rural males is high in the same occupation with that of the rural females for the both the social groups, but the share of urban male workers is more as Mining, Construction, Manufacturing and Transport labourers for both the social groups (17.79% Scheduled Castes and 5.36% general urban males). This is followed by the Sales and Service Elementary Occupations by both the social groups with 10.46% scheduled caste urban males and 3.59% general urban males.

⁶ Shakti Kak, (1994), "Rural Women and Labour Force Participation", *Social Scientist*, Vol. 22, No.3/4, pp. 43.

5.3 SHARE OF WORKERS WITH WORK STATUS IN EACH OCCUPATIONAL CLASS

Table 5.4 shows share of workers in occupational classes in 1999-00 and 2009-10. This shows that in 1999-00 the share of casual workers is more in total for scheduled caste which remains more for the 2009-10 also (55.68% and 53.09% in 1999-00 and 2009-10 respectively), while for general population the share of self-employed is more in both the years (59.02% and 56.47% in 1999-00 and 2009-10 respectively) and casual workers are around 18%.

The share of workers in each class shows that in class-1 occupation the share of regular salaried is more for both the social groups in 1999-2000 followed by the self-employed, while in 2009-10 in class-1 occupation the share of self-employed increases for both the social groups. In this class of occupation, share of casual workers is less i.e. 3.03% and 0.96% for Scheduled caste and general population respectively in 1999-00 and declined for both the groups in 2009-10, but in both the time periods the share of scheduled caste workers is more for the casual workers in class-1 occupations.

Table No 5.4: Share (in %) of workers for scheduled caste and general population in each occupational class, in 1999-00 and 2009-10

Social Group	Work Status	1999-2000				2009-2010			
		C-1	C-2	C-3	TOT	C-1	C-2	C-3	TOT
SC	SE	45.16	75.36	5.51	33.85	55.96	63.82	6.56	33.38
	RS	51.80	12.52	6.52	10.48	41.68	17.63	6.93	13.54
	CL	3.03	12.12	87.97	55.68	2.36	18.55	86.51	53.09
GEN	SE	44.57	76.97	8.37	59.02	56.71	69.29	11.46	56.47
	RS	54.47	17.59	15.60	22.41	42.74	22.83	13.22	25.45
	CL	0.96	5.45	76.03	18.57	0.54	7.87	75.32	18.08

Source: Computed by author using NSS unit level data on employment and unemployment, 66th Round, Schedule 10, 2009-10 and 55th Round, Schedule 10.1, 1999-00.

In class-2 occupation in both the years the self-employed workers are more though their share has been decline in 2009-10 and general population have more share of self-employed and regular salaried workers than scheduled caste. Scheduled caste population have 12.12% of casual workers in this category which increase in 2009-10 up to 18.55%.

In class-3 or Elementary occupations the share of casual workers is more for both the social groups in 1999-00 as well 2009-10. The share of casual workers is more for the scheduled caste in both the time periods and the share of casual workers decline too, but just around 1% for both social groups.

Among the three classes of occupation class-3 is elementary in nature and less remunerative, and one can see from above discussions that in this type of occupation more population of scheduled caste is engage, and also from the table 5.4, that in this class the share of casual workers is more, so all this is making the situation more worse for workers in this occupational class. At first class-3 occupational category itself is less remunerative and then more casualization in this class make it more worse, and in contrast to this class-1 occupations are more sophisticated and also of more regular salaried in nature thus giving more advantage to related workers.

5.4 SHARE OF OCCUPATIONAL CLASSES WITH WORK STATUS

Table 5.5 shows the distribution of workers out of each category, namely self-employed, regular salaried and casual labour, with the occupational classes (class-1, class-2 and class-3) for scheduled castes and general population in 1999-00 and 2009-10. This table shows that the scheduled caste workers are more in class-3 (elementary occupations) i.e. 57.86% in 1999-00 and 52.31% in 2009-10, followed by the class-2 occupation. For scheduled caste the share of workers decline in class-3 occupations but still more than 50% of their population engages in this occupational class, while there is an increase in the share of workers in class-1 and class-2 occupation for scheduled caste, but still in 2009-10 the share of Scheduled Caste workers in class-1 occupation is just 6%. For general population share of workers is more in class-2 occupations in both years. But there is also an increase in share of workers in class-1 and decline of share in class-3 occupation.

Table No 5.5: Distribution proportion (in %) of type workers in occupational classes for scheduled caste and general population in 1999-00 and 2009-10

Work Status	Social Group	1999-00			2009-10		
		C-1	C-2	C-3	C-1	C-2	C-3
Self Employed	SC	4.86	85.72	9.42	10.49	79.22	10.28
	GEN	10.67	86.57	2.76	21.64	74.81	3.55
Regular Salaried	SC	18.01	45.99	36.00	19.27	53.95	26.78
	GEN	34.32	52.10	13.57	36.21	54.71	9.08
Casual Labour	SC	0.20	8.38	91.42	0.28	14.48	85.24
	GEN	0.73	19.47	79.80	0.65	26.55	72.81
TOTAL	SC	3.64	38.50	57.86	6.26	41.43	52.31
	GEN	14.12	66.38	19.49	21.55	60.97	17.48

Source: Computed by author using NSS unit level data on employment and unemployment, 66th Round, Schedule 10, 2009-10 and 55th Round, Schedule 10.1, 1999-00.

Share of self-employed workers is more in class-2 occupations for both the social groups in 1999-00 as well 2009-10. The share of self-employed workers is declined in class-2 and increase in class-1 and class-3 for both social groups. Scheduled Castes have more shares of self-employed in class-3 than class-2 occupations. Regular salaried are more in class-2 for scheduled caste followed by the class-3, while for general population regular salaried has more share in class-2 followed by class-1, and class-3 have less than 10% share of regular salaried in 2009-10. Casual workers are more concentrated in class-3 or elementary jobs for both the social groups. This shows that more casualisation is there in class-3 occupations, making the living more difficult for the workers in that category.

5.5 REGIONAL DISTRIBUTION OF WORKERS IN OCCUPATIONS

Table 3 (a), Appendix III shows state-region wise distribution of scheduled caste workers in various occupational categories. The share of scheduled caste workers is more in Agricultural, Fishery and related Workers (34.10%), Skilled Agricultural and Fishery Workers (19.58%), Mining, Construction, Manufacturing and Transport labourers (13.89%), Extraction and Building Trade Workers (6.51%), and Sales and

Service Elementary Occupations (4.31%). Other Crafts and Related Trade Workers, and Metal, Machinery & trade workers also have more shares of scheduled caste workers. Punjab Northern, Haryana Eastern, Rajasthan North Eastern, Rajasthan South Eastern, UP Southern, Tripura & Jharkhand have highest share of Mining, Construction, Manufacturing and Transport labourers while rest have Agriculture related occupations with majority of regions with Agricultural, Fishery and related Workers and few have the highest share of Skilled Agricultural and Fishery workers.

Table 3 (b), Appendix III shows state-region wise distribution of General population workers in various occupational categories. The share of General population workers is more in Skilled Agricultural and Fishery Workers (31.02%), Agricultural, Fishery and related Workers (10.25%), Managers (8.75%), Models, Sales Persons & Demonstrators (7.13%), & Professionals and Associates-others (5.69%). Though for both the social groups more share is in the agricultural related occupations but the difference is that among scheduled caste skilled agriculture is just 19% and for general population it is 31%. In states like Karnataka Inland Southern, Tamil Nadu Northern, and Gujarat Plains the share of managers is highest among the workers i.e. 22.57%, 19.14%, & 20.46% respectively. In Maharashtra coastal the share of Professionals and Associates-others is highest that is 22.69% followed by the clerks with 9.04% share of workers. In these regions other occupations in which the share of general population is high are Professionals and Associates-Engineering, Professionals and Associates-Teaching and Professionals and Associates-others. This shows that for scheduled caste the share of workers is more in agriculture related occupations in all the regions and for some the share is more in mining and manufacturing related occupations, while for general population the share is high for class-1 occupations also, in some regions.

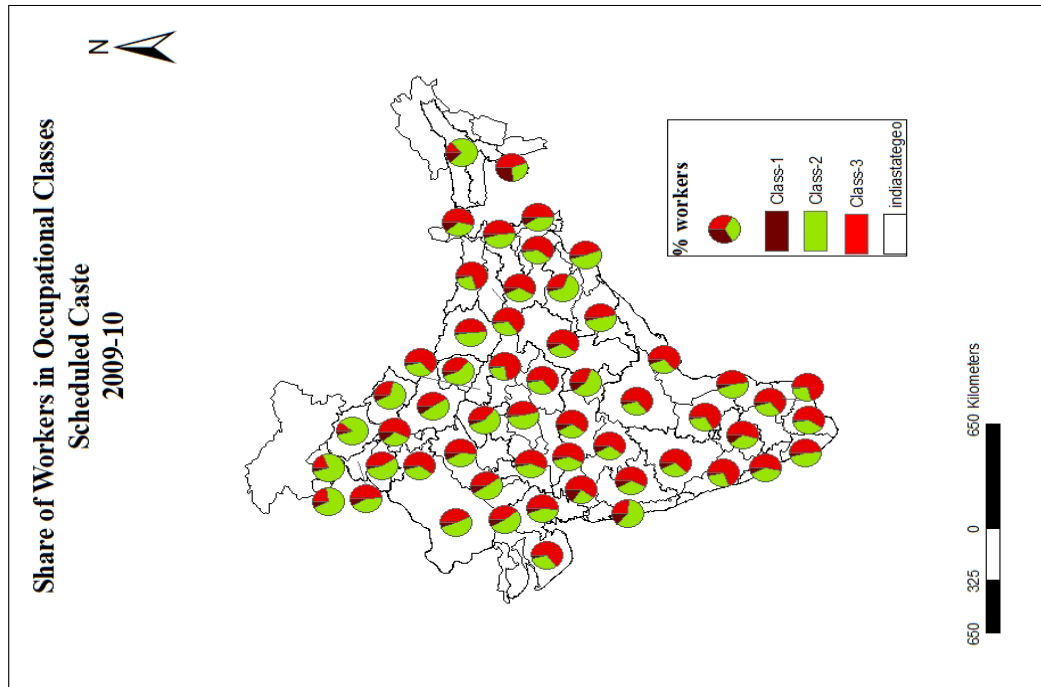


Figure 5.1: Share of Scheduled Caste workers in occupational classes, 2009-10 (Source: Calculated by Author from NSS unit level data of 66th Round).

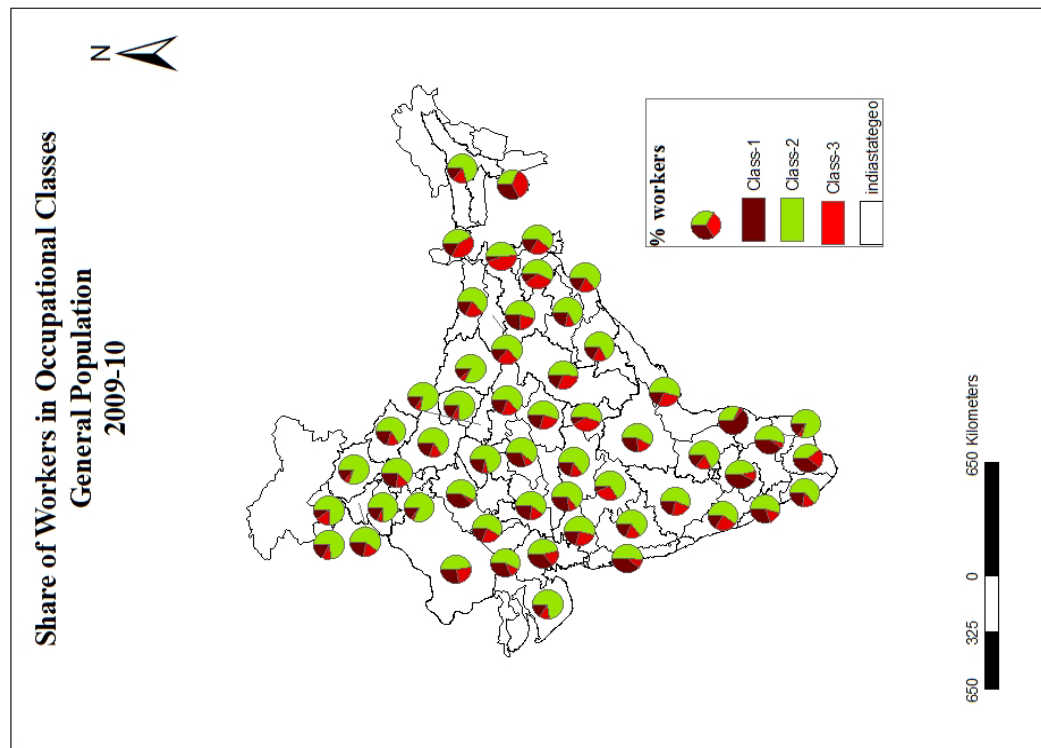


Figure 5.2: Share of General population workers in occupational classes, 2009-10 (Source: Calculated by Author from NSS unit level data of 66th Round).

Share of scheduled castes workers in class wise occupation is shown in the Fig. 5.1. Map shows that Bihar Northern, MP Vindhya and Tamil Nadu Coastal regions have more than 70% share of scheduled caste working population in class-3 occupations. There are several regions with more than 50% share of scheduled caste population in class-3 occupations like regions of Andhra Pradesh, Bihar, Chhattisgarh, Gujarat, Haryana, Jharkhand, Karnataka, Kerala Northern, Maharashtra, Madhya Pradesh and Tamil Nadu. The lowest share of class-3 occupation among the scheduled caste is in the regions of Himachal Pradesh (10.52%), Assam (14.13%), and Jammu & Kashmir Outer Hills (19.94%). For class-2 occupations the share is more than 60% for these regions: Maharashtra Coastal (60.25%), Uttarakhand, Orissa Northern, J&K Mountains & Jhelam valley, Assam, J&K Outer Hills (75.49%) and Himachal Pradesh (84.44%). The share in class-1 occupation is more in Maharashtra coastal (13%), Maharashtra Inland Northern (16.31%) and Tripura (26.18%)

Share of general population workers in class wise occupation is shown in the Fig. 5.2. For general population there is no region, where the share of workers in class-3 occupation (elementary occupations) is more than 50%, the highest share is in West Bengal Eastern Plains (45.34%) and in West Bengal Himalayas (40.3%). The share of workers is more in class-2 occupations in most of the states. In Uttar Pradesh Eastern the share in class-2 occupation is 82.55%, in Haryana Western is 80.88%, in Himachal Pradesh is 80.29%, in Tamil Nadu Coastal is 79.37%, and in UP Southern is 78.09%, in UP Central 75.35% and in Punjab Southern 75.04%. The lowest share in class-2 occupation is in Tamil Nadu Northern 31.78% and in Tamil Nadu Southern 39.65%. The class-1 occupations are more in share in Tamil Nadu Northern (63.25%), Karnataka Inland Southern (42.94%), Tamil Nadu Inland (39.75%), Maharashtra coastal (38.88%), Tamil Nadu Southern (38.15%), Rajasthan North Eastern (37.47%) and Gujarat Plains (36.19%).

The above analysis shows that the developed regions have more shares of class-1 occupations for both the social groups. Share of class-1 occupation is more in the southern state-regions for the scheduled caste population and in rest of the regions the share is more in class-3 or Elementary occupations. For general population the share of workers is more in Class-2 occupations, and share of scheduled caste workers is more in class-3 occupations.

Figure 5.3 shows the regional pattern of the share of types of workers among scheduled caste workers in each class of occupation. Figures show that the share of regular salaried among the scheduled caste workers is more in the class-1 occupation, and in class-2 occupation the share of self-employed is more, while the share of casual labours is very high in class-3 occupations, clearly shows that more casualisation is there in class-3 occupations which are elementary in nature. In class-1 occupations, the demarcation of north-south region is visible. In south regular salaried are more than in north. In agriculture belt of India for class-2, self employed are more as the share of workers is more in agricultural and allied activities.

Figure 5.4 shows the regional pattern of the types of workers in general population in each class of occupation. They also follow the same pattern of work status distribution in various occupational classes, like in class-1 the share of regular salaried is more followed by the self-employed and in class-2 occupation the share of self-employed is more. In class-3 (elementary occupations) the share of casual labour is high, showing more casualisation in class-3 occupation in general population workers also. But the share of casual workers in each class is less for the general population than the share of scheduled caste workers.

In comparison to general population workers, the Scheduled Castes are less employed as regular salaried in class-1 occupations. And in class-2, there is far less casualisation for general workers, and among Scheduled Castes the casualisation is more for class-2 occupations in the region of southern states. In class-3 also the casualisation is more for Scheduled Castes. The casualisation is more for Scheduled Castes in all the three occupational classes.

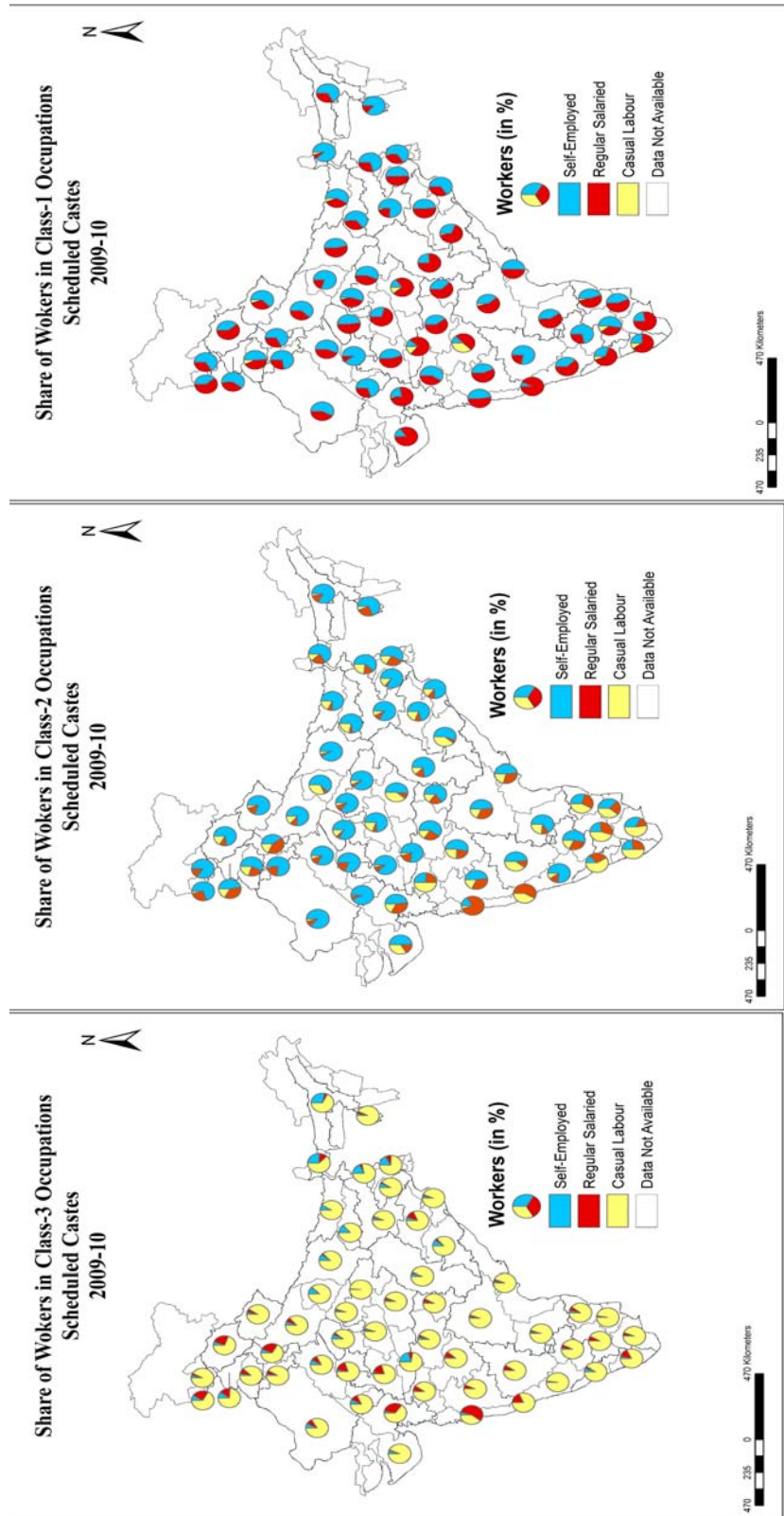


Figure5.3: Types of Workers, among Scheduled Caste Workers in Occupational Classes (Source: Computed by Author from NSS unit level data of 66th Round, 2009-10).

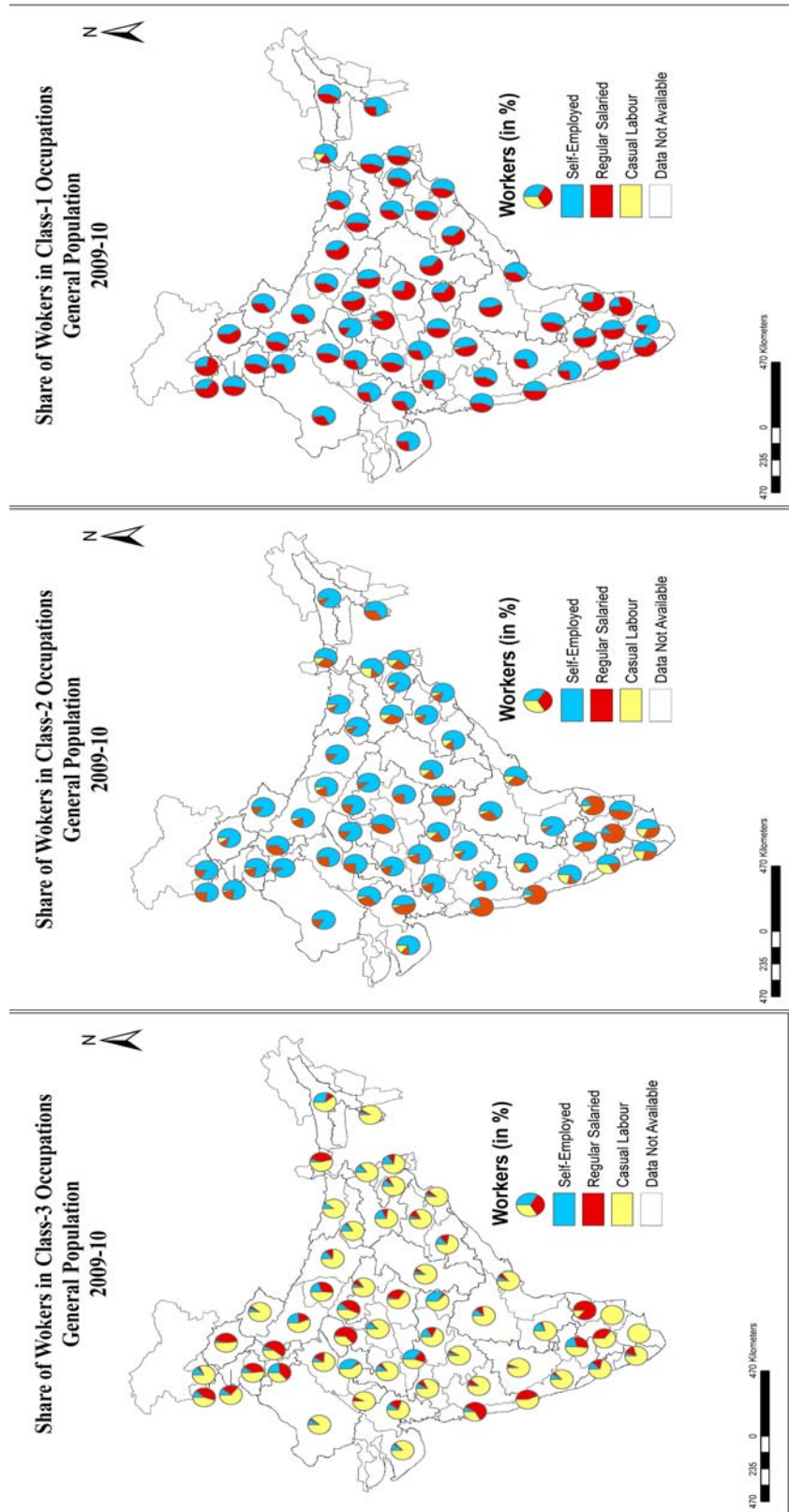


Figure5.4: Types of Workers among General Population in occupational classes (Source: Computed by Author from NSS unit level data of 66th Round, 10th schedule. 2009-10)

5.6 INEQUALITY IN OCCUPATIONAL STRUCTURE

Table 5.6 shows the inequality in the class-1 occupation among scheduled caste population and general population. The disparity is highest among the urban females and the same is for the total females, i.e. 0.64 and lowest among the rural males 0.37. The disparity in the share of workers in class-1 occupations shows that there is very high inequality in the legislators and senior officials across the gender and sector. In comparison between rural and urban sector the inequality is less in rural sector, and female workers shows more inequality than males in total and also across the sector in each occupational category of class-1 type.

Table No 5.6: Inequality in share of scheduled caste and general population in class-1 types of occupations

DISPARITY	Legisla tors and Senior Officia ls	Man agers	Profes sionals and Associ ates- Engin ering	Professi onals and Associat es- Health	Professio nals and Associate s- Teaching	Professio nals and Associate s-others	CLASS 1
TOTAL	0.72	0.60	0.63	0.32	0.46	0.57	0.57
MALE	0.67	0.58	0.55	0.22	0.38	0.53	0.54
FEMALE	0.85	0.51	1.03	0.56	0.66	0.61	0.64
RURAL	0.60	0.40	0.36	0.14	0.44	0.34	0.38
RURAL MALE	0.49	0.39	0.35	0.08	0.43	0.32	0.37
RURAL FEMALE	1.27	0.30	0.17	0.29	0.50	0.23	0.39
URBAN	0.50	0.54	0.39	0.22	0.28	0.46	0.48
URBAN MALE	0.50	0.52	0.32	0.12	0.17	0.43	0.45
URBAN FEMALE	0.48	0.51	0.93	0.49	0.54	0.62	0.64

Source: Computed by author using NSS unit level data on employment and unemployment, 66th Round, Schedule 10, 2009-10.

Table No 5.7: Inequality in share of scheduled caste and general population in class-2 types of occupations

	Clerks	Personal & Protective service workers	Models, Sales Persons & Demonstrators	Skilled Agricultural and Fishery Workers	Extraction and Building Trade Workers	Metal, Machinery & trade workers	Precision, Handicraft, Printing & Trade Workers	Other Crafts and Related Trade Workers	Stationary and Mobile Plant Operators	Machine Operators and Assemblers	CLASS-2
T	0.51	0.14	0.42	0.23	-0.29	0.18	0.14	0.10	0.13	0.27	0.22
M	0.48	0.12	0.39	0.25	-0.32	0.14	0.09	0.11	0.08	0.27	0.21
F	0.58	0.18	0.39	0.25	-0.48	-0.11	0.30	0.16	0.06	0.07	0.27
R	0.38	0.14	0.42	0.38	-0.23	0.08	-0.05	0.10	0.17	0.35	0.32
RM	0.37	0.12	0.40	0.41	-0.25	0.03	-0.14	0.07	0.13	0.35	0.31
RF	0.17	0.18	0.40	0.37	-0.42	0.16	0.22	0.20	0.18	0.23	0.36
U	0.31	-0.09	0.21	0.04	-0.47	0.08	0.15	-0.06	-0.10	-0.02	0.00
UM	0.30	-0.09	0.21	0.11	-0.48	0.06	0.12	-0.01	-0.13	0.00	-0.01
UF	0.36	-0.06	0.15	-0.04	-0.73	-0.47	0.24	-0.06	-0.25	-0.30	0.01

Source: Computed by author using NSS unit level data on employment and unemployment, 66th Round, Schedule 10, 2009-10.

Table 5.7, shows the disparity in class-2 occupations, which is less than class-1 occupations. The highest disparity is with the rural males and in rural sector i.e. 0.35 while the lowest disparity is with the urban sector which is in fact in negative i.e -0.02 (showing more share of scheduled caste in comparison to the general population). The urban females also show the negative disparity (-0.3). In this class of occupation, females have the low disparity in comparison to males.

In each category of occupation, Extraction and Building Trade Workers have the negative disparity across the gender and sector. In urban sector more disparity is in the occupation of Clerks that is 0.3 for males and 0.36 for females, followed by the sales persons and demonstrator occupation. In rural sector the highest disparity is with sales persons and demonstrator i.e. 0.40 for both males and females, followed by the skilled agriculture and fishery workers. Occupation of Clerk also shows high disparity

i.e. 0.51. In class-2 occupation there is no such occupational category like legislators of class-1 where disparity is more than 1. In all the occupational categories of class-2 the disparity is not so high as the share of scheduled caste workers is also more in these occupations.

Table No 5.8: Inequality in share of scheduled caste and general population in class-3 types of occupations

DISPARITY	Sales and Service Elementary Occupations	Agricultural, Fishery and related Workers	Mining, Construction, Manufacturing and Transport labourers	CLASS 3
TOTAL	-0.27	-0.58	-0.48	-0.57
MALE	-0.23	-0.54	-0.52	-0.56
FEMALE	-0.30	-0.63	-0.38	-0.59
RURAL	-0.22	-0.47	-0.47	-0.50
RURAL MALE	-0.19	-0.43	-0.52	-0.49
RURAL FEMALE	-0.32	-0.56	-0.40	-0.56
URBAN	-0.55	-0.72	-0.52	-0.60
URBAN MALE	-0.48	-0.63	-0.55	-0.57
URBAN FEMALE	-0.60	-0.85	-0.42	-0.59

Source: Computed by author using NSS unit level data on employment and unemployment, 66th Round, Schedule 10, 2009-10.

Table 5.8 shows the disparity in class-3 occupations or Elementary Occupations. The table clearly shows that the share of scheduled caste workers is more in the elementary occupations across the gender and sector as the disparity is high in negative side in all the occupational categories of this class. The table shows the disparity of -0.57 for the total and -0.56 for males and -0.59 for females.

The negative value for the disparity for females shows that the scheduled caste females are more in the elementary occupations, the disparity for the urban females is high (in negative side) than the rural females, both showing negative disparity, but scheduled caste urban females are more in elementary jobs.

Among the occupational categories the Sales and Service Elementary Occupations have low disparity in negative side with -0.27 for total and -0.23 for males and -0.30 for females, in this occupational category the rural sector also shows the less disparity that is -0.22 in comparison to urban sector i.e. -0.55. There is very high disparity for the Agricultural, Fishery and related Workers where values are -0.58, -0.54 and -0.63 for total, males and females respectively, this occupation also shows high disparity in urban sector with -0.72, -0.63 and -0.85 for the total, males and females workers.

The disparity of all the occupations shows that, the values are high in positive side for the class-1 occupations (in all the occupational categories of class-1 occupations). There are some type of occupations in class-2, where the share of scheduled caste are more and so the disparity value is in negative side for them like the Extraction and Building Trade occupation; Precision, Handicraft, Printing & Trade Workers ; Personal & Protective service workers (Travel Attendants, Guides and Related Workers and House Keeping and Restaurant Services). The values of disparity are also not much high in class-2 occupations as they are for the class-1 occupations. The picture is very different for the class-3 Elementary occupations where the value of disparity is very high in negative side in all the three occupational categories across the gender and sector. This shows that in 2009-10 the share of scheduled caste is still high in the elementary occupations.

5.7 REGIONAL PICTURE OF INEQUALITY IN SHARE OF WORKERS IN OCCUPATIONAL CLASSES

Fig. 5.5 shows, the disparity among scheduled caste and general in share of occupational classes (in all three classes) of occupations namely, class-1, class-2, and class-3. The disparity in class-1 occupation is higher than other two classes of occupations, as in this class the share of scheduled caste is less in comparison to general. The disparity in class-1 is very high in South Eastern Uttar Pradesh and Eastern Madhya Pradesh and in south, the region of Tamil Nadu and Inland Andhra Pradesh has highest disparity. Disparity is low in Western Uttar Pradesh and in regions of Maharashtra and West Bengal.

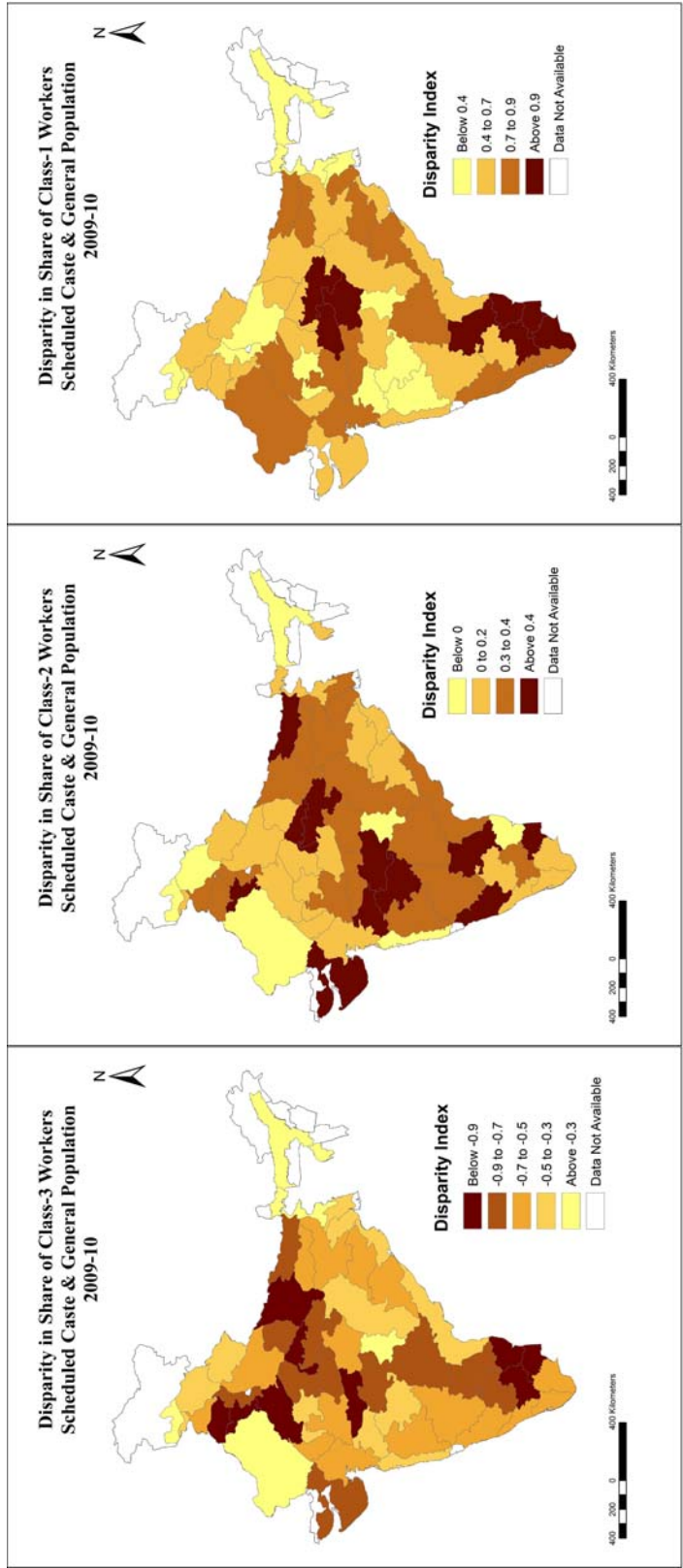


Figure 5.5: Disparity among scheduled caste and general in share of occupational classes (Source: Computed by Author from NSS unit level data of 66th Round, 10th schedule. 2009-10)

Disparity in class-2 occupation is not as high as of class-1 occupations. The range of disparity is low for this occupational class. Disparity is more in South Eastern Uttar Pradesh, Saurashtra, Maharashtra, Part of Tamil Nadu, Karnataka and Andhra. But the low disparity is in negative, showing more share of scheduled caste workers in region under class-2 occupations, in regions like Himachal Pradesh, Jammu and Kashmir, Western Rajasthan.

Disparity for class-3 occupations shows different type of inequality in which share of scheduled caste workers is more in comparison to general workers, and so all values of disparity are below zero. The regions where disparity is more (with lowest values, below 0-9) are South Eastern and Eastern Uttar Pradesh, Eastern Rajasthan, Punjab, Tamil Nadu and Northern Bihar.

The Disparity distribution maps shows more disparity for class-1 as well as class-2 occupational classes, but in class-1, the share of general are more, while in class-3 the scheduled caste population is more employed.

5.8 GROWTH IN THE SHARE OF WORKERS

Growth rate shows the change rate in the last 10 years from 1999-2000 to 2009-2010 in all the occupational categories, in three classes of occupation, for both the social groups, across gender and sector.

The table 5.9 shows the change in share of class-1 occupations in both the social groups across sector and gender. The growth rate for scheduled caste workers is more than the general workers in class-1 across gender and sector. The growth rate for scheduled caste population is 6.85%, while for general population is 4.17%.

Among scheduled caste, urban males have highest growth rate i.e. 7.86% and lowest is with urban females i.e. 3.95%. Among scheduled castes the growth rate for males is more than the females, i.e. 7.37% and 5.21% for males and females respectively. For general population, lowest growth rate is with the rural males i.e. 2.18%, and urban males have the lowest 5.17%. The growth rate for females is less than males, i.e. 3.79% and 4.25% for females and males respectively.

Table No 5.9: Growth rate (in per cent) in share of scheduled caste and general population in Class-1 types of occupations in a decade from 1999-2000 to 2009-2010.

CHANGE		Legislators and Senior Officials	Managers	Professionals and Associates - Engineering	Professionals and Associates-Health	Professionals and Associates-Teaching	Professionals and Associates-others	CLASS 1 Total
SC	RM	1.5	9.5	6.9	8.3	0.1	10.0	6.93
	RF	4.4	6.6	17.7	4.2	5.4	9.1	6.21
	R	1.6	8.9	7.7	6.8	2.0	9.9	6.75
	UM	-3.5	7.3	13.4	5.5	9.1	7.4	7.86
	UF		-2.3	6.6	0.0	7.6	17.0	3.95
	U	-1.2	5.4	12.9	3.4	8.4	8.0	6.96
	M	-1.8	8.5	11.7	6.9	3.0	8.6	7.37
	F	29.5	2.8	9.7	2.1	6.4	11.6	5.21
T	-0.3	7.3	11.6	5.1	4.3	9.0	6.85	
GEN	RM	-1.7	5.3	-1.4	-3.2	-1.7	3.3	2.18
	RF	4.2	5.1	10.8	5.0	2.2	11.6	3.96
	R	-0.9	5.3	-1.0	-1.1	-0.4	3.8	2.50
	UM	-3.6	6.0	4.2	1.3	1.9	6.9	5.17
	UF	-0.2	5.4	12.7	2.3	1.4	9.2	3.72
	U	-3.2	5.9	4.9	1.7	1.6	7.1	4.89
	M	-3.3	5.8	3.5	-0.3	0.0	5.9	4.25
	F	0.8	5.3	12.6	2.9	1.7	9.7	3.79
T	-2.8	5.7	4.2	0.8	0.8	6.2	4.17	

Source: Computed by author using NSS unit level data on employment and unemployment, 66th Round, Schedule 10, 2009-10 and 55th Round, Schedule 10.1, 1999-00.

The growth rate for the legislators is negative for the scheduled caste males, in urban sector, for males and total population. For the general population also there is negative growth rate for rural & urban males, in both the sectors and for the general males and females. For both the scheduled caste and general population the growth

rate is highest for Professionals and Associates-others i.e. 9% for scheduled castes and 6.2% for general population.

Table 5.10 shows the rate of growth in class 2 occupations among scheduled castes and general population, i.e. 1.96% for scheduled caste and -0.99 for general population. For the scheduled caste the growth rate is positive in class-2 across gender and sector while for the general population, it is negative all across gender and sector. Scheduled caste males shows higher growth rate than females i.e. 2.35% and 1.1% respectively, while for general population the growth rate for both males and females is negative i.e. -0.64% for males and -2.1% for females. For Scheduled Caste the growth rate is more for the urban population in scheduled caste i.e.3.62% while it is just 1.54% for the rural population. Among general population the growth rate is negative in both the sectors, in rural sector the share of workers is declining more than the urban workers in class-2 occupations, i.e. -1.19% decline for the rural population and -0.52% for urban population. In scheduled caste population the rate of increase in share of workers is highest for urban females i.e. 4.21% and lowest for the rural females i.e.0.68%, while for the general population there is decline in share of workers and rate of decline is lowest for the urban females i.e. -0.02% and highest for the rural females -2.51%.

In the occupational category, for scheduled caste the highest rate of growth is in the Personal & Protective service workers i.e. 9.7% followed by the Extraction and Building Trade Workers i.e. 9.1%, while for the general population the highest rate of growth is for the Extraction and Building Trade Workers i.e. 5.2% followed by the Personal& Protective service workers i.e. 4.1%. Rate of growth for the Skilled Agricultural and Fishery Worker is 0.2% for the scheduled caste and -1.9% for the general population, in this occupation there is decline in the rate of growth for the general population across the gender and sector, while for the scheduled caste the decline in rate of growth is only in the urban sector and in the rural sector there is increase in rate of growth. For Models, Sales Persons & Demonstrators also there is decline in rate of growth across gender and sector for general population, in occupation of clerks also there is decline in rate of growth for the rural sector. In total the positive rate of growth among generals is in clerks, Personal& Protective service workers, Extraction and Building Trade Workers, Metal, Machinery & trade workers,

and Other Crafts and Related Trade Workers. For scheduled caste in all the occupations the rate of growth is positive in total for class-2 occupations.

Table No 5.10: Growth rate (in per cent) in share of scheduled caste and general population in Class-2 types of occupations in a decade from 1999-2000 to 2009-2010.

		Clerks	Personal & Protective service workers	Models, Sales Persons & Demonstrators	Skilled Agricultural and Fishery Workers	Extraction and Building Trade Workers	Metal, Machinery & trade workers	Precision, Handicraft, Printing & Trade Workers	Other Crafts and Related Trade Workers	Stationary and Mobile Plant Operators	Machine Operators and Assemblers	CLASS 2
SC	RM	-0.1	7.8	-0.5	0.3	9.6	6.7	2.6	-2.1	4.6	-1.7	1.99
	RF	7.7	9	-2.7	0.2	15.1	-10.4	0.3	1.1	-18.7	-2.6	0.68
	R	0.6	8.1	-0.8	0.3	10	6.3	2.1	-0.6	4.1	-1.9	1.54
	UM	3.6	11.4	2	-2.4	7.4	2.2	-0.9	-0.4	4.4	2.4	3.48
	UF	18.6	11.4	0.4	-3.2	3.8	9.6	-1.6	5.7	-0.3	10.4	4.21
	U	5.7	11.4	1.8	-2.7	7.1	2.4	-1	1.7	4.3	3.4	3.62
	M	2	9.6	0.6	0.3	8.9	4.6	1.3	-1.5	4.5	0.6	2.35
	F	15	10.1	-1.4	0.1	11.3	2.1	-0.3	2.3	-8.6	2.9	1.10
	T	3.6	9.7	0.3	0.2	9.1	4.5	1	0.1	4.2	1	1.96
GEN	RM	-1.4	3.7	-1.8	-1.3	7.2	1.3	-4.9	-0.2	0.5	1	-0.66
	RF	-3.7	3.3	-1.3	-3.1	14.4	-2.2	3.5	1.2	-6.4	-7.2	-2.51
	R	-1.5	3.6	-1.8	-1.9	7.5	1.2	-3.2	0.5	0.5	-0.5	-1.19
	UM	1.5	5.1	-3.4	-0.2	2.2	0.2	-2.9	0.2	-1.9	-0.4	-0.60
	UF	2.4	2.1	-0.6	-4	4.4	-5.6	6.8	-0.6	-5.3	-1.3	-0.02
	U	1.7	4.5	-3.2	-1.2	2.3	0.1	-2	-0.1	-1.9	-0.4	-0.52
	M	0.8	4.6	-2.8	-1.2	5	0.5	-3.5	0	-0.8	0.1	-0.64
	F	1.8	2.6	-0.9	-3.2	10.8	-4.9	5	0.5	-5.6	-4.7	-2.10
	T	0.9	4.1	-2.6	-1.9	5.2	0.5	-2.4	0.2	-0.9	-0.4	-0.99

Source: Computed by author using NSS unit level data on employment and unemployment, 66th Round, Schedule 10, 2009-10 and 55th Round, Schedule 10.1, 1999-00.

Table No 5.11: Growth rate (in per cent) in share of scheduled caste and general population in Class-3 or elementary types of occupations in a decade from 1999-2000 to 2009-2010

CHANGE		Sales and Service Elementary Occupations	Agricultural, Fishery and related Workers	Mining, Construction, Manufacturing and Transport labourers	CLASS 3
SC	RM	0.6	-1.1	8.1	0.92
	RF	-0.7	-2.3	11.4	-1.36
	R	0.1	-1.6	8.6	0.12
	UM	1.3	0.3	0.9	0.95
	UF	2.8	-2.9	-0.7	0.47
	U	1.9	-1.1	0.7	0.81
	M	1	-1	6	0.93
	F	1.4	-2.3	7.6	-1.16
	T	1.2	-1.5	6.2	0.20
GEN	RM	-2.6	-1.2	1.8	-0.64
	RF	-1.2	-4.9	6.3	-3.83
	R	-2.3	-2.3	2.4	-1.48
	UM	-1.4	5.2	-0.3	-0.30
	UF	-1.1	-4.6	3.6	-0.51
	U	-1.3	2	0.1	-0.34
	M	-1.8	-1	0.9	-0.56
	F	-1.1	-4.9	5.2	-3.26
	T	-1.6	-2.2	1.4	-1.23

Source: Computed by author using NSS unit level data on employment and unemployment, 66th Round, Schedule 10, 2009-10 and 55th Round, Schedule 10.1, 1999-00.

Table 5.11 shows that the rate of growth is low for the scheduled caste population in elementary occupations i.e. 0.20% and negative for the general population i.e. -1.23%. The rate of growth is negative for the rural females (-1.36%) & total females (-1.16%) in scheduled castes, in urban sector the rate of growth is more i.e.0.81% than the rural sector i.e. 0.12% for scheduled caste. For general population, the rate of growth is negative across gender and sector. Sales and Service Elementary Occupations and Agricultural, Fishery and related Workers register negative growth rate in all sectors across gender for the general females, while for the scheduled caste, rate of growth is positive for the Sales and Service Elementary Occupations but negative for the Agricultural, Fishery and related Workers. In Mining, Construction, Manufacturing and Transport labourers' rate of growth is positive for both the social groups across

gender and sector, only scheduled caste urban females and general urban males shows negative rate of growth in this occupational category.

The rate of growth shows that though there is decline in the rate of growth for the general population in total but there is increase in the class-1 occupations and in some occupational categories of class-2. While in class-3 elementary occupations there is rise in the share of workers from scheduled caste.

5.9 GROWTH RATE OF WORKERS IN OCCUPATIONAL CLASSES

The table 5.12 shows growth rate of type of workers in occupational classes, which shows that there is negative growth (decline) in workers share in class-2 (i.e.-1%) and in class-3 (i.e.-1.2%) occupation in general population while for scheduled caste in all the classes the share of workers is increasing, with 6.9% growth in class-1 and 2% in class-2 and 0.2% in class-3 occupations.

Table No 5.12: Growth rate (%) of workers in occupational classes for scheduled caste and general population in 1999-00 and 2009-10

Growth rate Employment status	CLASS 1		CLASS 2		CLASS 3	
	SC	GEN	SC	GEN	SC	GEN
Self Employed	9.2	6.7	0.3	-2.0	2.0	1.9
Regular Salaried	4.6	1.7	5.5	1.6	0.8	-2.9
Casual Labour	4.2	-1.6	6.4	2.7	0.04	-1.3
Total	6.9	4.2	2.0	-1.0	0.2	-1.2

Source: Computed by author using NSS unit level data on employment and unemployment, 66th Round, Schedule 10, 2009-10 and 55th Round, Schedule 10.1, 1999-00.

In class-1 occupation the growth rate for scheduled caste is high for the self-employed (9.2%) followed by the regular salaried (4.6%) and then by casual labour (4.2%), while for general population the growth rate is also following the same path, with growth rate highest for self-employed followed by the regular salaried, but it is here negative for the casual labour for the general population. For class-2 occupations the rate of growth is negative for general population in self-employed category and increase of 1.6% in regular salaried and 2.7% in casual labours, while for scheduled

castes the growth rate is more for casual labour followed by regular salaried. In class-3 occupations the growth rate of general population is more for self-employed workers and negative for other two, while for scheduled castes the growth rate is more for self-employed workers followed by regular salaried and casual labours.

5.10 REGIONAL PICTURE OF GROWTH RATE OF WORKERS IN OCCUPATIONAL CLASSES

Fig. 5.6 shows that the distribution maps of the annual growth rate of scheduled caste and general workers in various occupational classes. The growth rate of workers in class-1 shows more rate of increases for scheduled caste workers, as in 1999-2000 their share in class-1 is very less, while in 2009-10, there is considerable increase in their share in class-1. The rate of growth is more for scheduled caste in class-1 across the state-regions.

For class-2, rate of growth is declining for general workers in southern regions. But all the regions register an increase of scheduled caste workers in class-2.

In class-3, growth rate of workers is declining for both the social groups in southern regions of Kerala, Karnataka, Tamil Nadu, Maharashtra. While for the South Eastern Uttar Pradesh, Bihar, Rajasthan regions register an increase in the growth rate of scheduled caste workers.

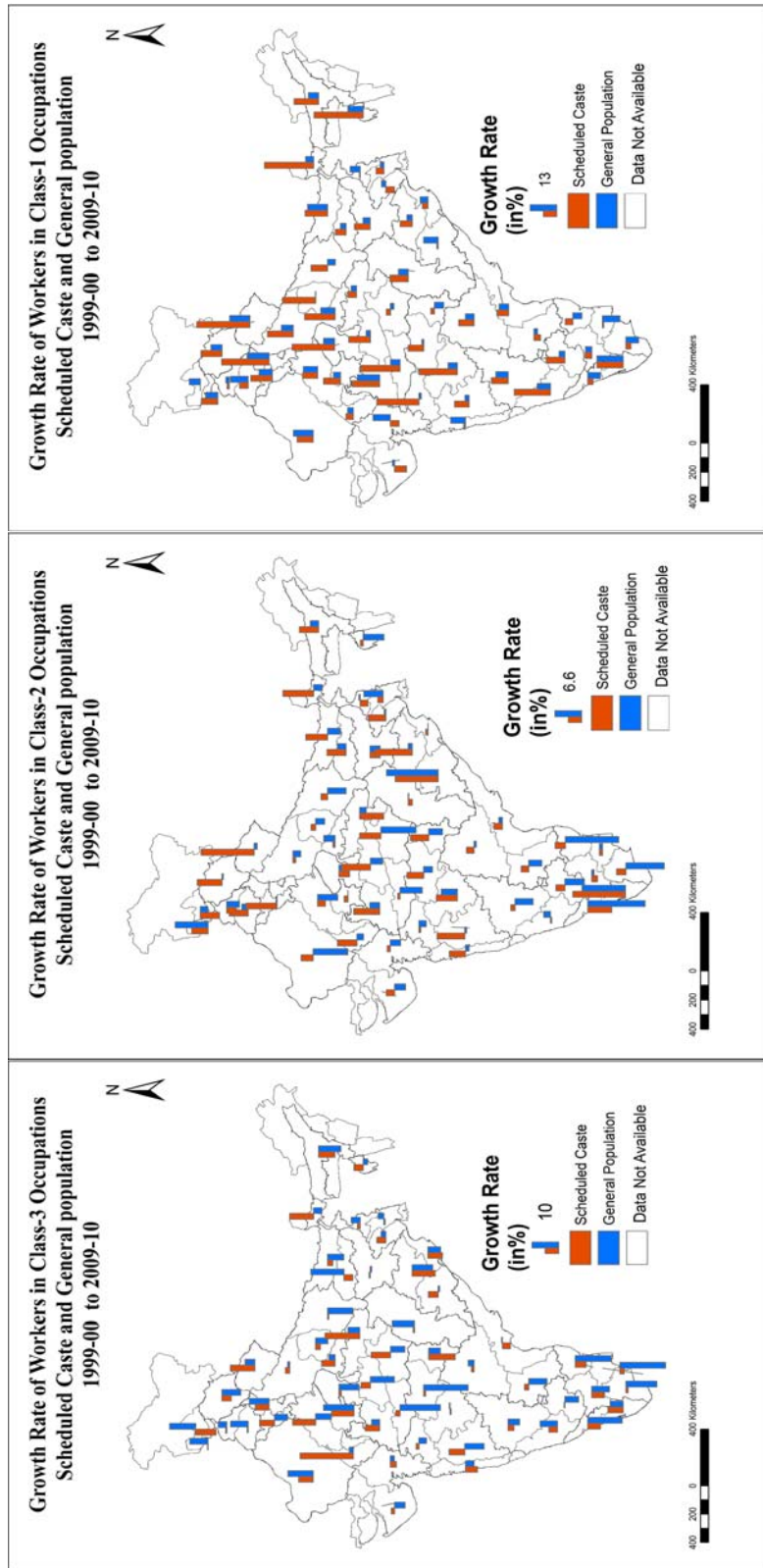


Figure 5.6: Distribution maps of the Compound Annual Growth Rate of Scheduled Caste and General workers in various occupational classes

5.11 CHANGES IN DISPARITY

Inequality is there among the scheduled caste and general workers, in their share in various occupations. The main objective here is to see the change in inequality from 1999-00 to 2009-10, as there may be increase in the share of workers in both the social groups, but the disparity may remain same or may increase in some occupations, thus it is important to know about the change in disparity from 1999-00 to 2009-10.

The table 5.13 shows the change in disparity among scheduled caste and general population in the class-1 occupations which shows that there is decline in disparity from 1999-00 to 2009-10, though the decline is very minimal i.e. -0.04, for males the decline is -0.05 but females register an increase in the disparity i.e. of 0.02 points. In rural sector the decline is of -0.09 points in disparity while the urban sector shows no change in disparity. Urban females show an increase in the disparity i.e. of 0.05 points.

The table 5.13 shows that for all the occupational categories the disparity has been declined in 2009-10 as for all the occupational categories the figures for the disparity change are in negative. Professionals and Associates- Engineering shows more decline in disparity while Legislator and senior officials shows less decline whereas in females the disparity in Managers and Engineering professional increases. Urban females accounted for the rise in disparity i.e. 0.38 for managers and 0.28 for engineering professionals and 0.14 for the health professionals. Rural females also accounted for the rise in disparity. In males, the rural males shows the decline in disparity in all occupational categories except rise in teaching professional and that too is very minimal increase, while the urban males accounted an increase in disparity in legislators, managers and other professionals, but not much increase, while in rest of the three occupational categories urban males experiences decline in disparity. For rural sector it is declining in all occupations and in urban sector the decline is in legislators, engineers, and teaching professionals.

Table No 5.13: Change in disparity among scheduled caste and general population in Class-1 occupations in a decade from 1999-2000 to 2009-2010

DISPARITY CHANGE	Legislators and Senior Officials	Managers	Professionals and Associates-Engineering	Professionals and Associates-Health	Professionals and Associates-Teaching	Professionals and Associates-others	CLASS 1
TOTAL	-0.05	0.00	-0.24	-0.12	-0.09	-0.05	-0.04
MALE	0.00	-0.04	-0.26	-0.24	-0.06	-0.04	-0.05
FEMALE	-1.03	0.17	0.17	0.10	-0.13	-0.01	0.02
RURAL	-0.03	-0.07	-0.29	-0.25	-0.02	-0.17	-0.09
RURAL MALE	-0.05	-0.09	-0.27	-0.40	0.01	-0.19	-0.11
RURAL FEMALE	0.08	0.03	-0.17	0.12	-0.04	0.19	0.00
URBAN	-0.02	0.10	-0.26	0.00	-0.22	0.04	0.00
URBAN MALE	0.07	0.03	-0.29	-0.10	-0.22	0.06	-0.02
URBAN FEMALE		0.38	0.28	0.14	-0.23	-0.26	0.05

Source: Computed by author using NSS unit level data on employment and unemployment, 66th Round, Schedule 10, 2009-10 and 55th Round, Schedule 10.1, 1999-00.

Table No 5.14: Change in disparity among scheduled caste and general population in Class-2 occupations in a decade from 1999-2000 to 2009-2010

	Clerks	Personal & Protective service workers	Models, Sales Persons & Demonstrators	Skilled Agricultural and Fishery Workers	Extraction and Building Trade Workers	Metal, Machinery & trade workers	Precision, Handicraft, Printing & Trade Workers	Other Crafts and Related Trade Workers	Stationary and Mobile Plant Operators	Machine Operators and Assemblers	CLASS 2
T	-0.05	-0.17	-0.07	-0.04	-0.10	-0.11	-0.09	0.06	-0.16	0.00	-0.09
M	0.02	-0.14	-0.09	0.00	-0.10	-0.10	-0.14	0.14	-0.16	0.04	-0.08
F	-0.47	-0.25	0.08	-0.10	0.04	-0.25	0.29	-0.01	0.20	-0.27	-0.10
R	-0.01	-0.11	0.04	-0.03	-0.03	-0.13	-0.15	0.13	-0.07	0.14	-0.05
RM	0.03	-0.09	0.02	0.01	-0.01	-0.14	-0.25	0.17	-0.09	0.20	-0.04
RF	-0.40	-0.15	0.15	-0.07	0.06	0.47	0.23	0.10	0.70	-0.12	-0.06
U	-0.10	-0.21	-0.17	0.13	-0.14	-0.03	0.02	-0.01	-0.21	-0.10	-0.15
UM	-0.01	-0.18	-0.18	0.18	-0.15	-0.01	-0.02	0.10	-0.20	-0.04	-0.14
UF	-0.61	-0.35	-0.01	0.00	0.06		0.39	-0.24	-0.19	-0.45	-0.18

Source: Computed by author using NSS unit level data on employment and unemployment, 66th Round, Schedule 10, 2009-10 and 55th Round, Schedule 10.1, 1999-00.

Table No 5.15: Change in disparity among scheduled caste and general population in Class-3 occupations in a decade from 1999-2000 to 2009-2010

DISPARITY CHANGE	Sales and Service Elementary Occupations	Agricultural, Fishery and related Workers	Mining, Construction, Manufacturing and Transport labourers	CLASS 3
TOTAL	-0.06	0.06	-0.16	0.01
MALE	-0.06	0.09	-0.16	0.01
FEMALE	-0.05	-0.04	-0.04	-0.02
RURAL	-0.03	0.07	-0.19	0.02
RURAL MALE	-0.06	0.11	-0.19	0.03
RURAL FEMALE	0.07	-0.01	-0.12	-0.01
URBAN	-0.07	0.21	0.05	0.03
URBAN MALE	-0.04	0.28	0.03	0.04
URBAN FEMALE		-0.03	0.23	0.01

Source: Computed by author using NSS unit level data on employment and unemployment, 66th Round, Schedule 10, 2009-10 and 55th Round, Schedule 10.1, 1999-00.

Table 5.14 shows change in disparity in class-2 occupation among scheduled caste and general population from 1999-00 to 2009-10. In this class of occupation there is decline in disparity across gender and sector. The decline is -0.09 in total and among females decline is more i.e. -0.10 than the males i.e. -0.08. In urban sector the decline is more than rural sector, -0.15 and -0.05 respectively. Urban females register highest decline i.e. -0.18 and for urban male i.e. -0.14. In occupational categories there is decline in Clerks, Personal & Protective service workers, Extraction and Building Trade Workers, Stationary and Mobile Plant Operators and Precision, Handicraft, Printing & Trade Workers across gender and sector. The disparity change table 5.11 shows that there are occupations like sales persons and demonstrators, machines operators where disparity increases as well. On an average there is decline in the disparity across gender and sector in this class of occupation.

Table 5.15 shows, that there is rise in disparity in the class-3 occupations i.e. elementary occupations, though the rise is very minimal but it is also a matter of concern that inspite of decline in disparity, it is rising, the change in disparity is 0.01 for total and 0.02 for rural sector and 0.03 for urban sector. In sales and services elementary occupations the disparity is declining across the gender and sector, in total

the decline is of -0.06 points, only increase is in the rural females that is of 0.07 points in disparity from last decade. Agricultural, fishery and related workers shows an increase in the disparity that is of 0.06 points for total and 0.09 for the males, while there is decline in disparity for females of -0.04, urban sector register more increase in disparity in this occupation category i.e. 0.21 in comparison to the rural sector i.e. 0.07, and also the urban males i.e.0.28 and rural males with 0.11 pints rise in disparity. In Mining, Construction, Manufacturing and Transport labourers there is decline in disparity that is of -0.16 points, for this occupational category there is decline in disparity for males and females in total and also decline in rural sector across the gender, with more decline in males disparity than females in total and in rural sector, but the urban sector shows an increase in disparity in decade with 0.05 in total urban and 0.03 and 0.23 for urban male and urban females respectively. On an average class-3 occupations register an increase in disparity.

5.12 REGION WISE DISTRIBUTION OF SELF EMPLOYED IN TOP FIVE OCCUPATIONS

The table 3 (c), Appendix III shows self-employment among scheduled caste in the top five occupations across state regions. At the all India level, majority (55.4%) of the self-employed workers are Skilled Agricultural and Fishery Workers. In all state-regions majority of the self-employed are cultivators. Some of the other main occupations of self-employed are Other Crafts and Related Trade Workers, Managers, Models, Sales Persons & Demonstrators, Mining, Construction, Manufacturing and Transport labourers, Extraction and Building Trade Workers, Machine Operators and Assemblers, Sales and Service Elementary Occupations, Precision, Handicraft, Printing & Trade Workers, Professionals and Associates-others, Personal& Protective service workers.

Table 3 (d), Appendix III shows self-employment among Generals in the top five occupations across state regions. At the all India level, majority (53.84%) of the self-employed workers are Skilled Agricultural and Fishery Workers. In all state-regions majority of the self-employed are cultivators. Some of the other main occupations of self-employed are Managers, Models, Sales Persons & Demonstrators, Professionals and Associates-others, Other Crafts and Related Trade Workers.

Self-employment in India have highest share of workers. The analysis of data suggests that the share of workers is more prevalent in comparatively less developed regions and more in rural areas. The low levels of education for majority of self-employed suggests lack of human capital hence it is adopted to diversify their livelihoods and sustain their lives. It has been pointed out that most of the self-employed workers have lack of skills to sustain and enhance their self-employment and economic activity in both rural and urban areas. This is resulting in majority of self-employed being tied to weak production base, almost equivalent to casual nature of employment. The self-employed also face the problems in acquiring required capital to enhance the scale of their operations. Self-employment in India appears to a need driven phenomenon rather than a phenomenon people access by choice. A major policy initiative and political support is needed to reverse this situation and make self-employment an economic activity which will help people to improve their capabilities and economic status.

5.13 REGION WISE DISTRIBUTION OF REGULAR SALARIED IN TOP FIVE OCCUPATIONS

The table 3 (e), Appendix III, shows the state-region-wise distribution of regular employment for scheduled caste population according to the National Classification of Occupation (2004). The table gives the top five occupations based on the percentage share of occupations in regular salaried employment in each state-region. It is important to see that the percentage share of occupations in regular employment varies across states. For scheduled caste population, Sales and Service Elementary Occupations (16.28%) have highest share of regular employment in India, followed by Personal & Protective service workers (10.43%), Stationary and Mobile Plant Operators (8.84%), Professionals and Associates-Teaching (8.53%), and Clerks (8.11%), also some regions have share in occupation like Personal & Protective service workers Metal, Machinery & trade workers, Mining, Construction, Manufacturing and Transport labourers, Professionals and Associates-Teaching & Professionals and Associates-Health.

For General population, the table 3 (f), Appendix III, shows the state-region-wise distribution of regular employment in top five occupation based on percentage share of workers. For General population, Clerks (14.17%), Professionals and Associates-Teaching (13.25%), Personal & Protective service workers (8.32%), Professionals and Associates-others (7.27%), and Stationary and Mobile Plant Operators (7.21%). Professionals and Associates-Teaching, Metal, Machinery & trade workers, Models, Sales Persons & Demonstrators, and Managers are some other occupations in which share of regular salaried is high.

What is most significant is that those states with high human development such as Kerala, Tamil Nadu and Karnataka have high share of regular employment in Professionals and Associates- Engineering and Professionals and Associates-Teaching.

5.14 REGION WISE DISTRIBUTION OF CASUAL LABOURS IN TOP FIVE OCCUPATIONS

The casual labour market is huge in India, as it includes workers across both formal and informal sectors, and also some self-employed people, engaged in occupations, that do not guarantee them decent living and social security.⁷

Table 3 (g), Appendix III, shows the casual labour in top five occupations across state regions for scheduled castes. Agricultural, Fishery and related Workers (62.54%), Mining, Construction, Manufacturing and Transport labourers (21.30%), Extraction and Building Trade Workers (8.85%), Skilled Agricultural and Fishery Workers (1.72%), Sales and Service Elementary Occupations (1.40%) are the main occupations in which share of casual labours of scheduled caste is high.

Table 3 (h), Appendix III, shows the casual labour in top five occupations across state regions for General population, wherein, Agricultural, Fishery and related Workers (53.39%), Mining, Construction, Manufacturing and Transport labourers (17.83%), Extraction and Building Trade Workers (10.20%), Other Crafts and Related Trade Workers (5.34%), Skilled Agricultural and Fishery Workers (2.86%) are the main

⁷ India Labour Market Report (2008), Adecco-TISS Labour Market Research Initiatives, Deonar: Mumbai, p. 66

occupations in which share of casual labours of general population is high. Overall, occupations in agriculture, construction, manual transport, cultivators (owners) appear to be the main occupations in which casual labour works.

In India the casual labour is the most vulnerable section of the workers which is devoid of any social security. In most of the regions in India, the Agricultural related occupations primarily the occupational category of labourers i.e. Agricultural, Fishery and related Workers who are not skilled continues to absorb the majority of workers of casual labour followed by the other occupational category of manufacturing and transport labourers.

5.15 SUMMARY

Scheduled Caste are excluded from productive employment by *casualization* and segregated to the jobs which are low in occupational hierarchy. Saraswati Raju mentioned that there is circular relation between low literacy among scheduled castes and their occupational avenues which require low literacy and hence has low occupational status which further reinforced the low literacy among Scheduled Castes⁸.

This Fig.5.7 explains that how the historic rooted inequalities previously chain the Scheduled castes with the ties of under development and restrict their growth, consequently, Scheduled Castes lag behind the rest of the society and they are engaged in low productive occupations. More than 50% of them are in Elementary occupations. The share of scheduled castes is more in agricultural related activities (mainly unskilled labourers) in comparison to General population, shows that they are less economically empower and from Centuries, they accumulated low socio-cultural capital to compete with the outside world occupations.

⁸ Saraswati Raju “Female Literacy in India: The Urban Dimensions” ,

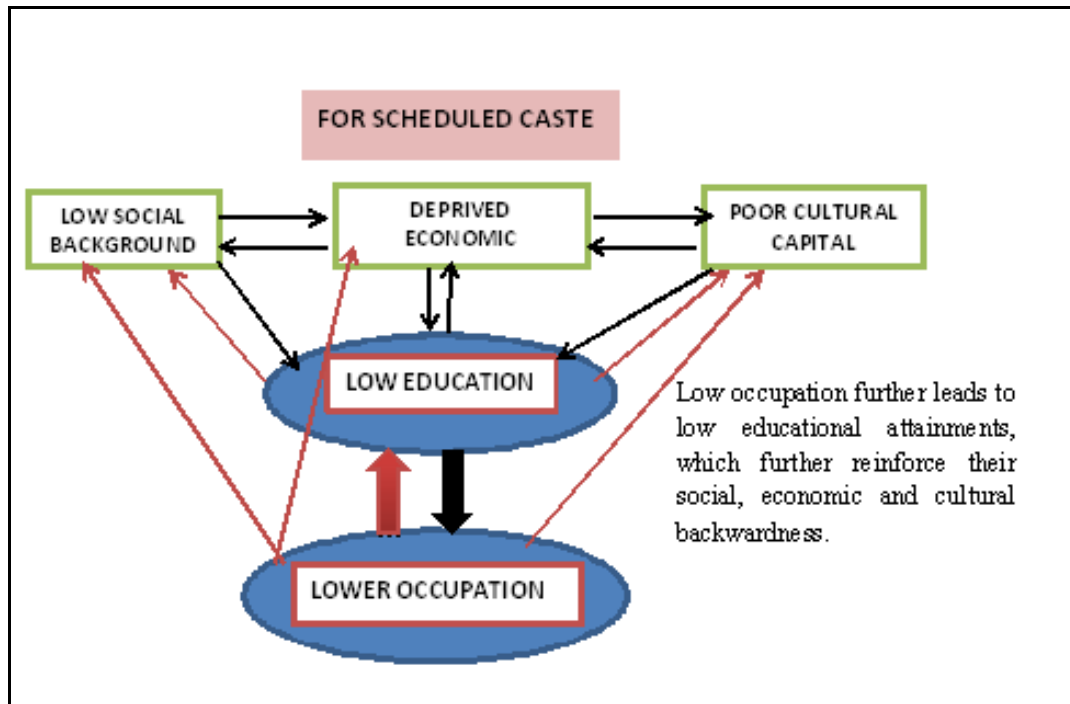


Figure 5.7: Vicious cycle of Occupational achievement for Scheduled Caste (Source: Composed by author)

They are still engage in the work which is less remunerative. Their share in managers, professionals and technicians is very low. Due to social stratification where caste is product of the labour, and also due to low interaction of scheduled caste with competing world because of their low achieved status due to purity pollution rule governed societal structure, they indulge in occupations which are low in hierarchy in comparison to general population, resulting in widespread inequality in society.

Across the regions, share of Scheduled Caste workers is more in Elementary Occupations where more than 50% SC's are employed and in class-1 jobs their share is less than 10% while share of general population is more in class-2 occupations, near 60% general population is employed in class-2 occupations. Scheduled castes females of rural sector have lowest share in class-1 and highest share for elementary occupation (class-3 occupations).

Share of Scheduled Caste workers is more in casual labour and general workers are more self-employed. For both social groups in class-1 occupations, the share of

regular salaried is more and in class-2 occupations the share of self-employed is more, whereas class-3 occupations possess more share of casual labourers.

The Disparity in share of workers in various occupational categories among scheduled caste and general is more for class-1 occupation. Legislators, Senior Officials and Professionals marked highest disparity. The disparity is in negative for elementary occupations across the sector and gender lowest for the Agricultural and Fishery labourers (i.e. -0.58).

Annual growth rate in share of workers from last 10 years is more for scheduled caste workers than general workers in class-1 and class-2 occupations, as new educational occupational avenues must have opened up scope for them to enter in high professional occupations. But matter of concern is the positive growth of scheduled castes in class-3 occupations, though minimal but increasing. While general population shows a decline in elementary occupations. Class-3 occupations (elementary occupations) also experience the rise in disparity, among the scheduled castes and general workers. Casualisation is more in class-3 occupations and scheduled castes are employed more in these occupations (Class-3) so more casualisation for scheduled castes.

Chapter I

Introduction

“A social system consists of a set of groups whose members together perform certain functions that they do not accomplish as separate groups. The groups thus interdependent, and they are interdependent in a particular arrangement”¹. Social organisation of primitive tribes was based on equality principle though with a simple stratification. The natural potential differences become inequality only with the application of scales and scales with which we are concerned in talking about inequalities in a social context are not given to us by nature, but culturally by particular human beings under particular historical condition.²

Differential distribution of roles has always been an essential feature of each and every society. Social group is the basic attribute of the Indian social system and this system as a social organization of Hindu society is based on highly unequal entitlements to economic and social rights. “Caste is one human mode of social differentiation. It is a mode of power, a mode of action, a mode of being and awareness, a mode of understanding and misunderstanding, a mode of caring. While caste may not be the lens we all use, most humans do in fact participate in some form of social differentiation and inequality; we may even make presumptions about the moral worth of others like or unlike us. Caste means more than one thing, and it means different things to different people. Its meaning has changed over time, too, and varies from place to place”.³

Caste is viewed as a product of the division of labour, as a cultural phenomenon that operates as an institution and viewed as social stratification leading to the institutionalization of social inequality. The caste system as a social organization of

¹David G. Mandelbaum, (1970), *Society in India*, Vol.1, Continuity and Change, London: University of California Press.

² Andre Beteille (2003), *The Idea of Natural Inequality and Other Essays*, New Delhi: Oxford University Press, pp. 8.

³ Diane P. Mines (2009), *Caste in India*, Association for Asian Studies Inc., pp. 3-5.

Hindu society is based on highly unequal entitlements to economic and social rights. This inequality involves the historic exclusion and discrimination, in terms of denial of rights of certain groups and castes, particularly the SCs, in multiple societal relations – economic, social, political and cultural. This gross discrimination and exclusion has resulted in widespread deprivation and poverty for the scheduled caste, which have traditionally been placed at the bottom rung of the caste hierarchy. In the caste ridden society all activities like social, economic, political, educational and cultural revolve around the notion of caste, so it is important to study the Scheduled castes which are deprived from the past, as the regional and sub regional differences would have to be explained in terms of the socio economic mechanics of caste system. Both temporally and spatially, the scheduled castes have been a vital link in India's population. Despite discriminations of various sorts against persons of these castes, functionally they have been from the beginning and everywhere an integral part of India's life⁴.

Caste is the basic system of societal organisation in India and it is so persistent that it may be possible to change one's religion but not one's caste.⁵ The present 'Jati' system is the distorted form of classical 'varna' system. Hierarchical system implies the regular ordering of phenomena on a continuous scale such that the elements of the whole are ranked in relation to the whole⁶. These caste hierarchies operate in specific cultural regions and ensure hierarchical social inequality. Hierarchies of caste, economic status, gender relations and cultural diversities as well as uneven economic development also deeply influence issues relating to equity in workforce structure.

The study of workforce structure occupies an important position in the field of social geography. The social and economic development of any region depends on the number of persons who are economically active and the quality and regularity of their work. The proportion of economically active population in various occupations indicates that economic profile of various groups of society. The occupation depends upon the degree of economic development and sophistication of a country. The

⁴ G.S Gosal, and A.B Mukherjee, (1972), "Distribution and relative concentration of SC population in India", in B.K Roy Burman (ed.) *Economic and Socio-cultural Dimensions of Regionalisation*, India: Registrar General, pp. 473.

⁵ Zarina Ahmed (ed.) (1972), *Caste and Social Stratification Among Muslim in India*, Delhi: Manohar Publications.

⁶ Louis Dumont (1970), *Homo Hierarchicus: The Caste System and its Implications*, Chicago and London: University of Chicago Press, p.66.

workforce structure present in various occupations is very significant indicator to assess the levels of economic development of a group to confirm its position in society.

In India it has been observed certain occupations or of occupation has almost composed of upper social lair of the society caparison upper castes, while other occupational groups have almost always been at the bottom of the social cone. The phenomenon of social stratification of workforce in various occupations manifests itself within reach of occupational pursuit, whether example is taken from agriculture, industry or trade, it is observed that people at the top generally belong to upper caste of social group, while people at the lower levels belong to the lower category of social group. Those at or near the top rung of the occupational division of workforce, usually have the highest income, the best education, and the most of the power.

The study of workforce structure provides background knowledge for formulating future development plans. The occupation means doing a certain type of work or activity in which a person was found during the reference period with regard to the person's participation in economic and non-economic activities. NSSO defines workers as persons who are engaged in any economic activity or who, despite their attachment to economic activity, abstained from work for reason of illness, injury or other physical disability, bad weather, festivals, social or religious functions or other contingencies necessitating temporary absence from work, constituted workers.

1.1 CLASSIFICATION OF WORKERS AS GIVEN BY NSSO

Persons who operated their own farm or non-farm enterprises or were engaged independently in a profession or trade on own-account or with one or a few partners were deemed to be self-employed in household enterprises. Self-employed persons were categorised as (i) *own-account workers*: those self-employed persons who operated their enterprises on their own account or with one or a few partners and who, during the reference period, by and large, ran their enterprise without hiring any labour. They could, however, have had unpaid helpers to assist them in the activity of the enterprise. (ii) *Employers*: those self-employed persons who worked on their own account or with one or a few partners and, who, by and large, ran their enterprise by

hiring labour. (iii) *Helpers in household enterprise*: those self-employed persons (mostly family members) who were engaged in their household enterprises, working full or part time and did not receive any regular salary or wages in return for the work performed. They did not run the household enterprise on their own but assisted the related person living in the same household in running the household enterprise. These were persons who worked in others' farm or non-farm enterprises (both household and non-household) and, in return, received salary or wages on a regular basis (i.e. not on the basis of daily or periodic renewal of work contract). This category included not only persons getting time wage but also persons receiving piece wage or salary and paid apprentices, both full time and part-time. A person, who was casually engaged in others' farm or non-farm enterprises (both household and non-household) and, in return, received wages according to the terms of the daily or periodic work contract, was a casual wage labourer.

1.2 A BRIEF PROFILE OF SCHEDULED CASTE

Identity is a quintessentially a plural concept with varying relevance of different identities in distinct context. Our freedom in choosing identity, in terms of the way others see us, can sometimes be extraordinarily limited⁷ as it happens in being a Harizans in India.

The inequality of the caste system is a special type of inequality, of ideas and values based on the purity- pollution which is the basic to the hierarchy in caste structure⁸. Scheduled Castes are worst victim of social inequality in every sphere of life. Contemporarily, the rigours of pollution, social practices of untouchability and social relations of servility vary greatly in different parts of the country. The widespread upsurge of atrocity signifies continued caste based oppression. The problems of scheduled caste have been aggravated over the years and pushed them to the total subjugation and exploitation.

Caste and occupation were closely interlinked in traditional socio – economic order, and the lowest manual and menial occupations were reserved for the scheduled castes.

⁷ Amartya Sen (2005), *Argumentative Indian*, New Delhi: Penguin Books, pp. 349-52.

⁸ Louis Dumont (1970), *Homo Hierarchicus: The Caste System and its Implications*, Chicago and London: University of Chicago Press, p.66.

The link has gradually been broken but not completely although there have been shifts to caste free occupations, changes took place with the arrival of new opportunities in rural employment and petty business as well as through education based occupational and social mobility in rural and urban contexts. However, economic exploitation, economic disadvantage and continued concentration in menial occupation continue to sustain and reinforce the degraded social position of the majority of scheduled castes and still most of the scheduled castes are engaged in low wages obnoxious and unclean occupations.

Rural scheduled castes are predominantly landless and impoverished agricultural labourers. Women suffer from multi-layered subordination. In general, the reduction of disparities and inclusion has taken place within mainstream urban areas. Rural society still shows predominantly stigmatized, exploited and oppressive ways for vast section of the scheduled castes, particularly for those located in the relatively more tradition – bound and socio – economically “backward” regions. Studies have pointed out to growing incidence of poverty, rising levels of rural unemployment, and wage squeeze as well as declining levels of consumption shares, real wages and consumer monthly per capita expenditure among the scheduled castes.⁹

The scheduled castes since ages have been victims of socio-economic exploitation and have been relegated to low income generating occupation, inferior trades’ unhygienic environment and unclean menial occupation. Although practice of untouchability has been declining in many parts of the country, caste rigidities still continue to confine many scheduled castes workers in demeaning occupations, which put them at a disadvantageous position when compared to other communities. The forces of urbanization, social and protective legislation, positive discriminations and other measures taken by the governments have led to gradual improvement in upward occupational mobility and living standards of these people over the years, majority of scheduled castes communities continue to live in socio-economic backwardness.

⁹ S. Thorat, (2002), “Oppression & Denial: Dalit Discrimination in the 1990s”, *Economic and Political Weekly*, Vol. XXXVII, No. 6, pp 572-577.

1.3 EMERGING ISSUES

1. In the process of development, though the occupational transformation is on increase, yet the general correlation between caste and occupation continues to exist in the sense that upper castes are moving into occupations of higher rank, while the lower castes are moving into lower occupation. So it is important to study the changes in the occupational structure of caste group.
2. In spite of increasing attention given since independence to the education of weaker sections of the community, the gap between their level of educational development and the average for society as a whole still continues to be very wide. Although there is phenomenal rise in their numbers, the percentage of the scheduled caste enrolled in higher education continues to be lower than their percentage in the population, and this also varies from region to region.
3. Scheduled Castes are excluded from productive employment by *casualization* and segregated to the jobs which are low in occupational hierarchy.
4. There has been an overall increase in Scheduled Castes workforce participation rates; but important is, how this increase shows up: *What kind of work, in which sector, well spatially distributive or not.*
5. The *occupational status is highly associated with education*, so it is important to see the changes in the levels of educational attainment of society vis-à-vis occupational changes.
6. The most important issue in relation to scheduled caste is their position in society, which is a result of the achievements in educational advance and occupational opportunities.
7. The development registered positive transformation in case of Non Scheduled Castes whereas opposite holds true in case of Scheduled Castes of the region, so there is need to look at the disparity between Scheduled Castes and Non Scheduled Castes.

Questions Arises Here Are:

- Do persons with particular social origins have greater opportunity in gaining admission to certain occupations?
- Does the system offer equal chances of seeking entrance to various occupations irrespective of their social origins?

1.4 OBJECTIVES

1. To show the distribution pattern of the workforce structure of Scheduled Castes and Non-Scheduled population across the sector and gender dimensions.
2. To show the nature of changes of the workforce structure of Scheduled Castes and Non-Scheduled population across the sector and gender dimensions.
3. To show the spatial pattern of inequality in the workforce structure among Scheduled castes and Non-Scheduled population.
4. To show the distribution pattern and nature change in the occupational structure of Scheduled Castes and Non-Scheduled population across the sector and gender dimensions.
5. To show the spatial pattern of inequalities in the occupational structure among Scheduled castes and Non-Scheduled population.

1.5 RESEARCH QUESTIONS

1. What is pattern of regional concentration and distribution of scheduled caste?
2. What is variation in regional level dissimilarity of scheduled caste structure?
3. What is the pattern of distribution of workforce participation rate among Scheduled Caste and General population in different regions and what is level of disparity among them across the sectoral and gender dimensions?
4. How the workforce structure varies with age and education levels?

5. What are the changes in work activity status of Scheduled castes and how it is differ from general population?
6. What is the distributional pattern of, and inequality in, share of Scheduled Caste and general population workers in diverse categories of occupation?
7. What are the changes in the share of Scheduled caste workforce and general population workforce in occupational categories with time and space?

1.6 HYPOTHESES

- Scheduled Castes are excluded from productive employment by *casualization* and segregated to the jobs which are low in occupational hierarchy.
- Regions of high scheduled caste concentration have more deprived nature of workforce structure.
- Boundaries of scheduled caste structure have guiding impact on the aspect of distributional pattern and nature of workforce structure.
- The nature of workforce structure is more deprived for scheduled castes in comparison to workforce of General population, more disadvantaged for the rural scheduled caste as against their urban counterpart, shows more destitute picture for female scheduled caste as compared to male scheduled caste.

1.7 DATA BASE

- Unit level data of NSSO 55TH Round: schedule 10.1: Employment and Unemployment (July 1999 - June 2000).
- Unit level data of 66TH Round: schedule 10: Employment and Unemployment (July 2009- June 2010).
- National Classification of Occupations-2004, conversion table n.c.o-1968 to n.c.o-2004.
- Special tables on Scheduled Caste, Census of India, 2001.

1.8 METHODOLOGY

- Social groups of Scheduled Caste and Non Scheduled (which are neither scheduled caste, scheduled tribes nor other backward castes, and considered as others by NSSO, known as General Population in this study) are taken for the study with the rationale that the former group is lagging behind the later one.
- Index of Dissimilarity of Scheduled caste between two districts has been calculated, which is half the absolute sum of the differences between the ratios of each caste's population to the total population for each of the two districts.

This index of dissimilarity (G) is first used by the David Sopher¹⁰. In this only those scheduled castes are considered for calculation, which comprised at least 1% of the total population of a district and only neighbouring districts were taken into consideration. The value of G ranged from '0', indicating a complete identity of caste composition, to '1' which meant absolute dissimilarity.

- Location Quotient has been calculated to show the concentration of scheduled caste population:

$$\text{location quotient} = \frac{\frac{\text{total population of SC in region}}{\text{total population of region}}}{\frac{\text{total population of SC in India}}{\text{total population of India}}}$$

When a region's Location Quotient for Scheduled Caste is larger than 1, it can be concluded that there the SC population concentration is greater than national average.

- The present study attempts an analysis of workforce structure based on the 'usual status' by taking also into consideration the subsidiary economic

¹⁰ David Sopher (1977), "Rohilkhand and Oudh: An Exploration of Social Gradient Across a Political Frontier", in R.G. Fox (ed.) *Realm and Region in Traditional India*, New Delhi, Vikas Publishing House Private Ltd., p. 286.

status of persons categorised 'not working' or the Usual Status (PS+SS) categorisation for short (from NSSO) for the age group 15-59 years (working age group).

Workforce Participation Rate = ((total no. of workers in the age group)/(total population in the age group))*100.

- To Work Status of Scheduled Castes and General Population, is shown by the share of workers under Self Employed, Regular Salaried and Casual Workers, as given by the NSSO.
- To show the disparity among Scheduled caste and General Population (mentioned as 'Others' in NSSO), Sopher's Index of Disparity, modified by A. Kundu is used:

$$Ds = \log \left(\frac{X2}{X1} \right) + \log \left(\frac{Q - X1}{Q - X2} \right)$$

where, $X2 > X1$ and $Q > 200$

Here, Non Scheduled population or General population is taken as X2, as they are considered as the forward group, and X1 is Scheduled caste

- Compound Annual Growth Rate has been calculated for annual average growth rate by using:-

$$r = [(Yf/Yb)^{1/n} - 1]*100$$

Where, Yf = Final Year

Yb = Base year

n= Number of years

- The National Classification of Occupation (NCO) is also studied for general population and of scheduled castes. To make NCO data comparable for the

two time periods, the categories of three digit occupations are taken and clubbed together, and where ever needed also clubbed the NCO up to four digits of occupation, and finally the following categories of occupation are taken analysis for present study:

CLASS: 1

Legislators and Senior Officials
Managers
Physical, Mathematical and Engineering Science Professionals and Associate Professionals
Life Science and Health Professionals and Associate Professionals
Teaching Professionals and Associate Professionals
Other Professionals and Associate Professionals

CLASS: 2

Clerks
Personal and Protective Service Workers
Models, Sales Persons and Demonstrators
Skilled Agricultural and Fishery Workers
Extraction and Building Trades Workers
Metal, Machinery and Related Trades Workers
Precision, Handicraft, Printing and Related Trades Workers
Other Craft and Related Trades Workers
Machine Operators and Assemblers
Stationary and Mobile Plant and Related Operators

CLASS: 3

Sales and Services Elementary Occupations
Agricultural, Fishery and Related Labourers
Labourers in Mining, Construction, Manufacturing and Transport

- With the help GIS, NSSO regional level map for both the time period have been generated to make Choropleth Maps for the spatial pattern of various attributes. For the State Region Map of India, we need to club some regions as to have the proper number of samples in the region. Also need to adjust the boundaries of the regions to match with two level data [55th (1999-2000) and 66th (2009-10)]. For this number for regions reduced in several states to match the regions.

1.9 RATIONALE BEHIND THE STUDY

The study looks into the changes in the workforce structure of Scheduled Caste with a comparison to General population. It is based on the unit level data of the two latest NSSO rounds (55th and 66th) with comparable data for the two social groups namely Scheduled Castes and General Population (or Others as given by NSSO). The study units are NSS regions, which make spatial space not too big or not too small for analysis, they are more close to traditional regions like Malwa, Haroti, Marwar, Bundelkhand, Telangana, etc. The regions are more unity in terms of geographical, historical, socio – economical and contemporary reality. The study will illustrate the modern day reality of social hierarchy and its impact on workforce structure in post globalised India through regional and social space. It details spatial and temporal analysis and changes occurring till the present day. It will point out the amount of changes in Indian social structure and its present impact on socio – economic development in India. Present study has concern with the analysis of growth, distribution and disparity in workforce structure among the two social groups.

1.10 ORGANISATION OF STUDY

First chapter is introductory, which includes statement of the problem, objectives, hypotheses, research questions, data base, and methodology and research design.

Second Chapter contains overview of literature that highlights the work done on the social inequality in Occupational structure. Occupation, caste, gender, region and the problem of inequality are key area around which the literature survey is structured.

Third chapter deals with the proportion distribution of scheduled caste in all the regions and also the dis-similarity of the scheduled caste groups of a region to the neighbouring region.

Fourth chapter shows the Employment status among the scheduled caste and general population, a region wise detailed study is presented in this with focus on Workforce Participation Rate, self-employed, regular salaried and casual labour as

the work status and with the age and education levels; growth rate from 1999-00 to 2009-10, and disparity among scheduled caste and general population is also discussed.

Fifth chapter deals with the workforce structure of both the social group in various occupational categories, the rate of change and disparity is also focused here.

Sixth chapter will have summary of conclusion.

1.11 LIST OF REGIONS

Number	Regions	Number	Regions
1	Andhra Coastal Northern	29	MP Malwa
2	Andhra Inland North Eastern	30	MP Northern
3	Andhra Inland Southern	31	MP South
4	Assam	32	MP South Western
5	Bihar Central	33	MP Vindhya
6	Bihar Northern	34	Orissa Coastal
7	Chhattisgarh	35	Orissa Northern
8	Goa	36	Orissa Southern
9	Gujarat Dry & Saurashtra	37	Punjab Northern
10	Gujarat Plains	38	Punjab Southern
11	Haryana Eastern	39	Rajasthan North Eastern
12	Haryana Western	40	Rajasthan Northern & western
13	Himachal Pradesh	41	Rajasthan South Eastern
14	J&K Mountains & Jhelam Valley	42	Rajasthan Southern
15	J&K Outer Hills	43	Tamil Nadu Coastal
16	Jharkhand	44	Tamil Nadu Inland
17	Karnataka Coast & Ghats	45	Tamil Nadu Northern
18	Karnataka Inland Northern	46	Tamil Nadu Southern
19	Karnataka Inland Southern	47	Tripura
20	Kerala Northern	48	UP Central
21	Kerala Southern	49	UP Eastern
22	Maharashtra coastal	50	UP Southern
23	Maharashtra Eastern	51	UP Western
24	Maharashtra Inland Central	52	Uttrakhand
25	Maharashtra Inland Eastern	53	WB Central Plains
26	Maharashtra Inland Northern	54	WB Eastern Plains
27	Maharashtra Inland Western	55	WB Himalayas
28	MP Central	56	WB Western plains

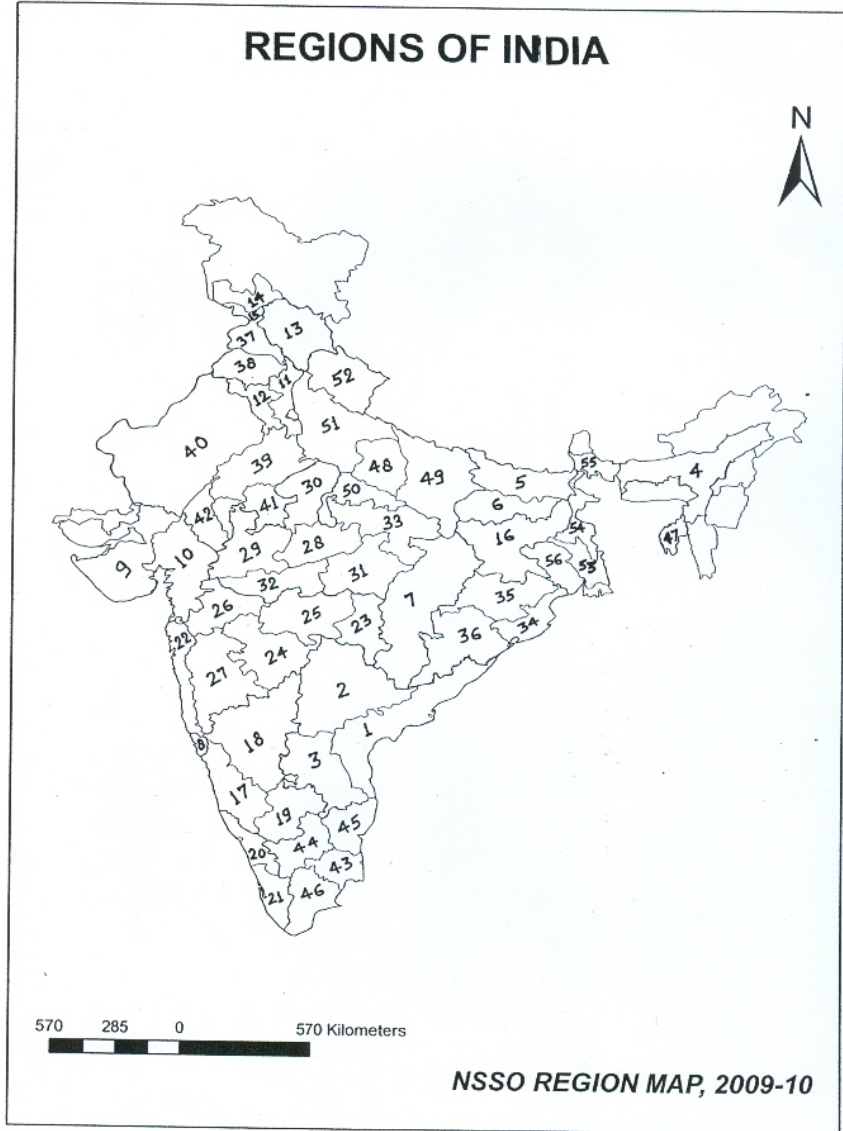


Figure 1: Map showing the study regions in India

Chapter II

An Overview of Literature

2.1 HISTORICAL FACTORS

Several historical factors have affected the levels of inequality in employment opportunity over a period. Subbarao conceptualization of Indian diversity is important to understand the foundation of regional differences in social phenomena. He said that in a country of the size and environment diversity of India, it is impossible to postulate a uniform development of culture in time and space. The recognition of this fundamental principle- the geographical and ecological bash of Indian history and culture diversity of the country- will help us to understand the true significance of the physical and cultural diversity of the country based on the deeper social, economic and technological difference, which are the result of a slow penetration of higher cultures in different parts and at different periods¹.

Indian society is characterized by the division and hierarchy². Social inequality is a keynote of the caste system; it is the theme of the social etiquette of the Hindus³. Attitudes of social inequality are not only strongly impressed upon the culture, but they are also binding upon the least privileged Hindus⁴.

The word caste is derived from the Latin 'castus' and implies purity of bread and essential principle is mainly concerned with eating and drinking⁵. Caste is known as jati in common parlance.

¹ B. Subbarao (1956), *The Personality of India*, Baroda: MSU of Baroda Press, pp. 4.

² K.S Singh, (1992), *People of India- An Introduction*, Calcutta: Anthropological Survey of India, p.73

³ Oliver Cromwell Cox (1948), *Caste, Class and Race: A Study in Social Dynamics*, New York and London: Modern Reader Paperbacks, pp.14.

⁴ Oliver Cromwell Cox (1948), *Caste, Class and Race: A Study in Social Dynamics*, New York and London: Modern Reader Paperbacks, pp. 17

⁵ Herbert Risley (1915), *The People of India*, Delhi: Oriental Books Reprint Corporation, K.C.I.E, C.S.I, pp.67-68.

The word jati is being derived from Sanskrit root meaning 'to be born' and carry connotation of one's social birth right as well as one's inherited group⁶.

A jati is an endogamous, hereditary social group that has a name and a combination of attributes and all members of a jati are expected to act according to their jati attributes and each member shares his jati's status in the social hierarchy of a village locality in India. The ranking criteria is with the ritual pollution and purity that are inherent in the group's practices⁷.

One caste cannot exist in an otherwise casteless society, for castes are interdependent social phenomena. Repulsion, hierarchy and hereditary specialization: caste includes three elements which divided Hindu society into a considerable number of diminutive societies in opposition⁸.

Caste, as a system, is an all- India phenomenon which became more inflexible when birth became the basis of caste rank. Caste as system has become an overarching ideology which pervades all aspects of Hindu life in particular. All social relations emanate from the ideology of caste, that is, from the notions of hierarchy, pollution-purity and inclusion-exclusion. Caste is both a normative system and a system of actual relations.

Louis Dumont considers the inequality of the caste system a special type of inequality where ideas and values are basic for traditional caste system which was grounded on the principle of pollution and purity⁹ and basic to caste hierarchy and jajmani system ensured its economic sustainability.

A caste as a corporate group, exclusive and in theory is rigorously hereditary. It possesses certain traditional and independent organization, including chief and the council and as

⁶ David G. Mandelbaum (1970), *Society in India*, Vol. 1, Continuity and Change, London: University of California press, pp.14.

⁷David G. Mandelbaum (1970), *Society in India*, Vol. 1, Continuity and Change, London: University of California press, pp. 14-15.

⁸ Oliver Cromwell Cox (1948), *Caste, Class and Race: A Study in Social Dynamics*, New York and London: Modern Reader Paperbacks, pp.3-4.

⁹ Louis Dumont (1980), *Homo Hierarchicus: The Caste System and Its Implications*, Chicago and London: The University of Chicago Press.

occasion demands it meet in assemblies endowed with more or less authority. Often united in the celebration of certain festivals; it is further bound together by a common profession; and by practice of common custom which bears more specially upon marriage, food, and various cases of impurity. Finally it is armed, in order to assure its authority with the jurisdiction of fairly wide extent, capable by the infliction of certain penalties, especially of banishment, either absolute or revocable, of enforcing the power of the community. Such briefly is the caste system”¹⁰.

A caste may be defined as a collection of families or groups of families bearing a common descent from a mythical ancestor, human or divine, professing to follow the same hereditary calling, and regarded by those who are component to give an opinion as forming a single homogenous community. The name generally denotes or is associated with a specific occupation. A caste is almost invariably endogamous in the sense that a member of the large circle denoted by the common name may not marry outside of that circle, but within the circle, there are usually a number of smaller circles each of which is also endogamous¹¹.

Hutton takes a functional view of the caste system. He speaks of the three types of functions of the caste system: (1) functions for the individual members, (2) community functions and, (3) functions for the state¹².

For society as a whole, G.S Ghurye gives a comprehensive definition of caste. According to him the six main features of the caste system are: (1) segmental division of society, (2) hierarchy of groups, (3) restrictions of feeding and social intercourse, (4) allied and religious disabilities and privileges of the different sections, (5) lack of the unrestricted choice of the occupation and, (6) restrictions on marriage. Endogamy is the stable feature of the caste system. However, in the recent years, inter-caste and inter-religious marriages have been taking place, particularly in towns and cities¹³.

¹⁰ Emile Charles Marie Senart (1930), *Caste in India*, translated by E. Denison Ross, London, pp.20.

¹¹ Herbert Risley (1915), *The People of India*, Delhi: Oriental Books Reprint Corporation, K.C.I.E, C.S.I., pp.68.

¹² J.H Hutton (1946), *Caste in India: its nature, function and origins*, Cambridge: Cambridge University Press.

¹³ G.S Ghurye, (1969), *Caste and Race in India*, Bombay: Popular Prakashan.

A society subjected to a caste system consists of a number of subdivisions or castes which are exclusively endogamous which shows a strong tendency to be socially exclusive, which are hierarchically superposed supposedly cultural and which by the working of these four tendencies within the social field of their own delimitations may split up into more and more castes indefinitely¹⁴.

“Each caste has its particular rank, defined by tradition and public opinion, and each one maintains it at all costs, or strives to advance itself”¹⁵.

It is difficult to pin the term caste to any sociological reality as it has been pinned to too many social entities- endogamous groups, a category of such groups, a system of social organization- refers to highly stratified social system¹⁶. The phrase, “the caste system of India” is best taken to refer to that set of ideas about society that many people of India share and that they use systematically in governing their social relations. Salient among these ideas is the view, implicitly held and sometimes explicitly expressed, that most social relations should be hierarchically arranged¹⁷.

The caste system provides for the ordering of groups in society once and for all time. There is no provision for initiating change; and when change became inevitable it must be explained away. Conscious striving among persons to enter new functional fields or to achieve advanced social position is taboo¹⁸. Change has occurred in society; but change of society is absent. Caste, as an empirical reality, can be relocated in the form of jatis in a specific rural and urban context¹⁹.

¹⁴ Gualtherus H. Mees (1935), *Dharma and Society*, The Hague, pp.71.

¹⁵ Emile Charles Marie Senart (1930), *Caste in India*, translated by E. Denison Ross, London, pp.18.

¹⁶ David G. Mandelbaum (1970), *Society in India*, Vol. 1, Continuity and Change, London: University of California press, pp.209.

¹⁷ Louis Dumont (1980), *Homo Hierarchicus: The Caste System and Its Implications*, Chicago and London: The University of Chicago Press, pp.29

¹⁸ Oliver Cromwell, Cox (1948), *Caste, Class and Race: A Study in Social Dynamics*, New York and London: Modern Reader Paperbacks, pp. 6.

¹⁹ Louis Dumont (1980), *Homo Hierarchicus: The Caste System and Its Implications*, Chicago and London: The University of Chicago Press.

The main result of caste system is to stereotype existing conditions, to repress the desire of the individual to advance his own interest at the expense of, or in opposition to, those of the community in which he is included²⁰.

There are possibilities of social upliftment by the process of Sanskritization and Westernization. 'Lower caste' people imitate the styles of life, rituals and practices of the 'upper castes' with a view to improve their status. Such a process of mobility in the caste system has brought about horizontal distinctions, or what Srinivas calls 'positional' changes²¹.

This caste system used to work in regional framework²², but modernization and democratic polity brought the process of horizontal unity²³, and further creation of caste association resulted in Pan-Indian Castes.

The system has expired but caste identities remain and show no sign of going, it seems, caste system is dead but its ghost remains, and this system has collapsed today because all its functions have collapsed due to several factors like ethical, political, social, economic, and technological so functional significance of the caste system vanished, the need for hereditary occupation is now redundant, and social mobility is much more, and The information age has thrown up an opening for new occupations, which cannot be classified into the sphere of the four traditional varnas²⁴.

With the new forces, of emergence of the larger markets and decline of the village based subsistence production, urbanization and above all the rise of democracy based on adult franchise; the caste based mode of social production, the jajmani system's sustainability started breaking down, with widespread acceptance of new value like equality, self respect and human dignity, in a changed scenario of socio-economic reality and as a

²⁰ Oliver Cromwell Cox (1948), *Caste, Class and Race: A Study in Social Dynamics*, New York and London: Modern Reader Paperbacks, pp. 6.

²¹ M. N Srinivas, (1972), *Social Change in Modern India*, New Delhi: Orient Longman.

²² Selig S. Harrison (1956), "The challenge to Indian Nationalism", *Foreign Affairs*, p.626.

²³ M.N Srinivas, (1952), *Religion and Society among the Coorgs of South India*, Oxford: Clarendon Press, pp.213-214.

²⁴ M.V Nadkarni, (2003), "Is Caste System Intrinsic to Hinduism? Demolishing a Myth", *Economic and Political Weekly*, Vol. 38, No. 45, pp. 4791-4792.

apathy pointed out by the Srinivas that caste itself got a new lease of life through realities of democratic polity, but caste as a system got died- though he also maintained that caste as a system is dying but individual caste is flourishing²⁵.

Indian society is characterized by the division and hierarchy²⁶. Here, regional identities are getting stronger but the content of the regional identities are also changing²⁷. Despite of all this, caste continued to define the socio-economic status due to rural base of majority of population and these change do brought differentiation in social space over the geographical space.

2.2 SOCIO-ECONOMIC FACTORS

Social differentiation is most important. Differentiation has been discussed in social, economic, occupational, religious, territorial and education contexts. Social divisions indicate descent in the caste society and also indicate status, and are connected with social control and control over resources²⁸.

Inferiority is inherent and accepted with equanimity. Low caste people are not seeking liberators; they are almost always able to find a group lower than themselves, and their preoccupation becomes that of making the latter feel its position of even greater inferiority²⁹.

²⁵ M.N Srinivas, (2003), "An Obituary on Caste as a System", *Economic and Political Weekly*, Vol. 38, No. 5, pp. 459.

²⁶ K. S Singh, (1992), *People of India- An Introduction*, Calcutta: Anthropological Survey of India, pp. 73.

²⁷ K. S Singh, (1992), *People of India- An Introduction*, Calcutta: Anthropological Survey of India, pp.2.

²⁸ K. S Singh, (1992), *People of India- An Introduction*, Calcutta: Anthropological Survey of India, pp. 73.

²⁹ Oliver Cromwell Cox (1948), *Caste, Class and Race: A Study in Social Dynamics*, New York and London: Modern Reader Paperbacks, pp. 16.

Desai and Dubey in their article, examine the relationship between social background and different dimensions of well being and the result showed the continued persistence of caste disparities in education, income and social networks³⁰.

The distinction between inequality of opportunity and that of outcome is not straightforward; inequality of outcome in one generation may lead to inequality of opportunity in the next. These linkages between caste, occupation and income are not accepted without arguing. It has sometimes been argued that their relation has been misinterpreted. More than half of the working members are in occupation other than those specifically associated with their caste³¹.

In urban and rural, both areas most of Scheduled Caste population as a agricultural worker as compare to general population³². The majority of agricultural labourers in India are drawn from the scheduled castes and tribes³³.

However, Driver in his article by taking the case study of Central India, has shown the fact that education is an important factor in deciding upon the occupation. The association between positions in the caste and occupational hierarchies is largely the result of differences among the castes in their educational attainment.³⁴ And in fact, in the multi-cultural and multiethnic Indian society, the parameters of gender, caste, class and region are crucial in determining access to higher education³⁵.

A positive change on various socio-economic parameters has been recorded but that change has touched merely less than half of their population. In fact, the gap between the mainstream and scheduled caste population still persists. The basic reasons behind their low socio- economic conditions are illiteracy, lack of required skills, inequalities in

³⁰ Sonalde Desai and Amaresh Dubey (2011), "Caste in 21st Century India: Competing Narratives", *Economic and Political Weekly*, Vol. XLVI, No. 11, pp. 40.

³¹ Sonalde Desai and Amaresh Dubey (2011), "Caste in 21st Century India: Competing Narratives", *Economic and Political Weekly*, Vol. XLVI, No. 11, pp. 41.

³² A.B Mukherjee, (1989), *The Chamars of Uttar Pradesh*, New Delhi: Leela Devi Publications.

³³ Dana Dunn (1993), "Gender Inequality in Education and Employment in the Scheduled Castes and Tribes of India", *Population Research and Policy Review*, Vol. 12, No.1, pp. 58.

³⁴ Edwin D. Driver (1962), "Caste and Occupational Structure in Central India", *Social Forces*, Vol. 41, No.1, pp. 31.

³⁵ Karuna Chanana, (1993), "Accessing Higher Education: The Dilemma of Schooling Women, Minorities, Scheduled Castes and Scheduled Tribes in Contemporary India", *Higher Education*, Vol. 26, No. 1, pp. 71.

agrarian structure due to failure of land reforms, lack of income generating assets and ineffective implementations of the welfare schemes³⁶.

Females are an integral part of any society. But still they are not given that status. In fact they are the subordinated class of the society. In her article Brown focuses on the point as an Anthropologist that repetitive, interruptible, no-dangerous task that do not require extensive excursions are more appropriate for women when the exigencies of child care are taken into account. The degree to which women participate in subsistence activities depends upon the compatibility of the latter with simultaneous child care responsibilities³⁷.

Women are likely to make significant contribution when subsistence activities have the following characteristics: the participant is not obliged to be far from home; the tasks are relatively monotonous and do not require rapt concentration; and the work is not dangerous, can be performed inspite of interruptions, and is easily resumed once interrupted³⁸

2.3 INSTITUTIONAL FACTORS

The problem of illiteracy, rural background, non-ownership of productive assets, insecurity of employment, untouchability and their exploitation by the non-Scheduled Caste people, etc are some of the factors which are mainly responsible for their abject poverty and have been hampering the process of governmental development programmes to bring them in the mainstream of national life.

Education is considered as an instrument to serve the social object of equalizing the under – privileged in the matters of opportunities for advancement and enabling them to use their education as a lever for improvement of their condition. Education has been viewed

³⁶ Darshan Singh (2009), “Development of Scheduled Castes in India- A Review”, *Journal of Rural Development*, Vol. 28, No. 4, pp. 530.

³⁷ Judith K. Brown (1970), “A Note on the Division of Labor by Sex”, *American Anthropologist*, Vol. 72 No. 5, pp. 1073-1074.

³⁸ Judith K. Brown (1970), “A Note on the Division of Labor by Sex”, *American Anthropologist*, Vol. 72 No. 5, pp. 1073-1074.

-as the mechanism through which members of the Scheduled Castes are to be equipped to obtain occupational and economic mobility in order to establish their equal status. More specifically, it has been viewed as the instrument through which members of the Scheduled Castes can be equipped for a social structure in which status is determined, not by ascription but by individual achievement and worth³⁹.

It is important to know how educated Dalit young men perceive education, how they seek to use educational credentials to obtain 'respectable' jobs, and how they react when this strategy fails. Increased formal education has given Dalit young men a sense of dignity and confidence at the village level. However, these men are increasingly unable to convert this 'cultural capital' into secure employment. This has created a reproductive crisis which is manifest in an emerging culture of masculine Dalit resentment. In response to this culture, Dalit parents are beginning to withdraw from investing money in young men higher secondary and tertiary-level education. Without a substantial redistribution in material assets within society, development initiatives focused on formal education are likely to be only partially successful in raising the social standing and economic position of subordinate groups.

But K.S Singh shows in his study that there is gender bias in education and picture is much poorer for the SC. The dropouts among SC's are still higher than national average. The reasons are a mixture of factors likes social, logistics- there being no school nearby- and the need to earn from an early age to support the family⁴⁰.

Even Krupa Chanana in her article showed that the educational policy assigned several functions to higher education. Some of these are: equity for the Scheduled Castes and Tribes; mainstreaming for the minorities and equality for women. It demonstrates that the educational policy fails to integrate these functions which remain sectoral aims even at the conceptual level⁴¹.

³⁹ Suma Chitnis, (1972), "Education for Equality: Case of Scheduled Castes in Higher Education", *Economic and Political Weekly*, Vol. 7, No. 31/33.

⁴⁰ K. S Singh, (1992), *People of India- An Introduction*, Calcutta: Anthropological Survey of India, pp. 92.

⁴¹ Karuna Chanana, (1993), "Accessing Higher Education: The Dilemma of Schooling Women, Minorities, Scheduled Castes and Scheduled Tribes in Contemporary India", *Higher Education*, Vol. 26, No. 1, pp. 7

Roli verma and Deepak Kumar article findings also reveal that access to the IITs, satisfaction at the IITs, and future plans after the IITs are strongly correlated to students' socioeconomic status. Even though admission to the IITs is based on an entrance examination, most of its students are from the socially and economically well off families⁴².

Balaji Pandey in his article shows that besides low enrolment and literacy rates, another indicator of the educational backwardness among Scheduled Caste students is their heavy drop out rate. In his article he showed that dropout rate is much higher at the Primary stage in the scheduled castes. A comparison of drop out rate between general students and Scheduled Caste students indicates a higher rate among the latter⁴³. Suma Chitnis in her article, talks about the New Inequalities that in spite of the phenomenal rise in their numbers, the percentage of the Scheduled Castes enrolled in higher education continues to be lower than their percentage in the population⁴⁴.

L. C. Jain in his article mentioned that the high illiteracy especially is one of the biggest obstacles in the race against poverty and only a small proportion of those who are literate have had access to higher education, the drop-out rate, for economic reasons, being high. Though, seen over time, there is an improvement in the ratio of enrolment of the children of scheduled castes and tribes, in primary and secondary schools, they are still significantly below the enrolment ratio of the general population⁴⁵.

Apart from education, assets are a vital means of economic advancement. It is not surprising therefore that deprived of education and assets they are neither able to make good nor opt out of the occupational slots in which they are born. The nature of the

⁴² Roli Verma and Deepak Kapur (2009), "Access, satisfaction and future: undergraduate education at the Indian Institute of Technology, *Springer*, online publications.

⁴³ Balaji Pandey(1986), "Educational Development among Scheduled Castes", *Social Scientist*, Vol. 14, No. 2/3, pp. 66.

⁴⁴ Suma Chitnis, (1972), "Education for Equality: Case of Scheduled Castes in Higher Education", *Economic and Political Weekly*, Vol. 7, No. 31/33, pp. 1679.

⁴⁵ L.C. Jain (1981), "Emancipation of Scheduled Castes and Tribes: Some Suggestions". *Economic and Political Weekly*, Vol. 16, No. 9, pp. 327.

occupations is however the least part of their tragic circumstance. The cruelty is that even these occupations provide them employment only for limited periods and days⁴⁶.

One finds that changes have been restricted to urban areas, to particular regions, and to particular castes and individuals among the scheduled castes. There have been regional, rural-urban, male-female and caste to caste variations across the country. For example, states like Kerala, Maharashtra, Punjab, West Bengal among others have showed a better response in education. However, within the state, there are major regional and internal imbalances among the scheduled castes.

The urban based castes present a positive picture of progress as compared to the rural population when the overall progress is measured although the majority of scheduled castes live in villages. Poverty, illiteracy, lack of education and awareness, continued association with traditional occupations and the absence of adequate leadership are major factors for the backwardness of these castes. They continue to be backward in terms of the quantity and quality of education they receive. If they are compared with the scheduled castes at macro level, they seem to be doing better; however, at the micro level they still have a long way to go⁴⁷. Poverty and social discrimination are the main issues of concern for the scheduled casts presently which need to be given proper attention⁴⁸.

G. S. Ghurye, on the basis of the study over the occupation of some castes of Madras observed that it is not impossible for individuals to pass from one occupation to another without any alteration of social status or loss of right of intermarriage. Over a large part of the country these castes are welded together for civil life in the economy and civics of village communities. Common service to civic life, prescriptive rights of monopolist service, and specific occasions for enjoying superiority for some of the castes, considered very low, made the village community were or less a harmonious civic unit. Of course

⁴⁶ L.C. Jain (1981), "Emancipation of Scheduled Castes and Tribes: Some Suggestions". *Economic and Political Weekly*, Vol. 16, No. 9, pp. 329.

⁴⁷ G.G Wankhede (2001), "Educational Inequalities among Scheduled Castes in Maharashtra", *Economic and Political Weekly*, Vol. 36, No. 18, pp. 1555.

⁴⁸ Darshan Singh (2009), "Development of Scheduled Castes in India- A Review", *Journal of Rural Development*, Vol. 28, No. 4, pp. 527.

this harmony was not the harmony of parts that are equally valued, but of units which are rigorously subordinated to another⁴⁹.

After independence, ties between caste and occupation had weakened considerably. The jajmani system has vanished. Land reforms transferred landownership to many former share croppers, most of whom belong to the middle class. Declining incomes of the artisans and influx of mass-produced goods have led to declining caste-based occupations among potters, weavers and other artisans. And increased requirements for education among modern professions have led to influx of people from a variety of castes into modern occupations⁵⁰.

Supply side explanations from human capital theory argue that men and women choose different jobs because of the gender division of labour in the family. Women are expected to take primary responsibility for caregiving in families, and anticipate that this responsibility will constrain their involvement in paid work⁵¹.

In rural areas, most of the families still adhere to the age old traditional norms in which women confinement to the house are considered to be the symbol of status. Rohini Nayyar in her article argues that in the Indian context, both economic considerations and socio-cultural norms are likely to determine female employment. Women belonging to the low income families, landless labourers or farmers are forced, as a response to their family needs, to seek employment. Poverty is an important factor which influenced female participation rate. There is another factor which is also inversely related to the female participation namely, landlessness⁵².

In order to analyse the reason behind female seclusion and segregation, among several reasons like regions, religious tradition, caste and class, Barbara D. Miller had taken region into account and analyse the impact of regional factor in order to explain the

⁴⁹ G.S Ghurye, (1969), *Caste and Race in India*, Bombay: Popular Prakashan.

⁵⁰, Sonalde Desai and Amaresh Dubey, (2011), "Caste in 21st Century India: Competing Narratives", *Economic and Political Weekly*, Vol. XLVI, No. 11, pp. 41.

⁵¹ Louise Marie Roth (2004), "Engendering Inequality: Processes of Sex-Segregation on Wall Street", *Sociological Forum*, Vol. 19, No. 2, pp. 213.

⁵²Rohini Nayyar (1987), "Female Participation Rates in Rural India", *Economic and Political Weekly*, Vol. 22, No. 51, pp. 2211.

reasons behind female seclusion and involvement of women in labour participation in rural India. Seclusion of females is related to the economy and its demand for female labour⁵³.

Besides low female labour participation, there is another factor at work promoting the 'imposition' of female seclusion. The factor is culture, which mediates between female labour and female life style, just as it mediates between ecology and the sexual division of labour⁵⁴.

In India, the northern Brahmanic culture complex is the largely dominant ideological force, and it is the Brahmanic culture complex that is the model aspired to when castes attempt to raise their status and when individual families gain more wealth. In fact she focuses on the point that in the North the seclusion of females is more pervasive and practiced more strictly. In the south it is not so strict⁵⁵.

In those areas where there has been a more intensive programme of agricultural development, it is likely that female participation rates are lower than elsewhere. This is particularly true in India, where there is a high degree of unemployment and under-employment leading to the withdrawal of women from the labour market, in order to give the males an opportunity of finding work first. This has been termed 'sexual dualism'⁵⁶.

However the problem is not that female participation rate are really low. But that even when women are working they are not categorized as such. This, in turn is, due to the fact that neither society nor the women themselves perceive their role in society as anything but marginal in the economic sphere.

⁵³ Barbara D Miller (1982), "Female Labor Participation and Female Seclusion in Rural India: A Regional View", *Economic Development and Cultural Change*, Vol. 30, No. 4, pp. 782.

⁵⁴ Barbara D Miller (1982), "Female Labor Participation and Female Seclusion in Rural India: A Regional View", *Economic Development and Cultural Change*, Vol. 30, No. 4, pp. 782.

⁵⁵ Barbara D Miller (1982), "Female Labor Participation and Female Seclusion in Rural India: A Regional View", *Economic Development and Cultural Change*, Vol. 30, No. 4, pp.793.

⁵⁶ Rohini Nayyar (1987), "Female Participation Rates in Rural India", *Economic and Political Weekly*, Vol. 22, No. 51, pp. 2212.

Rural labour markets are highly segmented, more due to socio-cultural factors than economic considerations and that despite the lower wages for women workers, employers have a greater preference for male workers. This preference stems from social prejudices and social sanctions imposed on the women, preventing their free participation in productive work⁵⁷.

Kamla Nath in his article, by using the census data, shows that the work participation rate of urban women is significantly lower than that of rural women. He made the analysis that economic development, with its accompanying urbanization, spread of education and growth of modern organized industries accompanied by the progressive decline in the work participation rate of women⁵⁸.

In the Indian context, the traditional upper class/caste norm of excluding women from labour outside the family acts as the barrier for their entry in the labour force. Being oriented to work in caste specific occupations may at times make women pull out or be pushed out of the labour market. Wherever women do manage to pull themselves out of these social restrictions, lack of education and skill formation relegated them to the lower rungs of the job market as unskilled casual workers. The influence of economic differentiation, caste structure and the nature of family interact with one another in the formation of female workforce⁵⁹.

Uneven development and a high degree of social stratification not only leads to varying participation rates for women workers across geographical limits but these variations also exist across various segments of population within a geographical area⁶⁰. The familiar scenario for rural women appears to be low level of women workers and within these a high degree of marginalization and casualisation.

⁵⁷ Rohini Nayyar (1987), "Female Participation Rates in Rural India", *Economic and Political Weekly*, Vol. 22, No. 51, pp. 2214.

⁵⁸ Kamla Nath (1968), "Women in the Working Force in India", *Economic and Political Weekly*, Vol. 3, No. 31, pp. 1206.

⁵⁹ Shakti Kak (1994), "Rural Women and Labour Force Participation", *Social Scientist*, Vol. 22, No.3/4, pp. 43.

⁶⁰ Shakti Kak (1994), "Rural Women and Labour Force Participation", *Social Scientist*, Vol. 22, No.3/4, pp. 44.

Chapter III

Dissimilarity in Distribution of Scheduled Caste

3.1 INTRODUCTION

The Scheduled Castes have been considered the weakest constituents of the Indian social structure followed by the Scheduled Tribes. The former are designated with a variety of nomenclature such as untouchables, harijans, depressed classes, dalits, servile classes, weaker section, panchamas, atisudras, avarnas and antyajas. The Scheduled castes and Scheduled Tribes throughout the country occupy the lowest rank in the caste hierarchy, and faced many problems, which are social, economic, political and educational in nature. The suffering of Scheduled Castes varies from region to region and caste to caste as also in the time frame.

Both temporally and spatially, the Scheduled Castes have been a vital link in India's population. Despite discriminations of various sorts against the person of these castes, functionally they have been from the beginning and everywhere an integral part of India's life.¹

With a total population of 166.6 million (2001, census), which constitute 16.4% of the country's population, the Scheduled castes represents an important component of the people of India. Of the total Scheduled Castes population, 79.8% live in rural areas and 20.2% live in urban areas. The sex ratio of 936 females per thousand males is slightly higher than national average of 933 sex ratios. The proportion of population of scheduled caste to the total population of State is highest for the Punjab (28.9%) followed by Himachal Pradesh (24.7%) and West Bengal (23%). The proportion of Scheduled Caste population in Andhra Pradesh and Karnataka is equal to the National

¹G.S Gosal, and A.B Mukherjee (1972), "Distribution and relative concentration of S.C population in India", in B.K Roy Burman (ed.) *Economic and Socio-Cultural Dimensions of Regionalisation*, Registrar General, India, p.473.

average. The smallest concentration of the Scheduled Castes population is in the North-eastern tribal States.

Uttar Pradesh accounted the highest percentage of Scheduled Castes population to the total scheduled castes population of the country i.e. 21.1% followed by West Bengal (11.1 per cent) and Bihar (7.8 per cent), Andhra Pradesh (7.4 percent) and Tamil Nadu (7.1.percent). In these five states more than 57% of total scheduled castes population inhabits.

3.2 DISTRIBUTION AND RELATIVE CONCENTRATION

There are specific regions with high concentration of particular castes origins are difficult to specify precisely². Each caste follows its own identity and its own regional pattern of distribution.

The Scheduled caste people have been an integral part of main stream society from time immemorial, so the understanding of distribution and relative concentration of scheduled caste population is very important to know the complex nature of society and to the comprehension of the population geography of India.

The percentage of scheduled caste population to the total population of the region is shown by the fig. no.3.1. Map shows that at Regional level, population proportion of scheduled caste to the total population of region is highest for West Bengal Himalayan Region i.e. 36.7% followed by the Punjab Northern (30.5%) and Uttar Pradesh Southern (27.7%) and Punjab Southern (27.5%) and Uttar Pradesh Central (26.2%). Karnataka Inland Southern (17.6%), Andhra Pradesh Coastal (16.7%), Andhra Pradesh Inland Southern (16.7%), Karnataka Inland Northern (16.5%), Tamil Nadu Inland (16.4%) and Tamil Nadu Southern (15.9%) are near to the national average in scheduled caste proportion distribution. The lowest proportion is in Goa with 1.8% scheduled caste to the total population followed by the Maharashtra Coastal (4.2%) and Gujarat Saurashtra with %3% scheduled caste to total population of region. The share of scheduled caste population to the population of region is more

² Joseph E. Schwartzberg, (1978) (ed.), *A Historical Atlas of South Asia*, Chicago: The University of Chicago Press.

in the north plain regions of India. The central belt extending from coastal Maharashtra to Jharkhand has low proportion of scheduled caste population.

Concentration of scheduled caste population shows that north plains have more concentration of scheduled caste population, as they derive their livelihood from agriculture so more concentrated in agrarian zone.

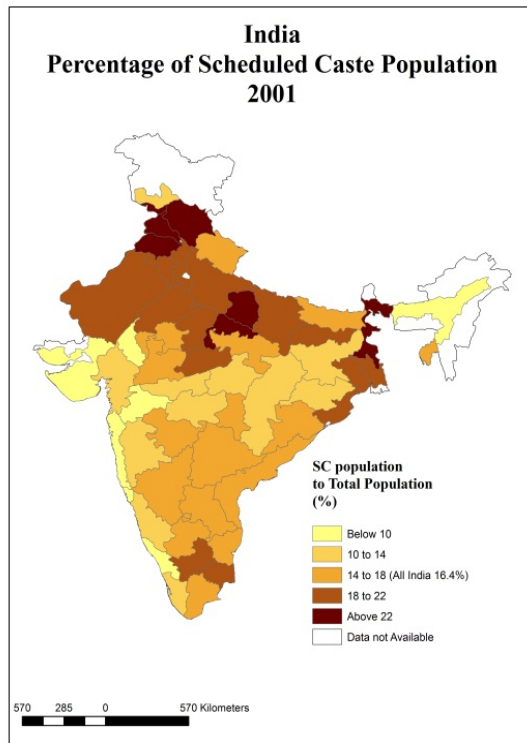


Figure 3.1: Percentage of Scheduled Caste Population, 2001. (Source: Computed by Author with data from Census of India, 2001)

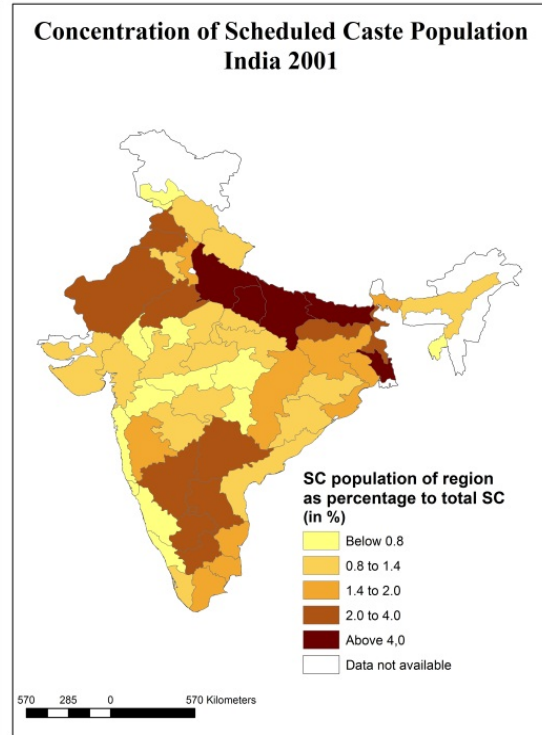


Figure 3.2: Concentration map of Scheduled Caste, 2001 (Source: Computed by Author with data from Census of India, 2001)

Fig no. 3.2 shows the concentration of scheduled caste population. Among all the regions the percentage of Scheduled Castes population to the total SCs population of the country is highest for Uttar Pradesh Eastern Region i.e. 8.6%, followed by the Uttar Pradesh Upper Ganga Plains (7.29%), West Bengal south & central Plains (4.91%), Bihar Northern (4.60%), Uttar Pradesh Central (4.30%), Bihar Central (3.53%), Andhra Pradesh Coastal (3.16%) and Andhra Pradesh Inland Northern (3.00%). The percentage of Scheduled Castes population to the total SCs population

of the country is lowest for Goa (0.01%) followed by, Jammu & Kashmir Outer Hills (0.15%), Karnataka Coastal & Ghats (0.18%) and Rajasthan Southern (0.24%).

Fig no.3.3 shows the location quotient of scheduled caste population. Location quotients compare the relative concentration of SC in a region to the relative concentration of that same group in whole country. When a region's Location Quotient for Scheduled Caste is larger than 1, it can be concluded that there the SC population concentration is greater than national average.

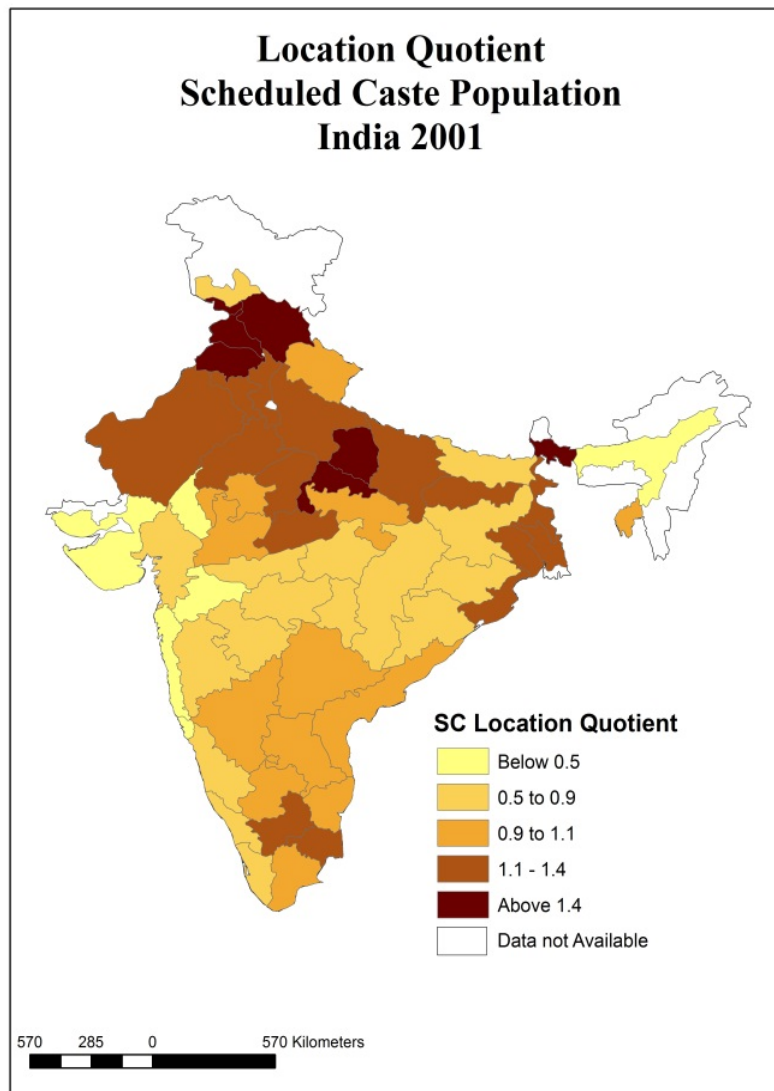


Figure 3.3: Location Quotient of Scheduled Caste, 2001 (Source: Computed by Author with data from Census of India, 2001.)

This map show same pattern as of scheduled caste concentration (map 2.2), as the regions of north plain have the scheduled caste population more than the national average and the central belt have scheduled caste population share below national average. The regions like West Bengal Himalayan (2.2), Punjab Northern (1.9), Uttar Pradesh Southern (1.7), Punjab Southern (1.7) and Uttar Pradesh Central (1.6) have share of scheduled caste more than national average. Gujarat Saurashtra (0.3), Maharashtra Coastal (0.3) and Goa (0.1) have share of scheduled caste population less than the national average.

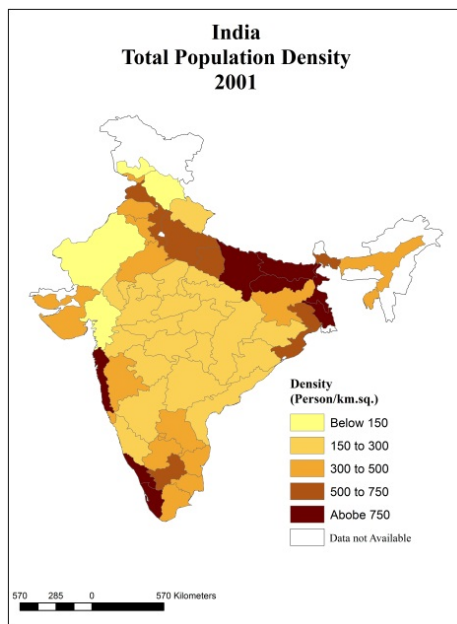


Figure 3.4: Total population density, India, 2001. (Source: Computed by Author with data from Census of India)

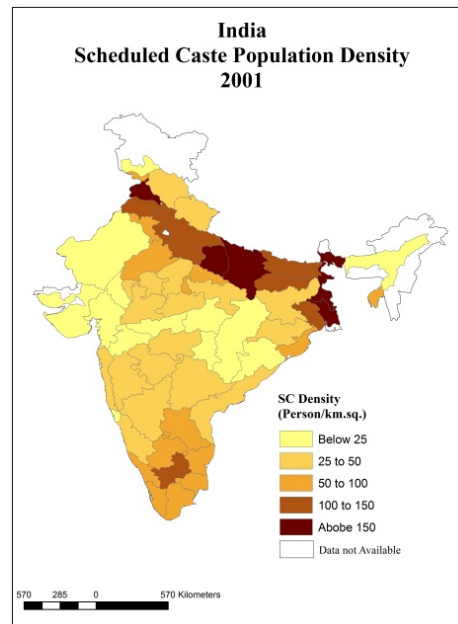


Figure 3.5: Total Scheduled Caste population density, India, 2001. (Source: Computed by Author with data from Census of India, 2001)

The Figure no. 3.4 and 3.5 both are showing the density map for the total population and for scheduled caste population, respectively. These maps shows that the high density belt of India for total population also have high density of scheduled caste. Scheduled caste have been traditionally rendering to the rest of the population, so their distribution and the relative concentration follow the same pattern that of the general population. Their concentration is more in alluvial plains and coastal plains as they are traditionally more depended on subsistence agriculture and allied economic activities for their living. On the basis of these maps the regions can be grouped into

three zones, as (i) areas of high concentration of scheduled caste, (ii) areas of moderate concentration of scheduled caste and (iii) areas of low concentration of scheduled caste.

The areas of high concentration include the regions of north Indian plains and southern coastal plain and interior of Tamil Nadu, Mysore plateau and Telangana. A North Indian plain stands out as a noticeable region of high concentration of scheduled caste population both in terms of absolute numbers and proportion to the total population, as alluvial soil, water supply, suitable climate and weather provide opportunities for agricultural labourers to settle scheduled caste who are primarily agricultural labourers. The East coastal plains and Tamil Nadu coastal region also provide the identical opportunities for the settlement of agricultural communities as they are available in the Indo-Gangetic plains of north. In Mysore and Telangana region scheduled caste workers have found employment in industries connected with their traditional vocations. The areas of moderate concentration are in the surroundings of the high concentration areas. In regions of Gujarat and Maharashtra, & near Indore and Gwalior, the moderate concentration of scheduled caste is there, due to the presence of textile industries, where most of the scheduled caste population gets employed. The areas of low concentration are the regions which are peripheral and marginal for the general human settlement, these include the hilly and rugged terrain, deficient in agricultural potentialities like the north-eastern region of India, Himalayan sections of Jammu & Kashmir, Himachal Pradesh and Uttarakhand and parts of Indian Peninsula. There is a continuous belt starting from Ranchi-Singhbhum and extending to the western coast, where the scheduled caste population is particularly low. The whole discussion brings out the strong correspondence between the scheduled castes and the general population in their distributional aspects.

3.3 DISSIMILARITY AMONG SCHEDULED CASTE GROUP DISTRIBUTION

Each caste has its characteristic distribution whether viewed regionally or intra regionally. The distributions are not random, but are related to specific facts of history and to the distinctive role played by caste in the total socio economic system, so it is important to look the distribution pattern of Scheduled Castes in region.

Each and every caste is a different unit and has distinct identity which is unique in itself, like the traditional occupations, certain customs, rituals or way of living which make one caste group exclusive and dissimilar from the other groups. But here comes the question that, same caste group may be having the notion of similar identity at two different geographical locations (like the Chamars of Himachal and Chamars of Bihar), the identity which is locally driven from the type of work that particular group is pertaining at that place, but when compared with each other they may have several incomparable characters which are unparalleled to each other. Here comes the role of geography, which rooted certain characters in all the caste groups and makes each of them spatially exclusive. Like the Chamars of Punjab are more in business in comparison to Chamars of Eastern Uttar Pradesh or of Bihar.

So to understand the geography of the distribution of work among scheduled caste and generals, it is important to know the dissimilarity in the distribution of the scheduled caste groups, so that it become clear, whether the caste structure (based on traditional occupations) still guides the work status and work pattern among scheduled castes or the geographical embedded character gives caste groups a particular personality and individuality.

Singh (1992) has given the list showing, the change in occupations of certain caste groups of particular region as a response to the peculiar situation change in that region, while at the same time same caste group is pertaining (or stick to) the traditional occupation at other places, showing the impact of geography on the local identity of caste groups in particular and impact on broader identity in general.

(Like the Julaha of Himachal Pradesh gave up, their traditional calling of cotton weaving, and took up agriculture as their primary occupation. The Bazigar pursue sheep rearing along with agriculture. Dhanak (weaver) of Punjab, Barhavi (carpenter) of Bihar or Darji of U.P and a host of other groups abandoned their traditional occupations for reasons such as restrictions imposed by the authorities, scarcity of raw materials or competition. The Gorai of West Bengal or the Loi of Manipur gave up oil extraction and pot making respectively to occupy respectable positions in the regional social hierarchy. There were examples where trading communities and the service castes become agricultural labourers. The gunpowder makers of Sakar (MP) lost their traditional calling once the making of gunpowder by

private parties was banned by the government. Introduction of handpumps in many rural areas ended the traditional occupation of water carrying by the Bhisthis of Maharashtra, Chura of Jammu and Kashmir, Sakka of Haryana, Kahar of Bihar and so on. The confectioners and makers of sweets such as the Modak of Bihar, Moira of West Bengal, Halwais of Bihar and M.P mostly migrated to urban centres because of availability of a market for their products. Palanquin bearing among the Dumal Gauda of Orissa, Kahar of UP and Bihar, Behera and Dule of West Bengal disappeared when the palanquin was replaced by cheap, quick and mechanized modes of transport.)³

So it is important to see the dissimilarity in scheduled caste group distribution at regional level for better understanding of the work status of scheduled caste population in total. It will help in looking the work distribution map of scheduled castes in a way that where the distribution of similar caste group scheduled castes is found, the type of work there is same or the geography of region with spatial characteristics guided the occupation of scheduled caste in total.

The fig 3.6 shows the map for the scheduled caste boundaries with the dissimilarity index (G) of scheduled caste in state-regions of India. Data for scheduled caste composition is available for district level in Census 2001, which is clubbed upto the regional level to see the complex nature of scheduled caste distribution in India at regional level. This index of dissimilarity (G) is first used by the David Sopher⁴. In this only those scheduled castes are considered for calculation, which comprised at least 1% of the total population of a district and only neighbouring districts were taken into consideration. The value of G ranged from '0', indicating a complete identity of caste composition, to '1' which meant absolute dissimilarity. In this study an attempt has been made to identify and demarcate the scheduled caste group regions, which coincide to a great extent to different social and cultural complexes.

³ K. S Singh (1992), *People of India- An Introduction*, Calcutta: Anthropological Survey of India, p. 87-89.

⁴ David Sopher (1977), "Rohilkhand and Oudh: An Exploration of Social Gradient Across a Political Frontier", in R.G. Fox (ed.) *Realm and Region in Traditional India*, New Delhi: Vikas Publishing House Private Ltd., p. 286.

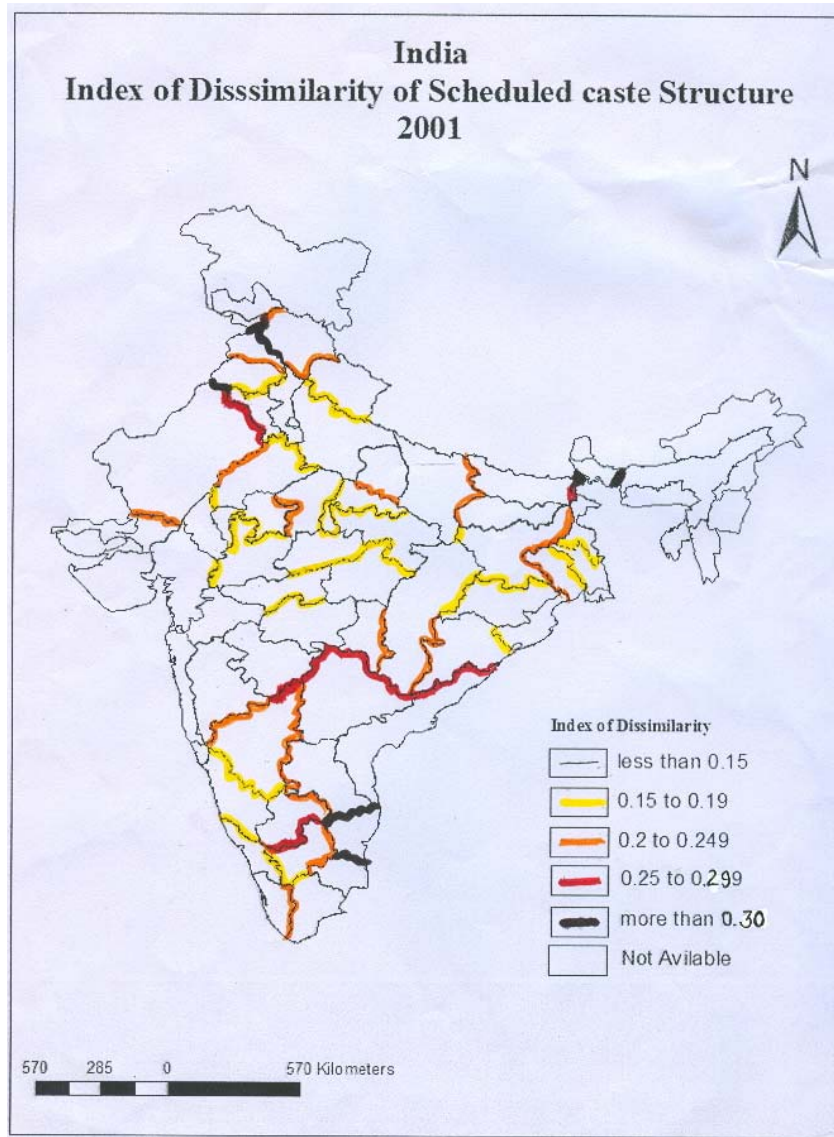


Figure 3.6: Index of dissimilarity of Scheduled Caste Structure in India, 2001. (Source: Census of India, 2001)

The figure 3.6 shows the dissimilarity of Scheduled caste structure for the state regions of India. The boundaries of scheduled caste dissimilarity map show the resemblance with the natural frontiers of different relief zones. An overlapping of relief and socio-cultural borders are also evident between the plains and the Himalayan regions, as the mountains, with more tribal population, show greater diversity than plains due to inaccessibility and limited cultural contacts, so the borders of hills show extremely high figures of the index of dissimilarity in scheduled caste structure. The boundary between the plains and the Himalayan zone is very high, i.e.

more than 0.35, between Punjab Northern and Himachal Pradesh the value of dissimilarity is 0.37, between Punjab Northern and Jammu it is 0.39, and between West Bengal Himalayan and Assam it is again very high i.e. 0.34, the value of dissimilarity is high for the Tamil Nadu coastal and Andhra Pradesh Inland Region. Marked variations in structural pattern also exist between Andhra northern and Maharashtra region.

The borders between the north plains of Uttar Pradesh and Haryana marked less dissimilarity (less than 0.15), while the Uttar Pradesh and Bihar register more dissimilarity, with Bihar Northern it is 0.21, and Bihar Southern it is 0.24.

3.4 SUMMARY

The whole discussion brings out the strong correspondence between the scheduled castes and the general population in their distributional aspects.

Chapter IV

Employment Status

4.1 INTRODUCTION

It must be recognized that work is not only a way to livelihood; it defines the conditions of existence.¹ An analysis of a population's economic composition unfolds the diverse economic, demographic and cultural attributes of an area, which form the basis for region's social and economic development. The economically active population is the part of the manpower, which is actually engaged in the production of goods and services. The size of working force depends upon a variety of demographic, social and economic factors.²

NSS defined workers as “persons who were engaged in any economic activity (any activity resulting in production of goods and services that add value to national product was considered as an economic activity) or who, despite their attachment to economic activity, abstained from work for reason of illness, injury or other physical disability, bad weather, festivals, social or religious functions or other contingencies necessitating temporary absence from work, constituted workers. Unpaid helpers who assisted in the operation of an economic activity in the household farm or non-farm activities were also considered as workers.”³ Workers are further categorized as self-employed, regular salaried/wage employee and casual wage labour. Work participation rate (WPR), is the ratio of the working population (in particular age group) with that of the total population (in the same age group). The labour force participation rate gives the supply side; work

¹ Raju Saraswati (2010), “Mapping the World of Women's Work: Regional Patterns and Perspectives”, ILO, p. 12.

² R.C Chandna (2003), *Geography of Population: Concepts, Determinants and Patterns*, New Delhi: Kalyani Publishers, p.314-17.

³ Report of NSS, (July, 2009 - June, 2010), “Key Indicator of Employment and Unemployment in India”, page A-4.

participation rate is the result of an interaction between the supply of and demand for labour. Work participation gives the picture of the labour distribution.

4.2 STATUS OF WORKFORCE PARTICIPATION RATE

The analysis is confined to the working age population of 15-59 years, as the changes in workforce structure of 0-15 and 60-plus population have different developmental connotations. India is characterised by the low work participation rate. The table 4.1 shows that the Workforce Participation Rate of usual status (ps+ss), which is more for Scheduled Caste (SCs), i.e., 62.9%, in comparison to Non Scheduled population or the General population (Gen), i.e. 53.6%, in all the segments whether its gender or sector (rural & urban), but here again the question arises that in what type of work they are engage, in which sector they are located, in multifaceted dimensions of the working world where they locate themselves, whether it is the scenario of the particular regions and locations, or has the geographical spread been fairly distributive.

Table 4.1: Workforce participation rate of age group 15 to 59 among Scheduled caste and General population in 2009-10 (66th NSSO round).

WORK PARTICIPATION RATE (15 to 59 Age Group)			
	2009-10		
	SCHEDULED CASTE	GENERAL POPULATION	DISPARITY IN WPR
T	62.92	53.68	-0.10
M	86.12	82.20	-0.03
F	38.89	23.80	-0.25
R	65.00	56.94	-0.08
RM	87.39	84.03	-0.03
RF	42.21	29.07	-0.20
U	55.32	49.13	-0.07
UM	81.68	79.69	-0.02
UF	26.26	23.80	-0.05

Source: Computed using NSS unit level data on employment and unemployment, 66th Round, Schedule 10, 2009-10.

The table 4.1, shows the composition of the workforce by sex and residence, gives a picture that among the sectors, i.e. rural and urban, the workforce participation rate is more for the rural sector, all across the gender and social group dimension. This may be attributed to the nature of the economy in urban sector, as there the type of work requires much of the education and skills, and its acquisition delayed the entry in world of work and also restrict the populace easy entry, like that of in rural sector. Though, several scholars on gender inequality emphasise the importance of women's economic role in determining their position in society⁴, females are all far behind males in terms of their representation in workforce, as the earning of the bread was primarily a male responsibility, and the urban females are at worse in their workforce participation. There are several factors influencing the extent of female workforce like the status and freedom of female in society, the economic pressures imposing their participation in work, the accessibility of appropriate jobs for females, and the desire on the part of the family. Some women prioritizing paid employment, whereas majority of women prioritize family over career resulting in their low participation rate in work. Some women prioritizing paid employment, whereas majority of women prioritize family over career resulting in their low participation rate in work and also they are expected to take primary responsibility for caregiving in families, and anticipate that this responsibility will constrain their involvement in paid work.⁵ The disparity is also high among the females, as there is big difference between the participation among the Scheduled caste females and General females. This difference among the females is starker in rural sector, as the work for women is socially more offensive there and only not well to do family women work outside, so scheduled caste females are more in workforce there. The disparity is very low for the males, as they are in workforce by cutting across the social structure and sectoral dimensions. The disparity is lowest among the urban Scheduled Caste males and urban General population males.

⁴ Indrani Chakraborty & Achin Chakraborty, (2009), Female work participation and gender differential in earning in West Bengal, Calcutta: IDS, p 2.

⁵ Louise Marie Roth (2004), "Engendering Inequality: Processes of Sex-Segregation on Wall Street", *Sociological Forum*, Vol. 19, No. 2, pp. 204.

4.3 REGIONAL DIMENSION OF WORKFORCE PARTICIPATION RATE

The regional profile of female workers shows a high degree of variations as compared to that of male workers. The frequency distribution table 4.2 shows that number of regions are more towards the lower side of the rate of workforce participation for females and regions are more at higher side for the males. In comparison to scheduled caste and general population, the rate of workforce participation in more number of regions for the scheduled caste population is high. There are 40 regions for general female population (i.e. 71.4% of the total regions) which have below 30 per cent workforce participation rate and 15 regions (i.e. 26.8% of the total regions) for the scheduled caste females with the same share of workforce participation rate, while, at the male side no region is there with below 30 per cent workforce participation rate. Numbers of regions are more towards the higher end of the table for males and towards the lower end for the females, and also within social groups the more is with scheduled castes. Uneven development and a high degree of social stratification not only leads to varying participation rates for women workers across geographical limits but these variations also exist across various segments of population within a geographical area.⁶

The highest work force participation among scheduled caste workers is reported in the regions of Madhya Pradesh, Madhya Pradesh Central recorded highest workforce participation for total scheduled caste workers, total female scheduled caste workers, rural scheduled caste workers and rural scheduled caste female workers; Madhya Pradesh South Western also recorded high workforce participation rate for males Scheduled caste workers. The highest workforce participation rate for general population workers is recorded in the regions of Tamil Nadu, Saurashtra and Maharashtra Eastern.

The lowest workforce participation rate for total and rural Scheduled caste females is there with the Western Uttar Pradesh, the reason here lie with the mind-set of the dominant society, in which the notion of working females of a house is associated with the economically & social not well off cultures. In both the social groups the workforce

⁶ Shakti Kak,(1994), “Rural Women and Labour Force Participation”, *Social Scientist*, Vol. 22, No. 3/4, pp. 44.

participation rate is low in the regions of Uttar Pradesh and Bihar. In those areas where there has been a more intensive programme of agricultural development, it is likely that female participation rates are lower than elsewhere.⁷ Scheduled caste females and general females both have higher rates of workforce in southern state regions and Himachal Pradesh and Uttarakhand regions.

Table 4.2: Frequency distribution of regions showing workforce participation rate for Scheduled caste and General Population workers.

WP R	SOCIAL GROUPS	NUMBER OF REGIONS					HIGHEST	LOWEST
		<30	30-50	50-70	70-90	>90		
T	SC			44	12		MP Central	UP Western
	GEN		16	39	1		Himachal Pradesh	Bihar Northern
M	SC				42	14	MP South Western	MP South Western
	GEN			2	51	3	Tamil Nadu Coastal	MP South Western
F	SC	15	24	14	3		MP Central	UP Western
	GEN	40	14	2			Himachal Pradesh	Bihar Northern
R	SC			36	19	1	MP Central	Bihar Northern
	GEN		8	43	5		Maharashtra Eastern	Bihar Northern
RM	SC				38	18	MP South Western	MP South Western
	GEN			1	45	10	Tamil Nadu Coastal	Uttarakhand
RF	SC	13	18	21	4		MP Central	UP Western
	GEN	28	18	10			Maharashtra Eastern	Bihar Northern
U	SC		16	39	1		Tamil Nadu Southern	MP Northern
	GEN		37	19			Tamil Nadu Inland	Bihar Northern
UM	SC			3	45	8	Gujarat Dry and Saurashtra	MP Northern
	GEN			3	53		Maharashtra Eastern	MP South Western
UF	SC	38	15	3			Tamil Nadu Southern	Bihar Northern
	GEN	53	3				Tamil Nadu Inland	MP Northern

Source: Computed using NSS unit level data on employment and unemployment, 66th Round, Schedule 10, 2009-10.

⁷ Rohini Nayyar, (1987), "Female Participation Rates in Rural India", *Economic and Political Weekly*, Vol. 22, No. 51, pp. 2211.

The workforce participation rate for scheduled caste is lowest in north plains and this belt also have low female workforce participation for both the social groups, as there, the northern Brahmanic culture complex is the largely dominant ideological force, and it is the Brahmanic culture complex that is the model aspired to when castes attempt to raise their status and when individual families gain more wealth and also in the North the seclusion of females is more pervasive and practiced more strictly. In the south it is not so strict.⁸ The Scheduled caste have low work participation in the regions of north plain, these regions also have low work force participation rate for general population. In sectors for the social groups, urban sector shows low workforce participation rate than rural. The workforce participation rate distribution of scheduled castes follow the same pattern of general population, but the rate of participation for scheduled caste is higher than general population.

⁸ Barbara D Miller, (1982), "Female Labor Participation and Female Seclusion in Rural India: A Regional View", *Economic Development and Cultural Change*, Vol. 30, No. 4, pp. 782.

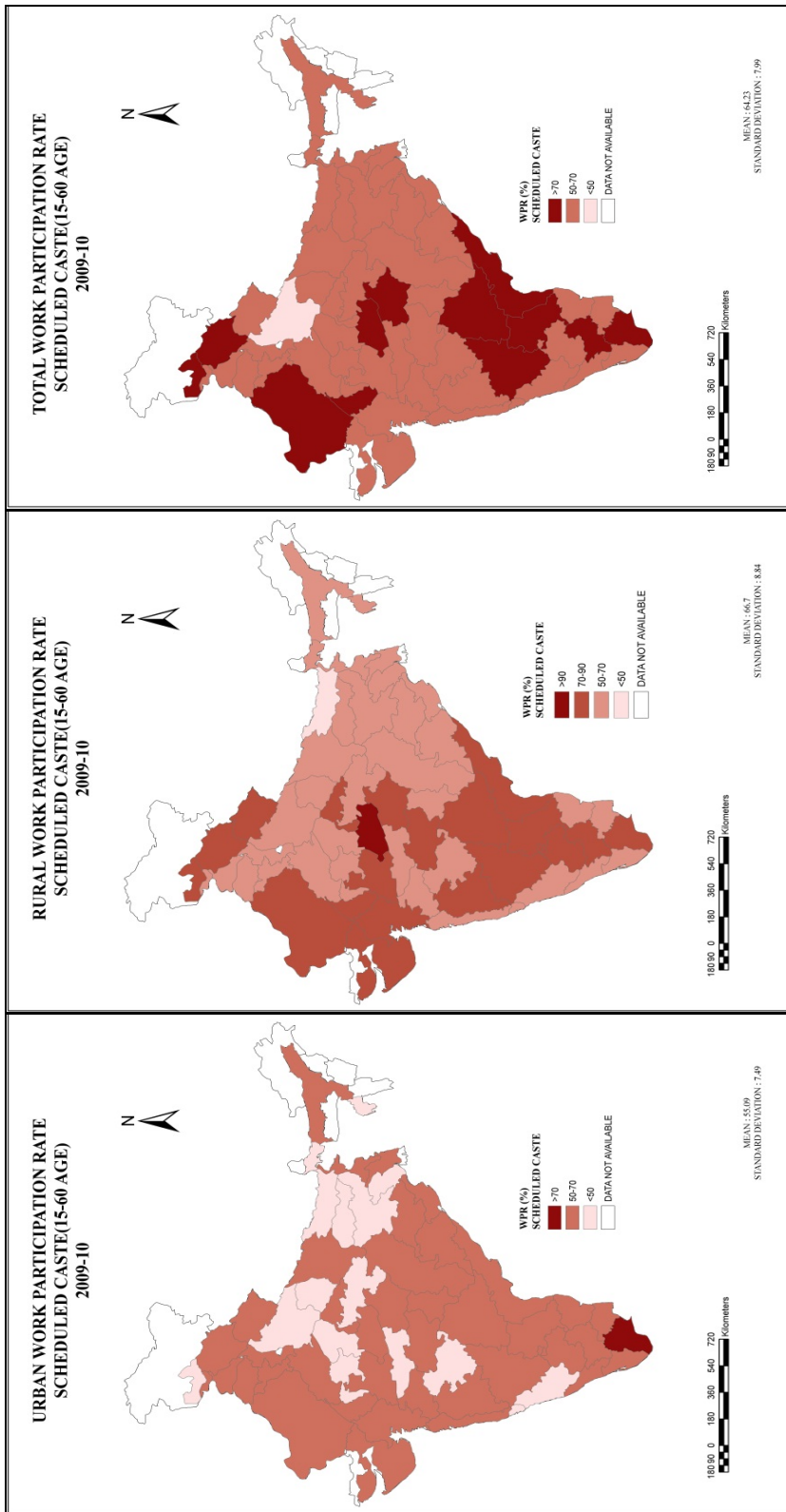


Figure 4.1: Regional distributional pattern of workforce participation rates for scheduled caste total, rural and urban population, 2009-10. (Source: Computed by author, by using the NSS unit level data on employment and unemployment of 66th round, scheduled 10th, Employment 2009-10).

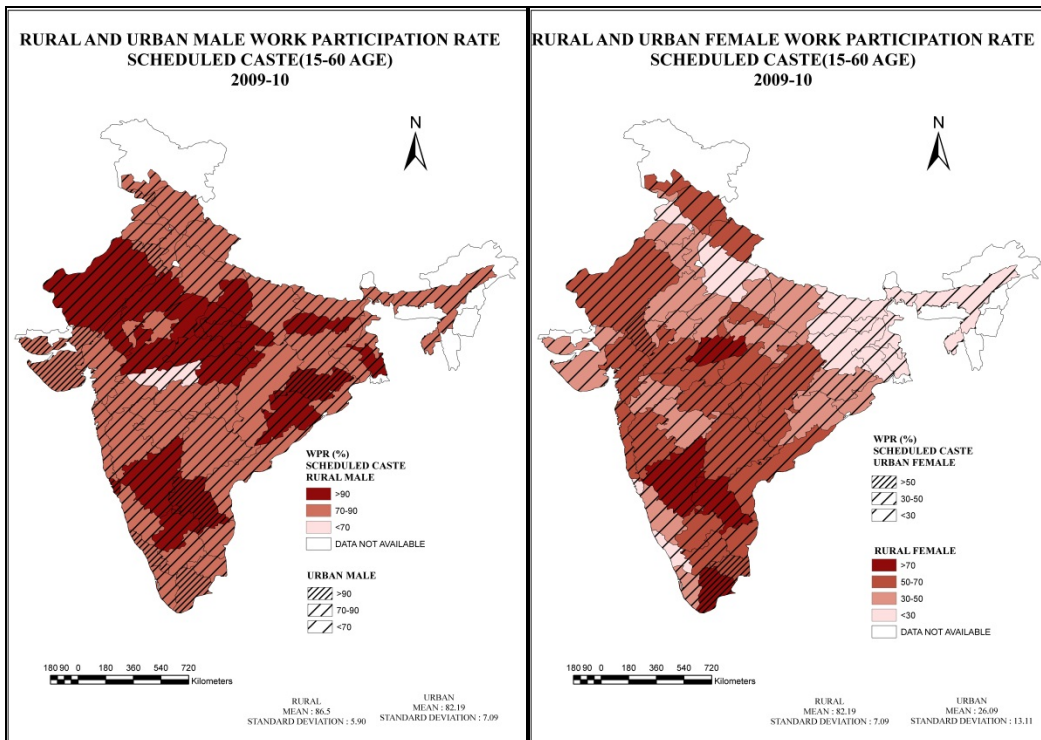
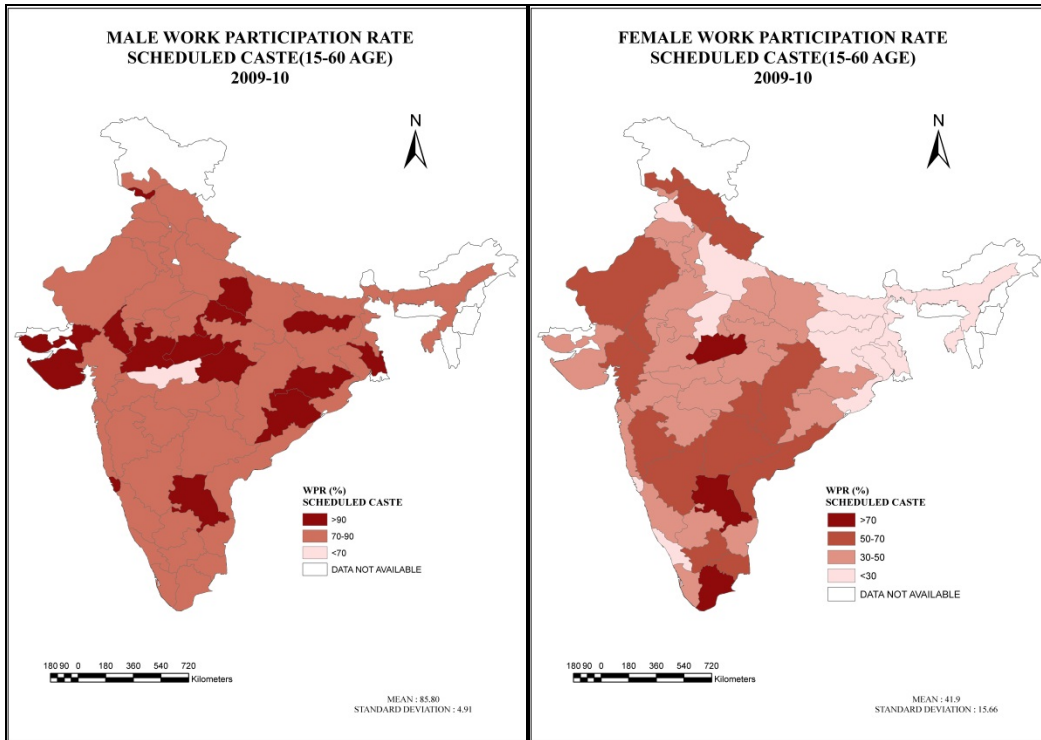


Figure 4.2: Workforce Participation Rates for scheduled caste across gender and sector, 2009-10. (Source: Computed by author, by using the NSS unit level data on employment and unemployment of 66th round, scheduled 10th, Employment 2009-10).

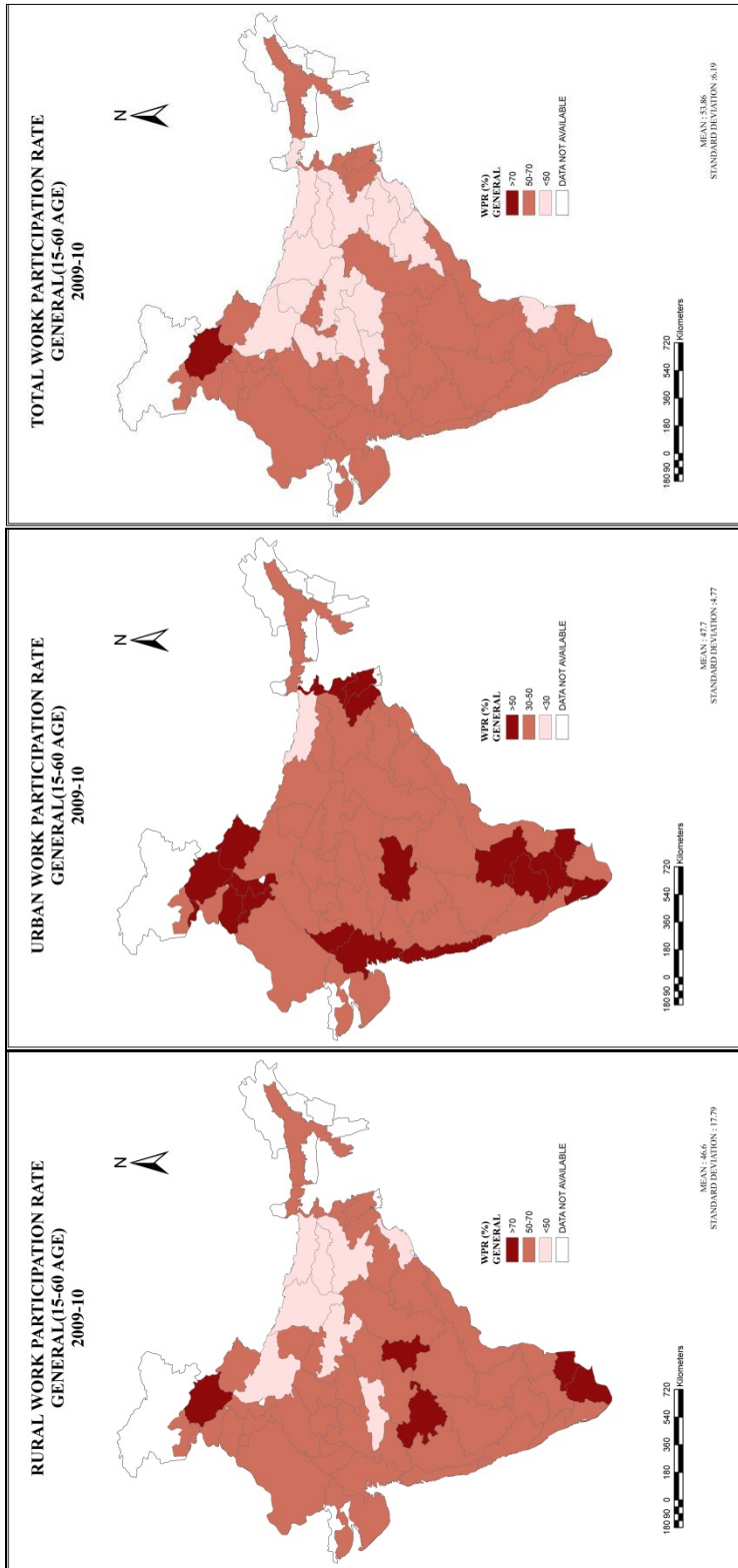


Figure 4.3: Regional distributional pattern of workforce participation rates for total, rural and urban general population, 2009-10. (Source: Computed by author, by using the NSS unit level data on employment and unemployment of 66th round, scheduled 10th, Employment 2009-10).

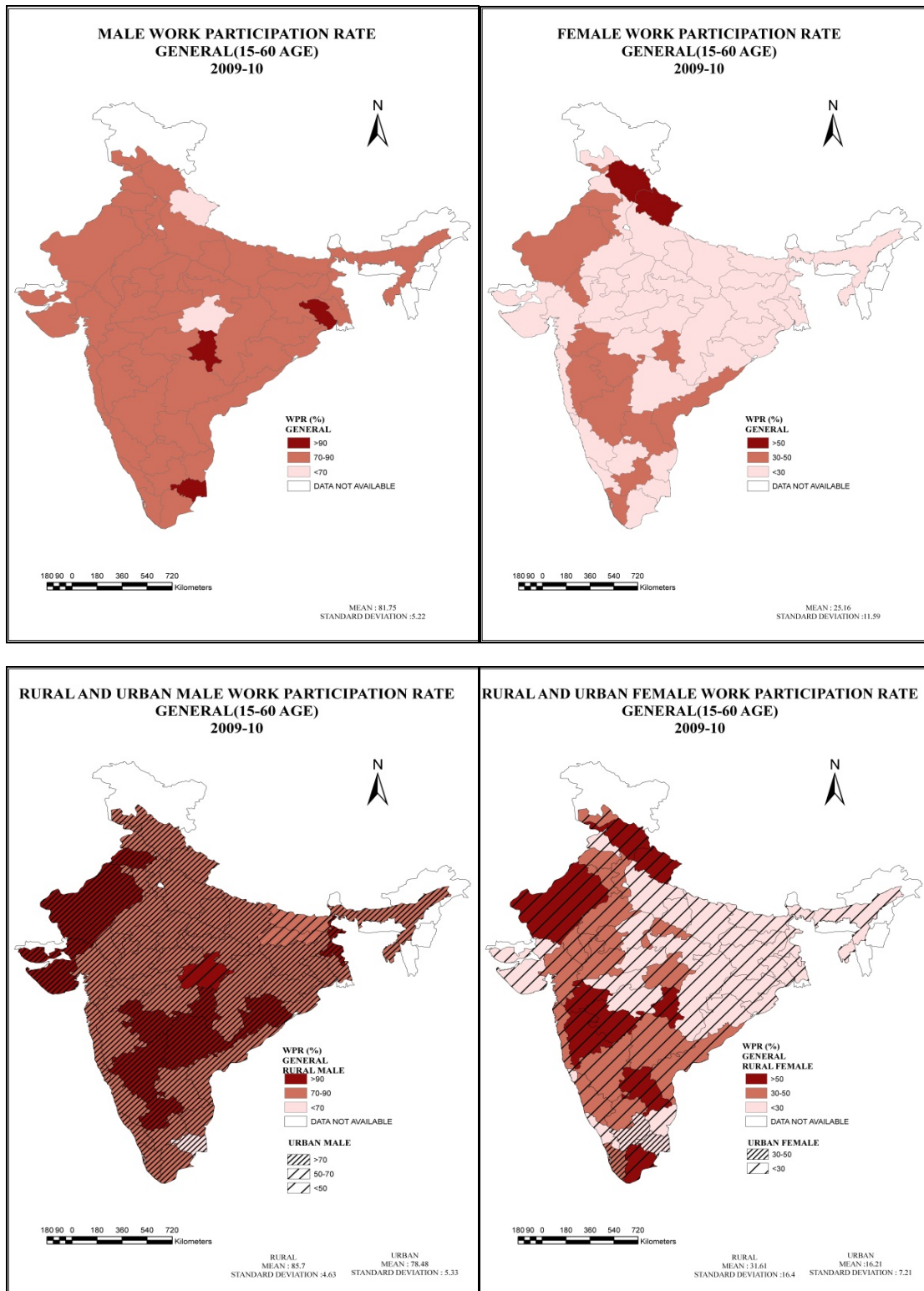


Figure 4.4: Workforce Participation Rates for scheduled caste across gender and sector, 2009-10. (Source: Computed by author, by using the NSS unit level data on employment and unemployment of 66th round, scheduled 10th, Employment 2009-10).

4.4 AGE SPECIFIC WORKFORCE PARTICIPATION

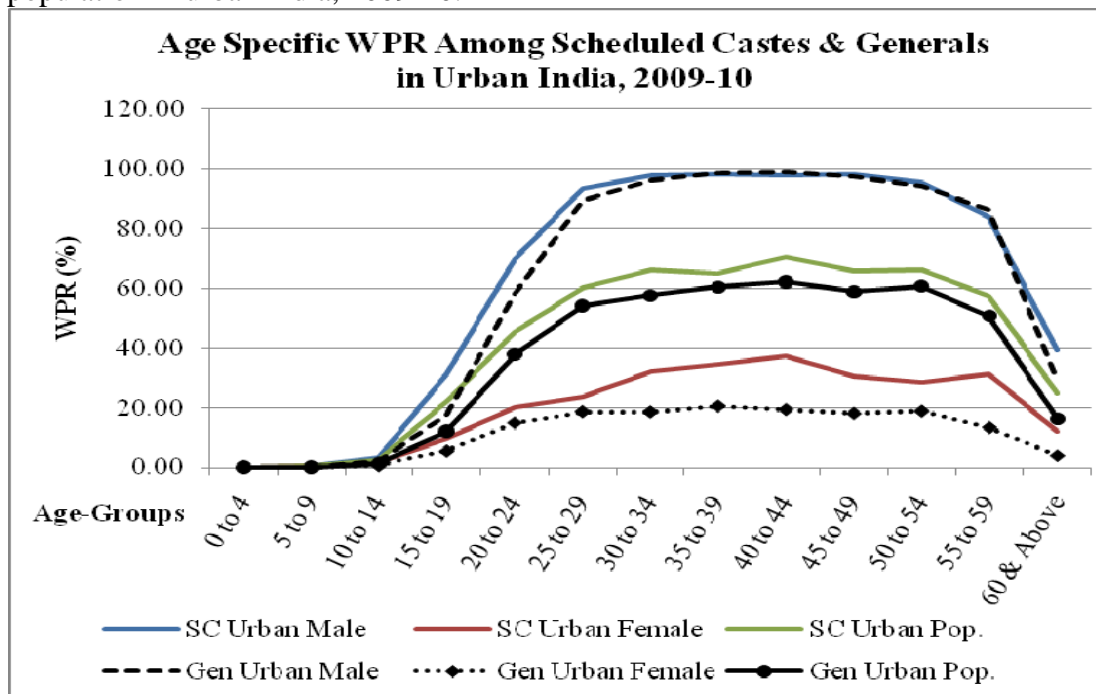
Age of a person governed the potentiality to work and so the different age groups display varying participation rates. The age specific workforce participation rate for males and females for urban and rural areas as well as for all India for both the social groups (viz. Scheduled Castes and Generals) are shown below in the fig.4.5, fig.4.6 and fig.4.7 respectively. Below 15 ages, the share of population in workforce participation rate shows the child labour practice in both the social groups across the sectoral and gender dimension. As there is increase in the age, the workforce participation rate also increases. In the age group 25 to 29 the workforce participation rate for males among scheduled castes is 96.4% and for Generals is 93.9%, shows that practically all population is participating in the economic activity. The general pattern of age specific workforce participation for both the social group indicates that males enter the world of work at an early age and continue in it up to an advanced age; and also the rural rates are higher than the urban rates in both the social groups across the gender. The male-female workforce participation rates are quite striking as the female rate is considerably lower than the male rate of work participation in all the groups across the residential settings, reason here lies in the patriarchal system of the Indian society. There is relatively higher workforce participation amongst the older age cohorts in rural as compared to urban areas, across the gender.

Male workforce participation, after the age group 25 to 29, is almost equal in both the social groups and overlapping across the residential settings. But the striking difference is there in education attainment age group, as below 25 to 29 age group the workforce participation rate for general male is low than the Scheduled Caste males in both the sectors, emphasising the early entry of Scheduled caste male in workforce impedes their education. From 10 to 14 age-groups to 25 to 29 age-groups, workforce participation rate of urban males of General population is lowest across the sectors among both the social groups shows their less need to enter into the work market and they are available more for the possession of higher level education. The Scheduled caste's more rate of participation in workforce in age groups below 25 age shows the compelling economic

forces in their society that make it necessary for every member of the family to participate in economic struggle with a view to augmenting the family income.

The Female workforce participation rate is far less than the male workforce participation rate as female’s work participation in economic activities is more guided by the economic and socio-cultural aspects prevalent in the wider society. Female workforce participation rate shows that females of general population are less in work in comparison to scheduled caste females across the residential settings and urban females of general population have lowest workforce participation rate in all age cohorts, as in the Indian context, the traditional upper caste norm of excluding women from labour outside the family acts as a barrier for their entry in the labour force, so the influence of economic differentiation, caste structure and the nature of family interact with one another in the formation of female workforce.⁹ Also in the urban sector the type of work.

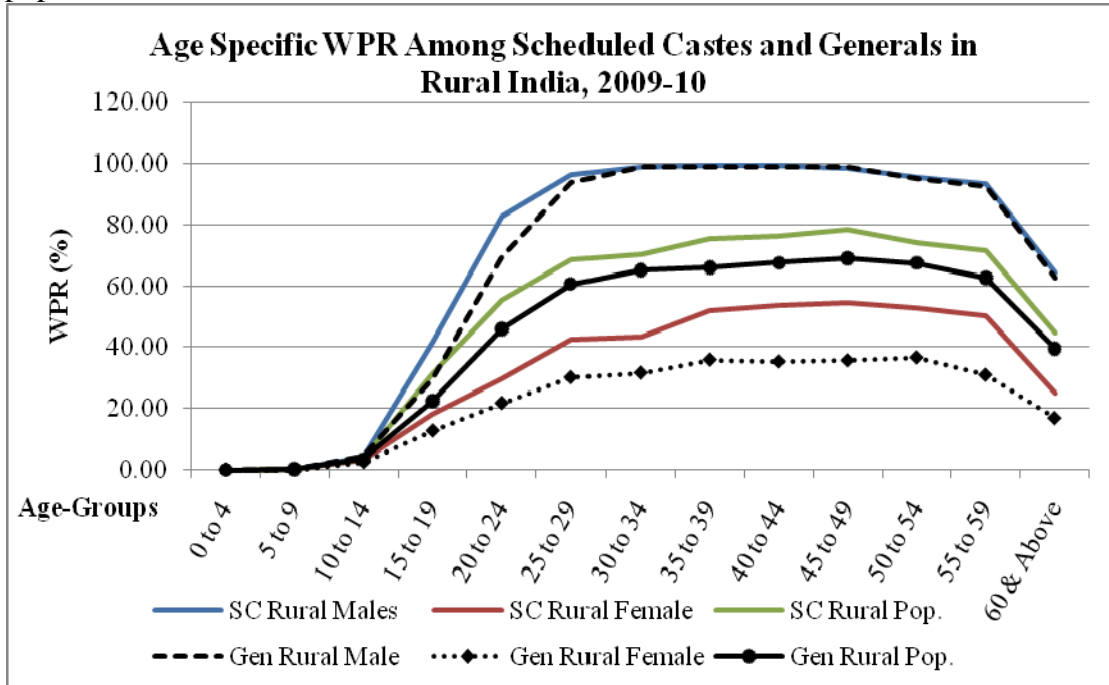
Figure 4.5: Age-specific workforce participation among scheduled caste and general population in urban India, 2009-10.



Source: Computed using NSS unit level data on employment and unemployment, 66th Round, Schedule 10, 2009-10.

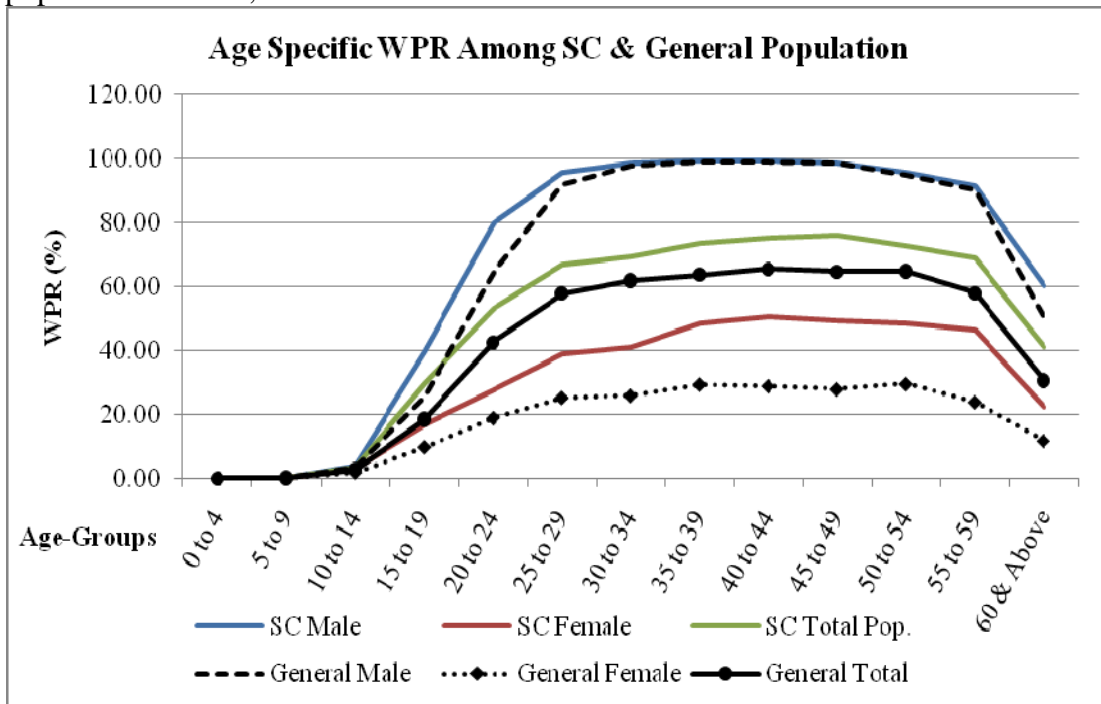
⁹ Shakti Kak (1994), “Rural Women and Labour Force Participation”, *Social Scientist*, Vol. 22, No. 3/4, pp. 36

Figure 4.6: Age-specific workforce participation among scheduled caste and general population in rural India, 2009-10.



Source: Computed using NSS unit level data on employment and unemployment, 66th Round, Schedule 10, 2009-10.

Figure 4.7: Age-specific workforce participation among scheduled caste and general population in India, 2009-10.



Source: Computed using NSS unit level data on employment and unemployment, 66th Round, Schedule 10, 2009-10.

It is generally believed that cultural norms and values have significant influences on women's mobility and choice of work which operate at multiple levels of castes and region, the families with supposedly 'high status' discourage their women members from taking up paid employment and women's withdrawal from the labour force is perceived as a means to improve family status, further the absence of well-established institutions for child care support forced women to make a trade-off between child rearing and work participation.¹⁰ Also the high skill demand with limited job opportunities in urban sector jobs further curtails their participation

4.5 REGIONAL DIMENSION OF AGE SPECIFIC WORKFORCE PARTICIPATION RATE

Workforce Participation Rate in all the regions is more for scheduled caste in all age cohorts. The workforce participation rate in India for scheduled caste in the age group associated with the age of attaining higher education is more, i.e. 29.6% and 52.9% for 15 to 19 age group and 20 to 24 age group, respectively while for the generals the workforce participation rate is 18.5% and 42.5% in these two age groups. The gap in Workforce Participation Rate of scheduled caste and general population is 11.1% and 10.4 % for the two age cohorts (15 to 19 and 20 to 24).

Fig. 4.8 shows Workforce Participation Rate is low for the 15 to 19 age groups in both the social groups, followed by the age group 20 to 25, but in all the age groups the workforce participation rate for scheduled caste population is more, also the important thing to notice here is the gap between the workforce participation rate of scheduled caste population and general population is low in the age group above 25 while the gap is more in age group 15 to 19 and also in 20 to 24.

¹⁰ Indrani Chakraborty & Achin Chakraborty (2009, April), "Female work participation and gender differential in earning in West Bengal", Calcutta: IDS, p. 8-9.

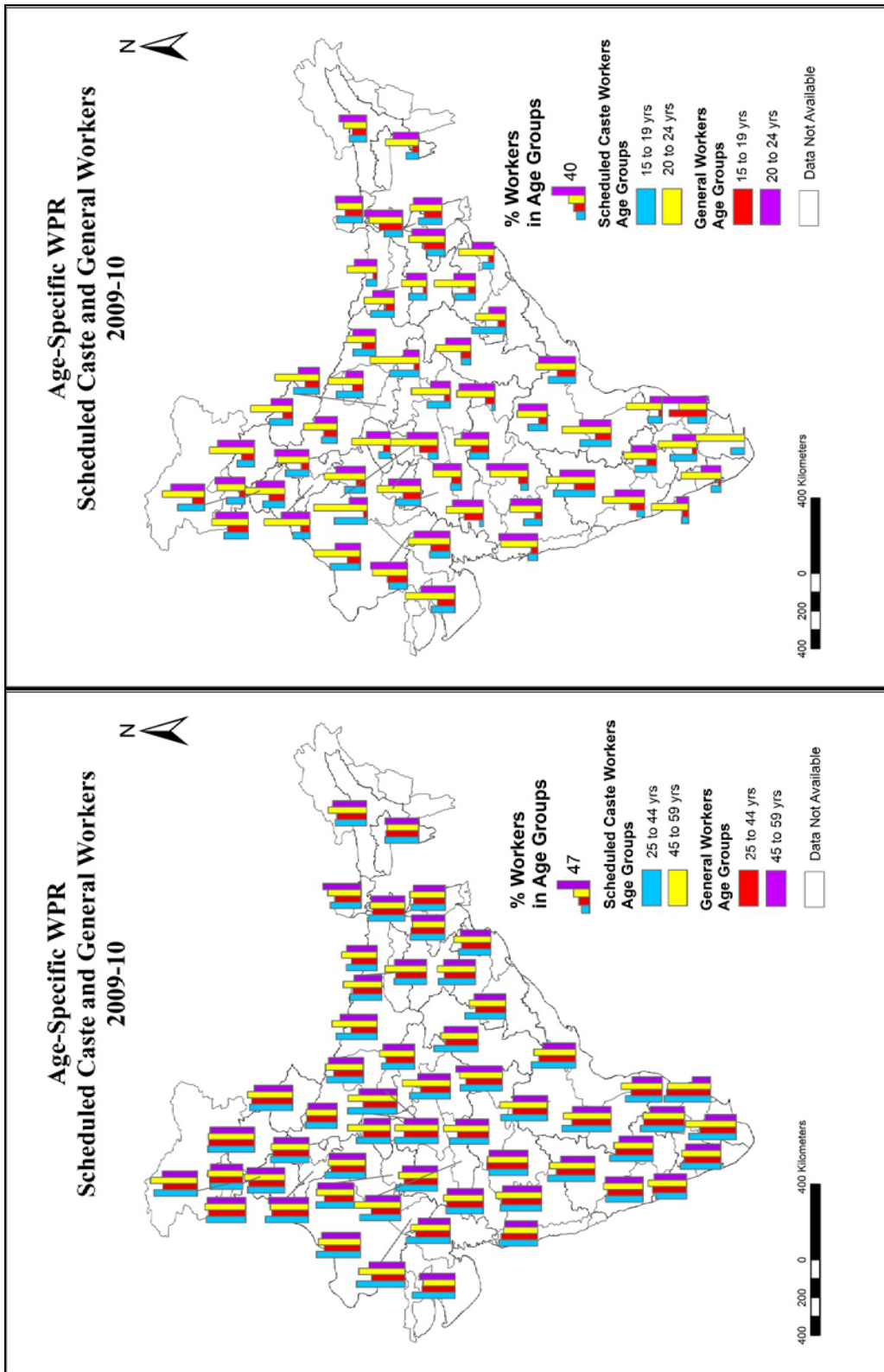


Figure 4.8: Age-Specific Workforce Participation rate of Scheduled Caste and General Workers, 2009-10. (Source: Computed using NSS unit level data on employment and unemployment, 66th Round, Schedule 10, 2009-10).

In these two age groups, more share of general population is in the higher education than scheduled caste, so the scheduled caste population engaged in work, in these two age groups are more. The state-regions of Madhya Pradesh Central, Madhya Pradesh Vindya and Tamil Nadu Southern accounted for more than 70% workforce participation for scheduled caste in age group 20 to 24, while WPR for the general population in same age cohort, is around 25% for Madhya Pradesh regions and Tamil Nadu southern have less than 5% Workforce Participation Rate in both the age groups for general population. While for the rest of the two age groups the Workforce Participation Rate is fairly high for both the social groups with more rate for scheduled caste workers.

4.6 EDUCATIONAL STATUS OF SCHEDULED CASTE & GENERAL

Education is considered as one of the most important aspect of human life as it is not related to the quantity of population but with the qualitative aspect of the population and thus creates the high quality of human capital in today's knowledge based society. Education is considered to be an important mechanism for development. More specifically, it has been viewed as the instrument through which people can be equipped for a social structure in which status is determined, not by ascription but by individual achievement and worth. It is regarded as one of the prime instrument for improving the condition. Not only this, education is also considered as an instrument to serve the social object of equalizing the under privileged in the matters of opportunities for advancement and enabling them to use their educations as a lever for improvement of their condition. Education is the social institution in human society, though education makes its impact in the larger society, it is constantly affected in various ways by the social institutions like stratification, polity, economy and religion.

Caste is the basic attribute of the Indian social system which operates as an institution in society from past. As a social institution, education does not exist in isolation from the other social institutions in society. It exists in constant interaction with them and performs its function in the context of its relationship with them. In the process, education affects, and is constantly affected by, the other social institutions. The major

social institutions that are in interaction with education are stratification, economy, religion and polity. As a function of social stratification towards the educational system, every society faces the phenomenon of inequality in access to, and achievement in, education¹¹

Figure 4.9 shows that, in the caste ridden society all activities like social, economic, political, educational and cultural revolve around the notion of caste, based on highly unequal entitlements to economic and social rights which results in the historic exclusion and discrimination, in terms of denial of rights, of SCs, in multiple societal relations – economic, social, political and cultural has resulted in widespread deprivation and poverty for the scheduled caste. *So for SCs it's always low social stability with lower division of labour from past due to persistent purity pollution concept and hence, lesser the scope of social change*

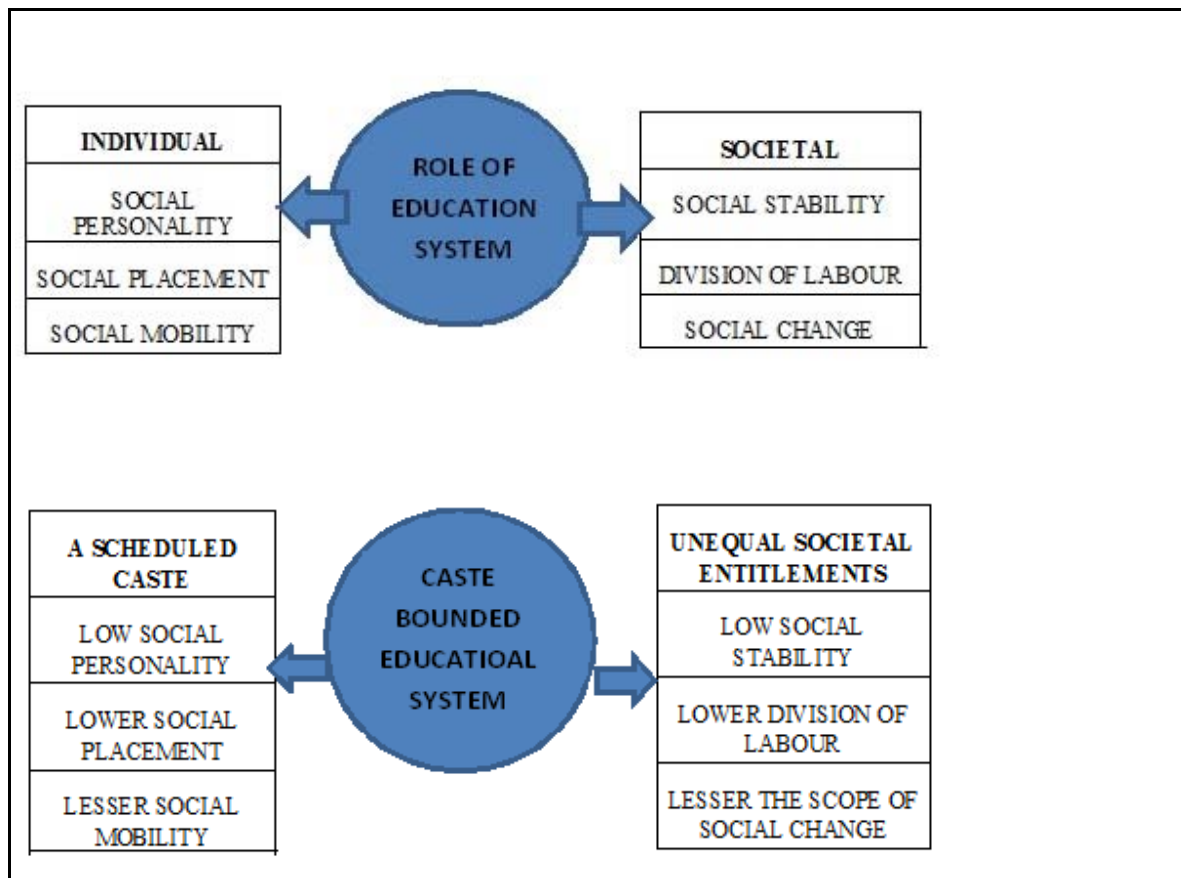


Figure 4.9: Role of Education System in framing inter-related individual and societal functions (composed by Author on the basis of theory of Aikara Jacob).

¹¹ Jacob, Aikara, “Education: Sociological Perspective”, Rawat Publication, 2004.

Table 4.3: Education status of Scheduled Caste and General Population in 2009-10

2009-10 Education Status			Illiterate	Upto Primary	Upto Secondary	Upto Higher Secondary	Technical	Non - Technical Graduate
scheduled caste	Rural	Male	34.9	37.3	22.2	3.6	0.5	1.6
		Female	52.9	30.8	13.7	1.7	0.2	0.7
		Total	43.6	34.1	18.0	2.7	0.3	1.2
	Urban	Male	23.7	32.0	27.8	7.9	2.7	5.9
		Female	36.1	30.8	21.7	5.7	1.3	4.5
		Total	29.6	31.4	24.9	6.8	2.0	5.2
	Total	Male	32.6	36.2	23.3	4.4	1.0	2.5
		Female	49.6	30.8	15.2	2.5	0.4	1.5
		Total	40.8	33.6	19.4	3.5	0.7	2.0
General	Rural	Male	22.2	34.0	30.0	7.8	1.3	4.7
		Female	36.7	33.6	22.0	4.9	0.5	2.4
		Total	29.2	33.8	26.1	6.4	0.9	3.6
	Urban	Male	12.5	23.5	28.5	12.0	6.0	17.5
		Female	19.4	24.1	26.8	11.7	2.5	15.5
		Total	15.8	23.8	27.7	11.9	4.3	16.5
	Total	Male	18.3	29.8	29.4	9.5	3.1	9.8
		Female	29.9	29.8	23.9	7.6	1.3	7.5
		Total	23.9	29.8	26.8	8.6	2.3	8.7

(Source: Computed using NSS unit level data on employment and unemployment, 66th Round, Schedule 10, 2009-10).

Table 4.4: Education status of Scheduled Caste and General Population in 2009-10

		WORKERS	Illiterate	Upto Primary	Upto Secondary	Upto Higher Secondary	Technical	Non-technical Graduates
scheduled caste	Rural	Male	34.5	30.1	28.3	3.9	0.8	2.5
		Female	64.6	20.4	12.7	1.3	0.2	0.9
		Total	44.2	27.0	23.2	3.0	0.6	2.0
	Urban	Male	19.7	24.5	34.5	8.3	4.0	8.9
		Female	41.9	22.9	21.0	3.8	3.3	7.1
		Total	24.7	24.2	31.5	7.3	3.8	8.5
	Total	Male	31.4	28.9	29.6	4.8	1.5	3.8
		Female	61.4	20.7	13.9	1.6	0.6	1.8
		Total	40.5	26.4	24.8	3.8	1.2	3.2
others	Rural	Male	16.7	25.4	38.6	10.0	1.8	7.6
		Female	39.6	26.5	25.1	4.6	0.8	3.5
		Total	22.4	25.7	35.2	8.6	1.5	6.6
	Urban	Male	6.4	12.7	33.4	13.1	8.9	25.4
		Female	15.0	12.5	21.0	9.4	10.3	31.9
		Total	7.8	12.7	31.5	12.5	9.1	26.4
	Total	Male	12.5	20.2	36.5	11.3	4.7	14.9
		Female	32.6	22.5	23.9	5.9	3.5	11.5
		Total	16.8	20.7	33.7	10.1	4.5	14.2

(Source: Computed using NSS unit level data on employment and unemployment, 66th Round, Schedule 10, 2009-10).

4.7 EDUCATION AND WORKFORCE PARTICIPATION

Education-specific workforce participation rate shows that, 40.5% SC workers are illiterate in comparison to 16.8% general workers. SC workers are of less technical and higher educational levels. The workers of general population are more in secondary levels of education. The technical graduates and nontechnical graduates worker here is more for the general population, this shows the type of work in which the two social groups are employed, most of the working population of scheduled castes are illiterate as they can only be a share of low occupational activities. The condition of females among both the groups is very deprived, as more than 60% of scheduled caste female workers are illiterate while this here is of 32% for general female workers. Rural scheduled caste females are most deprived section of the society, with the 65% working population in the illiterate category, and same is also true for general rural female with 40% workers share in illiterate.

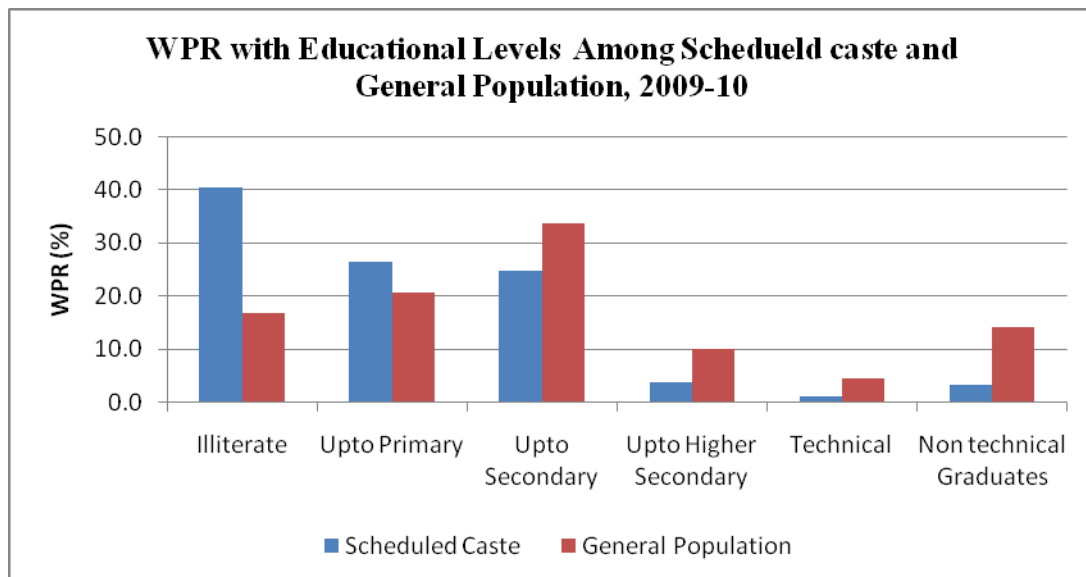


Figure 4.10:WPR with levels of Education among scheduled caste and general population, 2009-10. (Source: Computed using NSS unit level data on employment and unemployment, 66th Round, Schedule 10, 2009-10).

4.8 GROWTH RATE OF WORKFORCE PARTICIPATION RATE

The growth rate in Workforce Participation Rate (table 4.5) shows that there is decline in workforce participation. The decline is more for the females, the more with the Scheduled caste females. The growth rate of rural females in both the social group shows a decline, with comparative more declines among Scheduled caste rural females. In urban sector, the Scheduled caste female shows a decline in participation rate, while for general urban female the growth rate is positive. This decline in workforce participation rates is, however, not confined to women, it is, in fact, present in each and all the four population segments and the rate of decline is more for the scheduled caste in comparison to general population across the gender and sectoral dimensions. The decline in workforce participation is interpreted by many as positive sign, as fewer jobs were created due to an improvement in several other socio-economic indicators, and many young individuals, previously employed in menial jobs have quit, and joined back school, this is evident from increased attendance and decline in child labour. Participation of women in the labour force has declined sharply, also because of an improvement in other socio-economic indicator.

Table 4.5: Growth rate in workforce participation rate in India, 1999-00 to 2009-10.

WORK PARTICIPATION RATE (15 to 60 Age Group)								
WPR	1999-00		2009-10		Workers Growth (%)		Population Growth (%)	
	SC	GEN	SC	GEN	SC	GEN	SC	GEN
Total	68.9	56.4	62.9	53.7	0.2	-1.2	2.0	0.1
Male	87.9	83.1	86.1	82.2	0.9	-0.8	1.9	0.1
Female	49	28.6	38.9	23.8	-1.1	-2.6	2.1	0.0
Rural	71.8	61	65	56.9	-0.1	-1.6	1.8	-0.3
Rural Male	89.5	85.9	87.4	84	0.5	-3.6	1.7	-0.6
Rural Female	53.5	36.1	42.2	29.1	-1.4	-2.1	1.8	-0.5
Urban	57.1	49.1	55.3	49.1	1.9	0.4	2.9	0.9
Urban Male	81.5	78.9	81.7	79.7	2.2	0.4	2.7	0.8
Urban Female	29.5	16.2	26.3	23.8	0.9	0.4	3.0	1.0

Source: Computed by author using NSS unit level data on employment and unemployment, 66th Round, Schedule 10, 2009-10 and 55th round Scheduled 10.1, 1999-2000.

Growth rate of workers in both the social groups is less in compare to the growth rate of population among the scheduled castes and general workers. Table 4.3 shows that in comparison to the population growth rate, population increase at the rate of 2%, while workers with 0.2% for scheduled caste. For general population the rate of growth is 0.1%, but there is decline in workers with the rate of -1.2%. Among Scheduled caste workers the highest growth rate is in urban sector, where scheduled caste urban males workers accounted 2.2% growth rate. And growth rate of scheduled caste rural workers is in negative, with -1.4% for females, though the rate of growth for rural males is 0.5% among scheduled caste workers. Growth rate of scheduled caste male workers is more than the scheduled castes female workers (i.e. 0.9% and -1.1% respectively). Among General workers the rate of growth is positive only for the urban sector (i.e. 0.4 per cent), across the gender. In rural areas the rate of growth of general population is in negative, but the workers are declining with faster rate than the population.

4.9 REGIONAL PICTURE OF GROWTH RATE IN WORKFORCE PARTICIPATION RATE

Fig. 4.11 shows the growth rate in workforce participation rate for scheduled caste and general population from 1999-00 to 2009-10, for scheduled caste workers the growth is high in these regions Northern Eastern Rajasthan with 4.18% growth, Himachal Pradesh with 4.65%, Tripura 4.89%, MP Central 5.29%, MP Malwa 5.98%, Maharashtra Inland Western 6.38%, Haryana Western 6.48%, Kerala Southern 8.79% and Uttrakhand 12.31%. while for scheduled castes, the low rates of growth are experienced by regions of the Eastern Coastal belts, Gujarat plains, Bihar Central with less than -1% growth rate. Kerala Northern have highest decline in workers that is -5.94%.

The general population workers growth rate is varied from 10.07% for Southern Kerala to -12.23% for Northern Kerala. More decline in growth rate is experienced by Tamil Nadu, regions of Madhya Pradesh (MP). Kerala is the state which had two extreme situation of highest growth in Kerala Southern and lowest being accounted by Kerala Northern

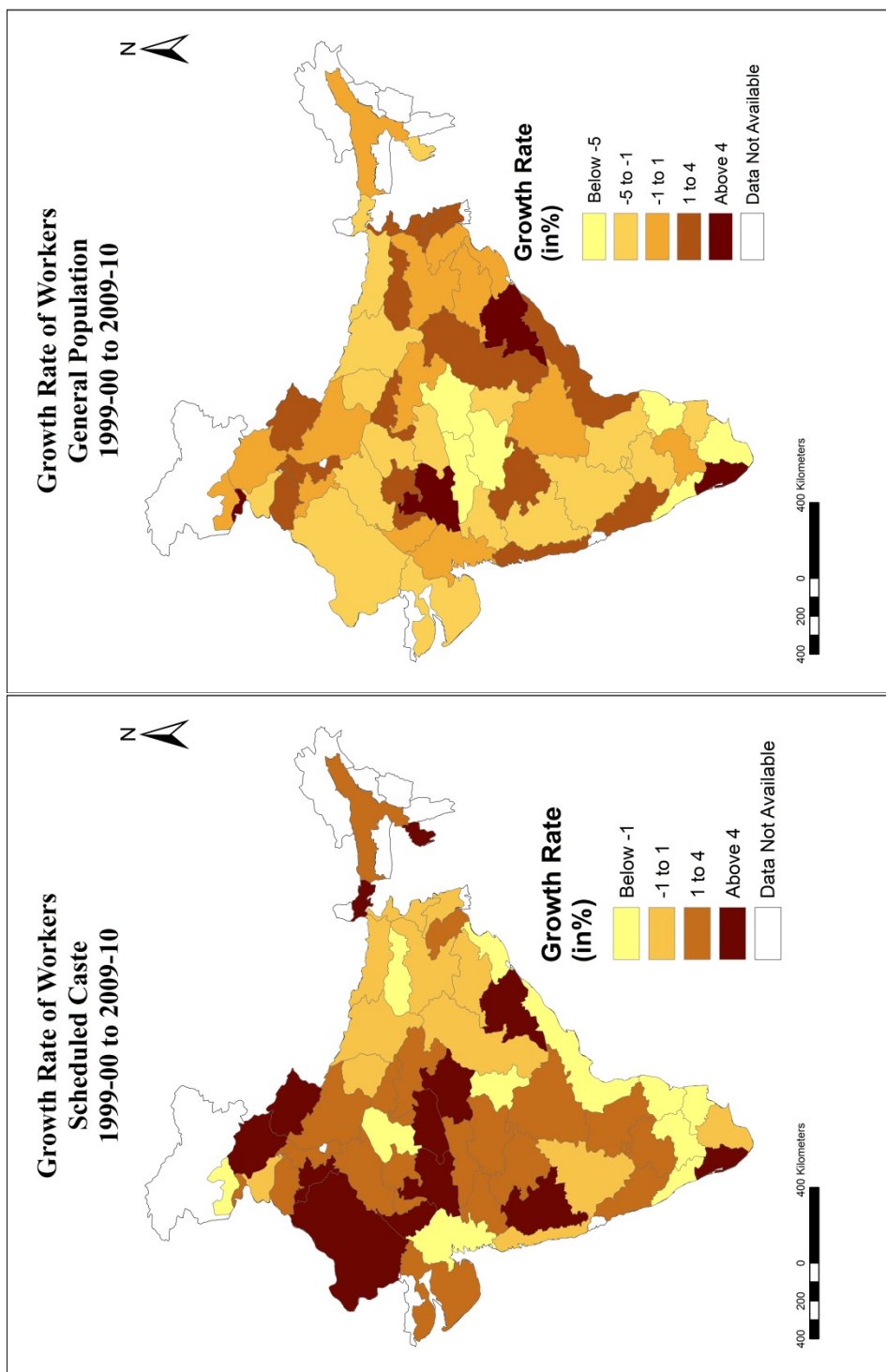


Figure 4.11 The growth rate in workforce participation rate for scheduled caste and general population from 1999-00 to 2009-10. (Source: Computed using NSS unit level data on employment and unemployment, 66th Round, Schedule 10, 2009-10 and 55th round 1999-00).

4.10 GROWTH RATE IN AGE-SPECIFIC WORKFORCE PARTICIPATION RATE

The table 4.6 shows the age-specific workers growth rate for both the social groups across gender and sector. Though, workforce participation rates have declined between 1999-00 and 2009-10 in each and every single age-group (5 year age groups). The growth rate of workers shows decline only for the age group which are up to age 25years. In both the social groups, the decline is more in the age group below 15 age groups, which may be due to rise in student-population ratio and also due to several government policies against child labour and policies like “Sarva Shikha Abhiyan”. From age group 15 to 19 and 20 to 24 the decline in growth rate of workers among general population is more in comparison to scheduled caste workers this decline is may be due to the rising participation in secondary and higher level education. The declines in the 25 and above age-group are due to decline in growth rate of female workers in rural sector. In general population the decline is accounted for the female workers in all the age groups, due to decline in growth rate of rural female workers and due to this decline in female workers the decline in growth rate of total workers is also reported here. The decline rate is more for the general female workers, is may be due to societal attitude of low social and economic status for the family whose females are working out for the salary, and scheduled caste females are also following the same path that of general females to keep themselves out of the job market. Table 4.7 shows that the decline in growth rate of population is less up to year age 25 in both the social group in comparison to the decline in the workers growth in the corresponding age groups, showing more withdrawal of population from work in those age groups, showing involvement of population in education sector.

Table 4.6: Age-Specific Workers Growth Rate among Scheduled Caste and General Workers, 1999-00 to 2009-10.

Growth Rate of Scheduled Caste Workers									
AGE GROUPS	MALE			FEMALE			TOTAL		
	Rural Male	Urban Male	Male	Rural Female	Urban Female	Female	Rural	Urban	Total
0 to 4									
5 to 9	-6.1	-5.5	-6.0	-10.0	-10.4	-10.0	-8.0	-7.9	-8.0
10 to 14	-6.9	-5.3	-6.7	-10.0	-11.1	-10.2	-8.3	-7.8	-8.2
15 to 19	-0.1	0.3	0.0	-3.0	-3.4	-3.1	-1.0	-0.4	-0.9
20 to 24	0.9	2.3	1.2	-2.7	3.2	-2.0	-0.3	2.5	0.2
25 to 29	1.0	2.9	1.4	-1.0	1.7	-0.7	0.3	2.6	0.7
30 to 34	1.6	3.2	1.9	-2.3	1.4	-1.8	0.2	2.7	0.6
35 to 39	1.9	2.4	2.0	0.5	2.9	0.8	1.4	2.5	1.6
40 to 44	2.2	3.6	2.5	1.0	1.9	1.1	1.7	3.2	2.0
45 to 49	3.1	3.2	3.1	1.0	2.3	1.2	2.4	3.0	2.5
50 to 54	1.1	3.7	1.6	0.5	1.5	0.6	0.8	3.2	1.3
55 to 59	1.9	2.8	2.0	1.4	3.0	1.6	1.7	2.9	1.9
60 & Above	1.5	1.8	1.5	1.8	1.4	1.8	1.6	1.7	1.6
Growth Rate of General Population Workers									
AGE GROUPS	MALE			FEMALE			TOTAL		
	Rural Male	Urban Male	Male	Rural Female	Urban Female	Female	Rural	Urban	Total
0 to 4									
5 to 9	-5.0	-100.0	-6.6	-100.0	-2.5	-22.3	-10.2	-12.8	-10.6
10 to 14	-5.6	-7.8	-6.1	-11.5	-15.3	-12.1	-8.0	-9.9	-8.3
15 to 19	-3.6	-3.6	-3.6	-6.6	-2.7	-5.9	-4.4	-3.4	-4.2
20 to 24	-1.6	0.2	-0.9	-4.4	2.4	-2.7	-2.3	0.6	-1.4
25 to 29	-1.7	0.7	-0.7	-2.7	3.0	-1.3	-2.0	1.1	-0.8
30 to 34	0.0	1.2	0.5	-4.1	0.6	-2.9	-1.2	1.1	-0.3
35 to 39	-1.0	0.9	-0.2	-2.3	-0.6	-1.8	-1.4	0.6	-0.6
40 to 44	0.5	0.2	0.3	-1.9	-0.4	-1.5	-0.2	0.1	-0.1
45 to 49	1.1	1.7	1.3	-0.8	2.4	0.0	0.6	1.8	1.0
50 to 54	1.3	1.9	1.6	-0.5	1.2	-0.1	0.8	1.8	1.2
55 to 59	1.0	3.0	1.7	-0.3	3.0	0.3	0.7	3.0	1.4
60 & Above	0.1	1.5	0.4	0.4	0.0	0.3	0.2	1.3	0.4

Source: Computed by Author using NSS unit level data on Employment and Unemployment of 66th round, 10 schedule 2009-10 and 55th round, 10.1 schedule, 1999-00.

Table 4.7: Age-Specific Population Growth Rate of Workers among Scheduled Caste and General, 1999-00 to 2009-10.

Growth Rate of Scheduled Caste Population									
AGE GROUPS	MALE			FEMALE			TOTAL		
	Rural Male	Urban Male	Male	Rural Female	Urban Female	Female	Rural	Urban	Total
0 to 4	-0.8	-0.6	-0.8	-0.6	-0.9	-0.6	-0.7	-0.7	-0.7
5 to 9	-0.7	-0.7	-0.7	-1.0	-1.4	-1.1	-0.9	-1.0	-0.9
10 to 14	0.8	-0.1	0.7	0.9	0.5	0.8	0.9	0.2	0.7
15 to 19	2.6	2.2	2.5	2.4	1.1	2.2	2.5	1.7	2.4
20 to 24	1.2	2.4	1.5	1.1	3.3	1.6	1.2	2.8	1.5
25 to 29	0.9	2.6	1.3	1.4	2.6	1.6	1.2	2.6	1.5
30 to 34	1.5	2.9	1.8	1.3	2.3	1.5	1.4	2.6	1.6
35 to 39	1.8	2.3	1.9	2.6	4.0	2.9	2.2	3.1	2.4
40 to 44	2.0	3.7	2.4	3.0	3.1	3.0	2.5	3.4	2.7
45 to 49	3.0	3.1	3.0	2.1	4.3	2.5	2.6	3.7	2.8
50 to 54	1.1	3.6	1.6	1.6	3.4	1.9	1.3	3.5	1.8
55 to 59	1.7	2.6	1.9	1.7	4.7	2.2	1.7	3.6	2.0
60 & Above	0.9	3.9	1.4	1.9	4.4	2.3	1.4	4.2	1.9
Growth Rate of General Population									
AGE GROUPS	MALE			FEMALE			TOTAL		
	Rural Male	Urban Male	Male	Rural Female	Urban Female	Female	Rural	Urban	Total
0 to 4	-4.3	-1.7	-3.4	-4.1	-0.9	-3.1	-4.2	-1.3	-3.3
5 to 9	-2.9	-1.3	-2.4	-4.1	-2.6	-3.6	-3.4	-1.9	-2.9
10 to 14	-2.1	-0.9	-1.6	-3.4	-2.6	-3.2	-2.7	-1.7	-2.3
15 to 19	-0.5	-0.2	-0.4	-1.7	-0.3	-1.1	-1.0	-0.2	-0.7
20 to 24	-0.4	0.5	0.0	-1.3	0.4	-0.7	-0.9	0.4	-0.3
25 to 29	-1.8	0.5	-0.8	-1.2	0.9	-0.4	-1.5	0.7	-0.6
30 to 34	-0.2	1.2	0.4	-1.3	0.8	-0.4	-0.7	1.0	0.0
35 to 39	-1.1	0.8	-0.3	-0.2	0.7	0.2	-0.6	0.7	-0.1
40 to 44	0.4	0.1	0.2	0.4	0.6	0.5	0.4	0.3	0.4
45 to 49	0.9	1.6	1.2	0.6	2.9	1.5	0.8	2.2	1.4
50 to 54	1.3	1.8	1.5	0.4	1.7	0.9	0.8	1.8	1.2
55 to 59	1.0	2.4	1.5	0.4	3.1	1.4	0.7	2.8	1.5
60 & Above	0.2	2.9	1.1	0.3	2.6	1.1	0.3	2.7	1.1

Source: Computed by Author using NSS unit level data on Employment and Unemployment of 66th round, 10 schedule 2009-10 and 55th round, 10.1 schedule, 1999-00.

4.11 GROWTH RATE IN WORKFORCE PARTICIPATION RATE WITH LEVELS OF EDUCATION

The Compound Annual Growth Rate (CAGR) of population distribution with levels of education shows that there is negative growth in illiterates in total population as well as in workers. The primary and secondary level shows the increase in the growth, which clearly shows the picture of the decline in the share of workers in the initial age groups. the growth rate among non-technical graduates is increasing more in scheduled caste population.

Table 4.8: Growth rate in levels of education among scheduled caste and general population from 1999-00 to 2009-10.

Growth rate			Not literate	Upto Primary	Upto secondary	Higher Secondary	Technical	No Technical Graduate
SC	RURAL	MALE	-2.4	2.3	5.1	7.0	-1.9	12.4
		FEMALE	-1.6	4.2	8.1	12.5	-2.6	44.7
		Total	-1.9	3.1	6.1	8.4	-2.1	16.0
	URBAN	MALE	-1.3	0.9	3.0	7.7	5.0	13.0
		FEMALE	-1.4	2.2	5.1	9.0	2.8	25.4
		Total	-1.4	1.5	3.8	8.2	4.3	16.5
	Total	MALE	-2.2	2.0	4.5	7.2	1.5	12.7
		FEMALE	-1.6	3.8	7.1	10.8	0.5	29.9
		Total	-1.8	2.8	5.4	8.3	1.2	16.3
Gen	RURAL	MALE	-4.4	-1.6	0.6	3.8	-3.1	6.7
		FEMALE	-4.5	-0.9	1.4	6.7	-2.8	14.4
		Total	-4.4	-1.2	0.9	4.8	-3.0	8.5
	URBAN	MALE	-2.5	-1.3	-0.2	2.3	0.5	6.0
		FEMALE	-2.5	-1.6	0.4	4.2	1.0	6.1
		Total	-2.5	-1.4	0.1	3.1	0.6	6.1
	Total	MALE	-3.9	-1.5	0.3	3.0	-0.5	6.2
		FEMALE	-4.0	-1.1	1.0	5.1	-0.1	7.2
		Total	-4.0	-1.3	0.6	3.8	-0.4	6.6

Source: Computed by Author using NSS unit level data on Employment and Unemployment of 66th round, 10 schedule 2009-10 and 55th round, 10.1 schedule, 1999-00.

Growth rate of workers with the levels of education also show the increase in the non-technical graduates for both the social groups. the rate of decline in the illiterate workers is more for the general worker population in comparison to the scheduled caste worker population, not only in workers but also in total population the growth rate of illiterates shows a decline in both social groups, with more decline among general population.

Table 4.9: Growth rate in levels of education among scheduled caste and general Workers from 1999-00 to 2009-10.

WORKER'S Growth Rate			Illiterate	Upto Primary	Upto Secondary	Upto Higher Secondary	Technical	Non technical Graduates
scheduled caste	Rural	Male	-2.1	2.8	5.2	4.9	0.7	9.5
		Female	-2.9	5.2	7.9	8.8	-3.0	19.7
		Total	-2.5	3.3	5.6	5.4	0.2	10.5
	Urban	Male	-1.1	1.8	3.5	6.7	6.4	13.5
		Female	-2.8	5.2	8.4	6.3	4.2	41.9
		Total	-1.8	2.4	4.1	6.6	5.9	15.6
	Total	Male	-2.0	2.6	4.7	5.5	3.5	11.3
		Female	-2.9	5.2	8.0	7.9	1.8	27.4
		Total	-2.4	3.2	5.2	5.8	3.2	12.8
others	Rural	Male	-4.2	-1.2	0.4	3.1	-4.0	6.2
		Female	-6.4	-0.7	1.3	5.2	-4.2	16.4
		Total	-5.3	-1.1	0.5	3.4	-4.0	7.1
	Urban	Male	-3.1	-1.9	0.1	1.7	0.8	5.3
		Female	-4.0	0.6	-0.1	2.4	2.9	5.4
		Total	-3.4	-1.6	0.0	1.8	1.1	5.4
	Total	Male	-4.0	-1.4	0.3	2.4	-0.5	5.6
		Female	-6.1	-0.5	0.9	3.8	1.2	7.0
		Total	-5.0	-1.2	0.4	2.6	-0.2	5.8

Source: Computed by Author using NSS unit level data on Employment and Unemployment of 66th round, 10 schedule 2009-10 and 55th round, 10.1 schedule, 1999-00.

4.12 DISPARITY IN WORKFORCE PARTICIPATION RATE AMONG SCHEDULED CASTE AND GENERAL POPULATION

Social inequality is a keynote of the caste system; it is the theme of the social etiquette of the Hindus.¹² The table 4.10 shows the disparity in workforce participation rate and the change in disparity across the sector and gender dimensions. The disparity is highest among females; Scheduled caste females are more in work in comparison to general females. In 1999-2000 the disparity is more among urban females and then stands the rural females. The disparity among the males is low in comparison to females. Females work participation experience shows more diversity than men's, which implies that, societal norms and traditions, the country's institutions of governance etc. play a much more crucial role for women than for men. In rural India the disparity is more for both the genders, though very less among males. In 2009-10, the disparity comes down for the urban females, as there is an increase in workforce participation rate of urban females but the disparity among rural females still continues to high.

Table 4.10: Disparity in Workforce Participation Rate among Scheduled Caste and General Population

Disparity in WPR among SCs and General Population (15 to 60 Age Group)			
WPR	DISPARITY		
	1999-00	2009-10	Change
Total	-0.13	-0.10	0.03
Male	-0.04	-0.03	0.01
Female	-0.29	-0.25	0.04
Rural	-0.11	-0.08	0.02
Rural Male	-0.03	-0.03	0.00
Rural Female	-0.22	-0.20	0.02
Urban	-0.09	-0.07	0.02
Urban Male	-0.02	-0.02	0.01
Urban Female	-0.29	-0.05	0.24

Source: Computed by author using NSS unit level data on employment and unemployment of 66th Round, Schedule 10, 2009-10 and of 55th Round, Scheduled 10.1, 1999-00.

¹² D.G.Mandelbaum (1970), *Society in India*, Vol.2, Change and Continuity, London: University of California Press, p. 14.

The disparity in 2009-10 is highest among females as it is observed by several researchers that the families with supposedly 'high status' discourage their women members to out for work and also the women's withdrawal from the work is perceived as a means to improve family status. The change in disparity (1999-00 to 2009-10) is highest among the urban females as more number of female of general population entered into the workforce in 2009-10.

4.13 REGIONAL PATTERN OF DISPARITY IN WORKFORCE PARTICIPATION RATE AMONG SCHEDULED CASTE AND GENERAL POPULATION

Regional inequality is not a currently emerged phenomenon, historical processes forced a pattern of development which is not entirely in accordance with the pattern that would have emerged according to the natural process of development.¹³ In view of the vital role of workforce participation in economic development of people of a region, an attempt has been made in the following section to study the inter-regional disparities in educational sector and identify those districts, which are lagging behind.

Table 4.11 shows that, the disparity is more for the females as there is huge gap in the share of the scheduled caste and general population's female workforce participation. More number of regions, showing high disparity, for females across sector. In rural areas, most of the families still adhere to the age old traditional norms in which women confinement to the house are considered to be the symbol of status, while women belonging to the low income families, landless labourers or farmers are forced, as a response to their family needs, to seek employment¹⁴, so the more number of regions have more scheduled caste female workers than the females from general population, hence more disparity is for females.

¹³Mahesh Chand and V.K.Puri, (1983), *Regional Planning in India*, New Delhi: Allied Publishers, p. 166.

¹⁴Rohini Nayyar, (1987), "Female Participation Rates in Rural India", *Economic and Political Weekly*, Vol. 22, No. 51, pp. 2211.

Table 4.11: Frequency distribution table showing the number of regions with disparity in workforce participation rate.

DISPARITY IN WPR	NUMBER OF REGIONS					HIGHEST	LOWEST
	< - 0.4	-0.4 to -0.2	-0.2 to 0	0 to 0.2	> 0.2		
T		5	48	3		Maharashtra Inland Central	MP Central
M		1	41	14		Tamil Nadu Coastal	MP South
F	17	17	18	4		J & K Mountain & Jhelum Valley	MP Vindhya
R		7	41	8		Maharashtra Eastern	MP Central
RM		2	33	20	1	Maharashtra Eastern	MP South
RF	13	16	16	10	1	Maharashtra Inland	MP Central
U		3	50	3		WB Western Plains	Tamil Nadu Southern
UM		1	35	20		MP Northern	MP South
UF	13	19	16	3	4	Bihar Northern	Tamil Nadu Southern

Source: Computed by author using NSS unit level data on employment and unemployment, 66th Round, Schedule 10, 2009-10.

Distribution of regions for males are more in the range of -2 to +2, as for all the social groups, males are the bread earner in the family, so, registering low disparity among the scheduled caste males and general male workers. If one compares the two sectors, namely rural and urban, the distribution of regions concentrated from -2 to +2 for males and skewed more towards negative value of disparity for females. Highest disparity is found there in Maharashtra Inland for the total workforce participation and Maharashtra Eastern recorded high disparity for rural areas including both, rural males and females. Lowest disparity is in regions of Madhya Pradesh, Madhya Pradesh Central, Madhya Pradesh South and Madhya Pradesh Vindhya recorded more disparity towards negative side, as there the share of scheduled caste workers is very high in comparison to the general population workers, so the region has more negative values for the disparity. Tamil Nadu Southern also has negative disparity in urban areas. Fig. 4.12 shows the disparity in distribution pattern of workforce participation rate in which it is clear that plains of Uttar Pradesh i.e Central Uttar Pradesh, Eastern Madhya Pradesh and Coastal Tamil Nadu have more disparity with below -0.4 disparity, and the Coastal Maharashtra, Bengal and Himachal Pradesh have low disparity.

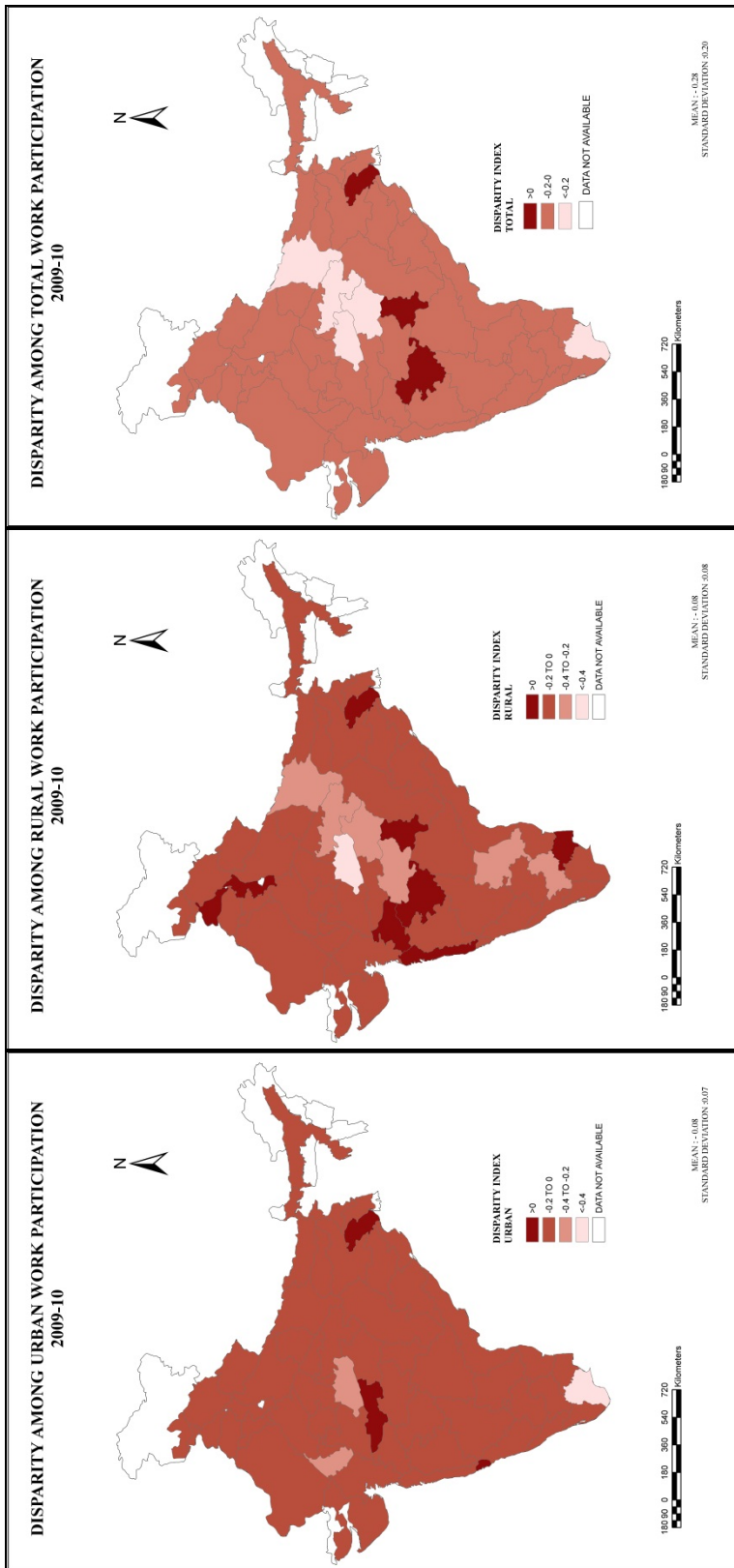


Figure 4.12: Disparity in distribution pattern of total workforce participation rate 2009-10. (Source: Computed using NSS unit level data on employment and unemployment, 66th Round, Schedule 10)

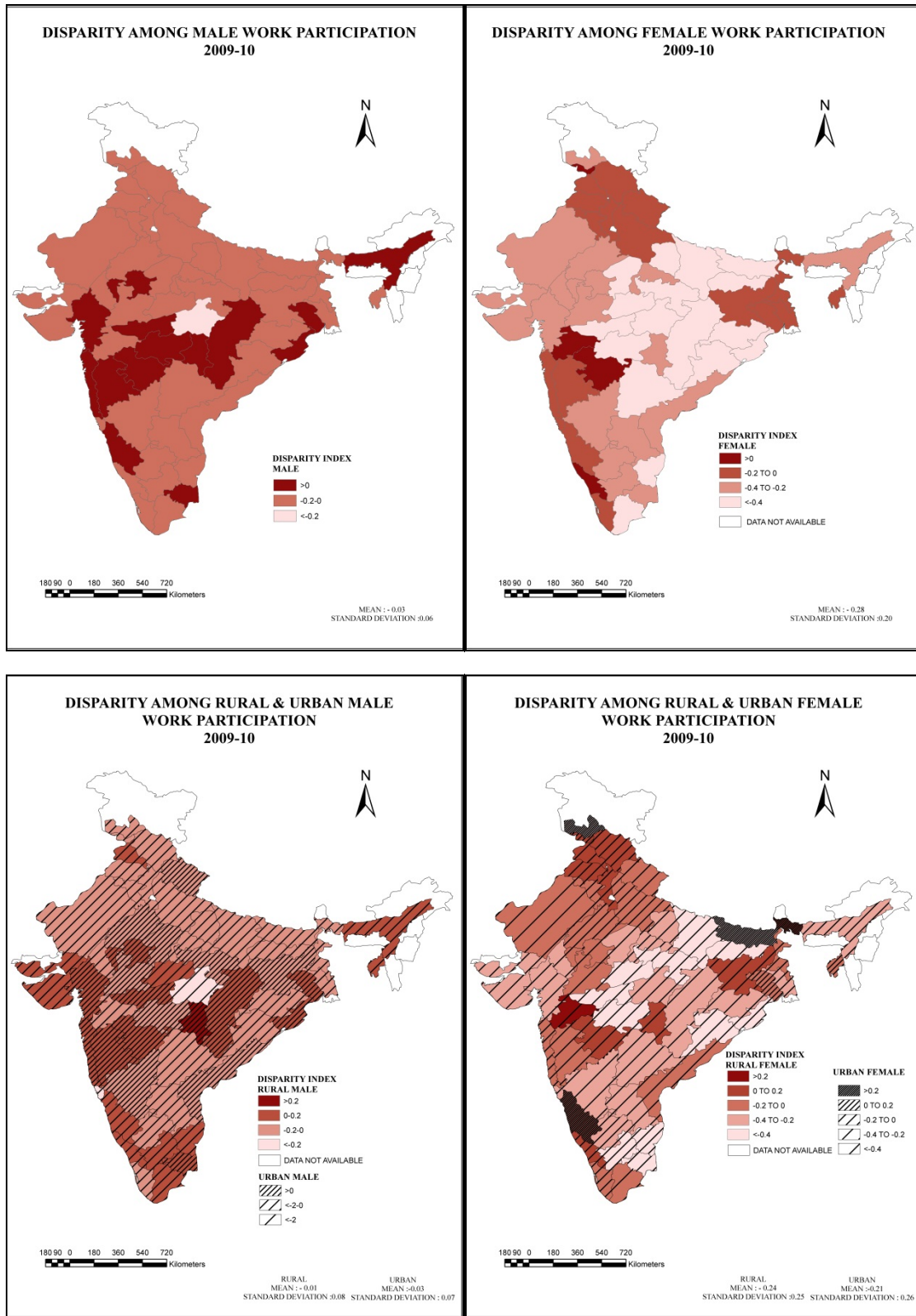


Figure 4.13: Disparity in distribution pattern of workforce participation rate across the gender dimension 2009-10. (Source: Computed using NSS unit level data on employment and unemployment, 66th Round, Schedule 10)

4.14 REGIONAL PATTERN OF CHANGE IN WORKFORCE PARTICIPATION RATE DISPARITY

The table 4.12 clearly shows that across the sector and gender the disparity is increasing in more number of regions for females. The table shows that the changes in disparity are more varied for females, as they register more increase as well decline in disparity in many regions. The increase in ten regions is more than 0.2 for female disparity, as for rural females 11 regions register increase in disparity more than 0.2, while the urban females accounted for highest number of regions in the same class with disparity increase of 0.2 points.

Table 4.12: Frequency table showing number of regions with change disparity in workforce participation rate from 1999-00 to 2009-10.

DISPARITY CHANGE IN WPR	NUMBER OF REGIONS					HIGHEST	LOWEST
	< -0.4	-0.4 to -0.2	-0.2 to 0	0 to 0.2	> 0.2		
T			22	34		Bihar Central	Uttrakhand
M		1	23	31	1	Tamil Nadu Coastal	MP South
F	1	6	19	20	10	WB Western Plains	MP Vindhya
R			23	31	2	Tamil Nadu Southern	Uttrakhand
RM		1	22	32	1	Tamil Nadu Coastal	MP South
RF	5	5	21	14	11	MP Northern	MP South Western
U	1	1	23	26	5	Orissa Coastal	J & K Outer Hills
UM	1		28	24	3	Uttrakhand	J & K Outer Hills
UF	2	6	13	17	18	Bihar Northern	MP Malwa

Source: Computed by author using NSS unit level data on employment and unemployment of 66th Round, Schedule 10, 2009-10 and of 55th Round, Scheduled 10.1, 1999-00.

Fig. 4.14 and 4.15 shows that Uttrakhand had highest decline in disparity below -0.2, and region of North plains, Eastern Coastal regions and Eastern Rajasthan and in Madhya Pradesh every where the disparity have risen up for workforce participation rate. For rural workforce participation rate only in Coastal Tamil Nadu disparity increases for more than 0.2, the highest decline in disparity is again for Uttrakhand. Urban area accounted for more increase in disparity than rural areas. Fig. 4.15 shows disparity change is more varied for the females whereas for males the change is not much varied.

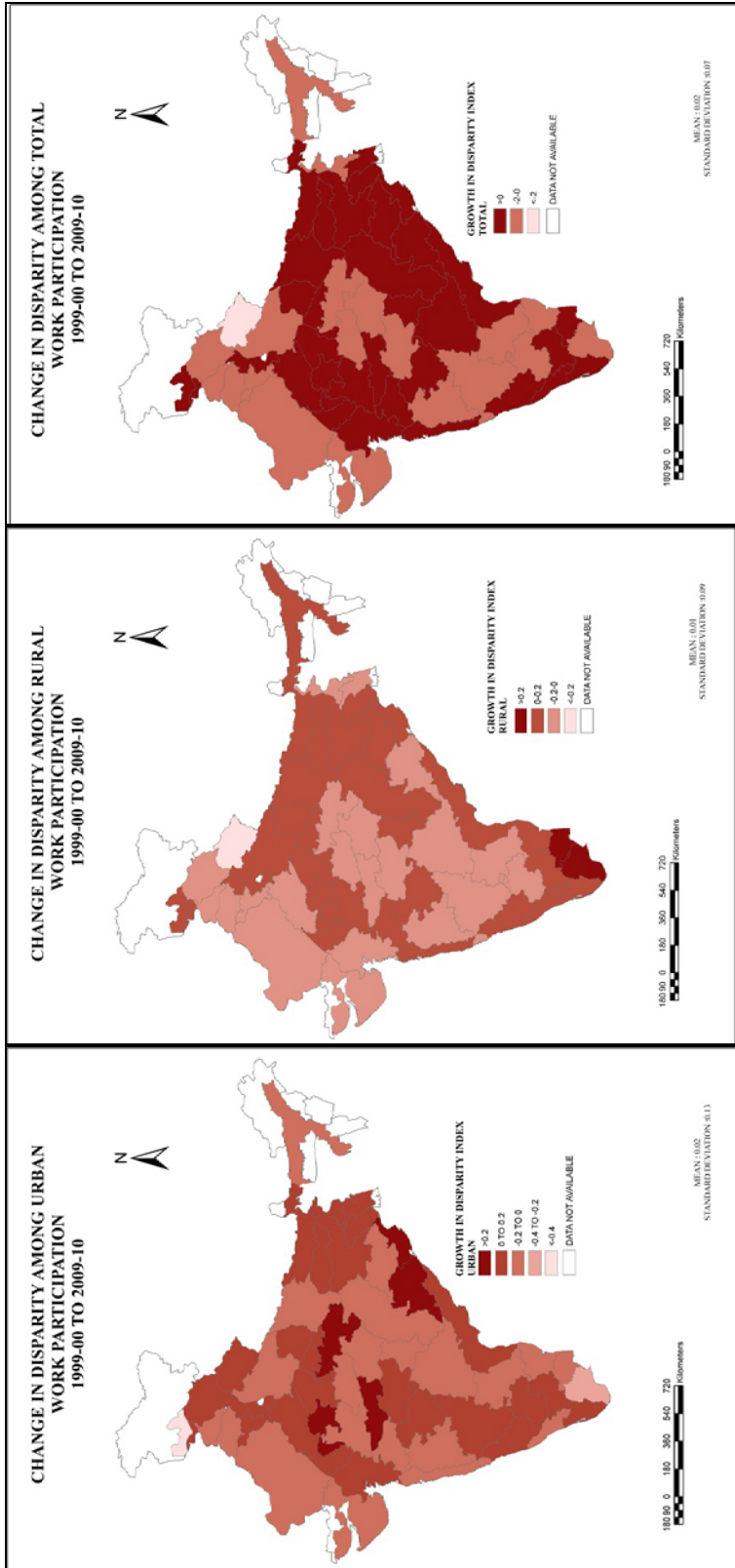


Figure 4.14: Change in Disparity in distribution pattern of workforce participation rate across the gender dimension 2009-10. (Source: Computed using NSS unit level data on employment and unemployment, 66th Round, Schedule 10 and 55th round 1999-00)

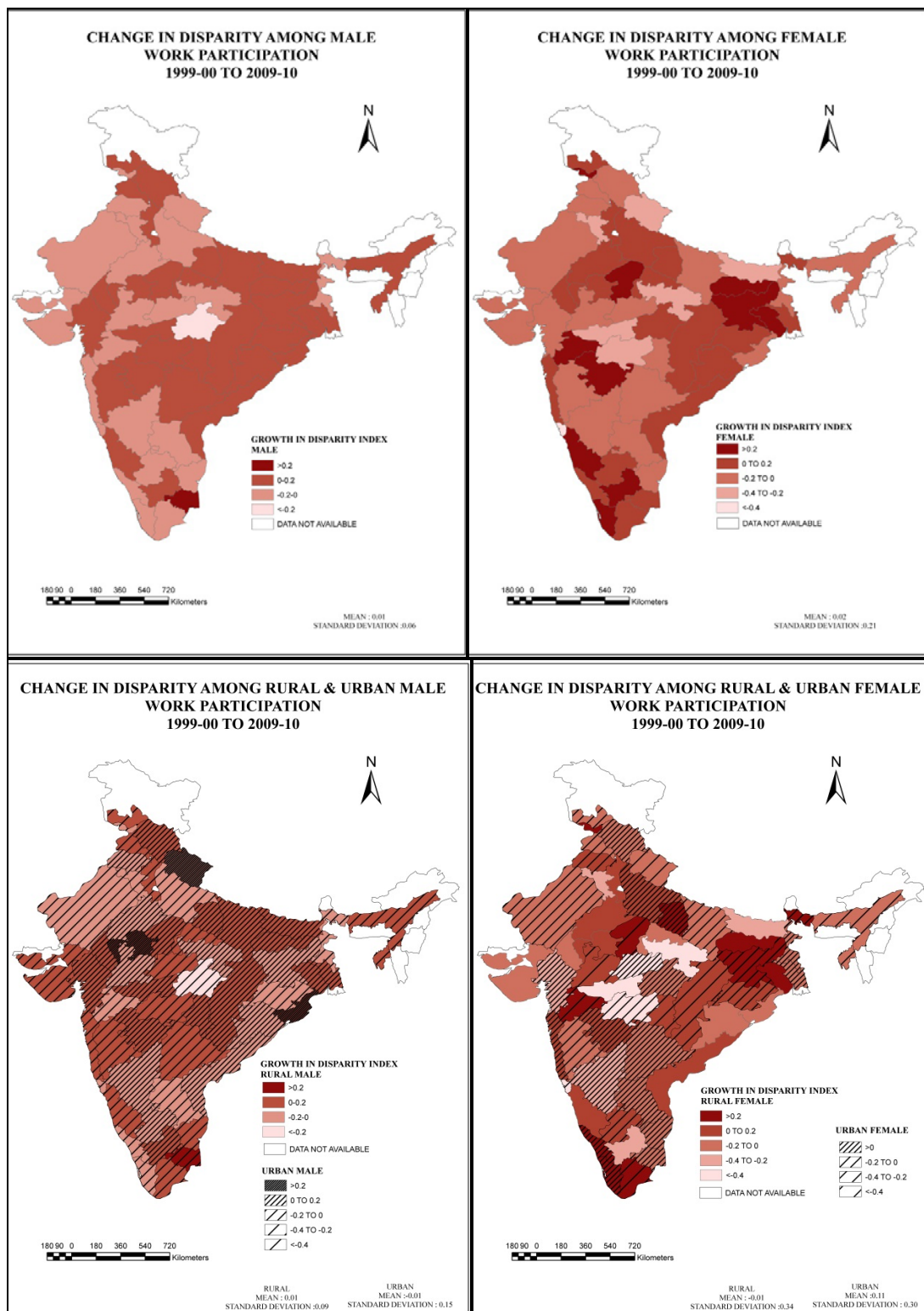


Figure 4.15: Change in Disparity in distribution pattern of workforce participation rate across the gender dimension 2009-10. (Source: Computed using NSS unit level data on employment and unemployment, 66th Round, Schedule 10 and 55th round 1999-00)

4.15 EMPLOYMENT STATUS

According to the status of employment, employed persons are categorized into three groups. These are (i) self-employed (ii) regular wage/salaried employees (iii) casual labour. Regular salaried defined by NSS as these were persons who worked in others' farm or non-farm enterprises (both household and non-household) and, in return, received salary or wages on a regular basis (i.e. not on the basis of daily or periodic renewal of work contract). Self Employed defined as persons who operated their own farm or non-farm enterprises or were engaged independently in a profession or trade on own-account or with one or a few partners were deemed to be self-employed in household enterprises. The essential feature of the self-employed is that they have autonomy (i.e., how, where and when to produce) and economic independence (i.e., market, scale of operation and money) for carrying out their operation. Categories of self-employed persons: own-account workers, employers and helpers in household enterprise. Casual labour defined as a person who was casually engaged in others' farm or non-farm enterprises (both household and non-household) and, in return, received wages according to the terms of the daily or periodic work contract, was a casual wage labour.¹⁵

Table 4.13: Employment status of scheduled caste workers and general population workers in 2009-10

Work Status	SCHEDULED CASTE			GENERAL POPULATION		
	Regular Salaried	Self Employed	Casual Labour	Regular Salaried	Self Employed	Casual Labour
T	13.5	33.4	53.1	25.4	56.4	18.2
M	15.3	31.6	53.1	26.8	54.9	18.3
F	9.6	37.4	53.1	20.2	61.7	18.2
R	7.1	34.5	58.3	10.7	64.9	24.4
RM	8.1	32.8	59.1	11.9	62.9	25.2
RF	5.1	38.2	56.6	7.2	70.6	22.2
U	41	28.4	30.6	49.1	42.6	8.3
UM	42.3	27.2	30.5	48.3	43.4	8.3
UF	36.5	32.4	31.1	20.2	61.7	18.2

Source: Computed using NSS unit level data on employment and unemployment, 66th Round, Schedule 10, 2009-10

¹⁵ Report of NSS, (July, 2009 - June, 2010), "Key Indicator of Employment and Unemployment in India", page A-3-4.

The table 4.13 shows that the share of scheduled caste population is more in casual labour across gender and sector. Casual labour for both the social groups is high in the rural sector. The share of general population is more in self-employed. But it is clear that the proportion of regular salaried is relatively less for both the social groups and in comparison low for scheduled castes. Rural females experience the lowest share of regular salaried for scheduled castes as well as general females. Highest share of self-employed is with the general females of rural sector. Females have more share in self-employed in comparison to males and general females are more in this in comparison to scheduled caste females. The percentage share of male workers in self-employment is also quite high but the self-employment among women workers has been a matter of concern, particularly in feminist discourses, as self-employed women workers not only significantly outnumber men, their conditions of work are also qualitatively different from men as they constitute a very large component of 'unpaid family labour' who are 'workers' in statistical discourse but have no control over either the means of production or returns to work.¹⁶ Though women numbers in jobs have risen, but still they are employed mostly in low paying jobs due to several reasons like family constraints, gender discrimination which usually produced different results for similar qualified men and women and also as men and women choose different jobs because of the gender division of labour in the family.¹⁷ Being oriented to work in caste specific occupations may at times make women pull out or be pushed out of the labour market. Wherever women do manage to pull themselves out of these social restrictions, lack of education and skill formation relegates them to the lower rungs of the job market as unskilled casual workers.¹⁸

¹⁶ Raju Saraswati, (June 2010), "Mapping the World of Women's Work: Regional Patterns and Perspectives", ILO.

¹⁷ Louise Marie Roth, (2004), "Engendering Inequality: Processes of Sex-Segregation on Wall Street", *Sociological Forum*, Vol. 19, No. 2, pp. 204.

¹⁸ Shakti Kak, (1994), "Rural Women and Labour Force Participation", *Social Scientist*, Vol. 22, No.3/4, pp. 58.

4.16 EMPLOYMENT STATUS WITH AGE

The age- specific share of workers with work status for scheduled caste and general workers shows that share of regular salaried is more in all age groups for general workers than scheduled caste workers. Regular salaried share is more in age groups from 20-40. The share of self employed is more for general workers and above 60 age the share in this activity increases. For scheduled caste the share of workers is more in casual labour in all age groups.

Among males and females, males of both the social groups is more in regular salaried, while general males shows high share in regular salaried than scheduled caste males in all the age groups. Females have different picture in total. Scheduled caste females have more share in casual labour in all the age groups while the share of general female in casual labour is much less and general females are more in self employed category of workers. As they are more in agricultural and allied activities so they are engaged in self-employed work.

4.17 EMPLOYMENT STATUS WITH EDUCATION

Fig. 4.16 shows the education level age specific share of types of workers among scheduled caste and generals. Table shows that out of the total scheduled caste casual workers, illiterate workers are 48%, the share of illiterate is also high for general casual workers (i.e 36%) but less in comparison to scheduled caste share of illiterate workers in category. For both the social groups, the regular salaried workers shows more share in higher education, while again the share of general workers is more in higher education and also in technical education. Regular salaried workers share is more in age group from 20 to 40. The share of self-employed is more for general workers and above 60 age groups; the share of this activity increases more. For scheduled caste the share of workers is more in casual labour in all age groups.

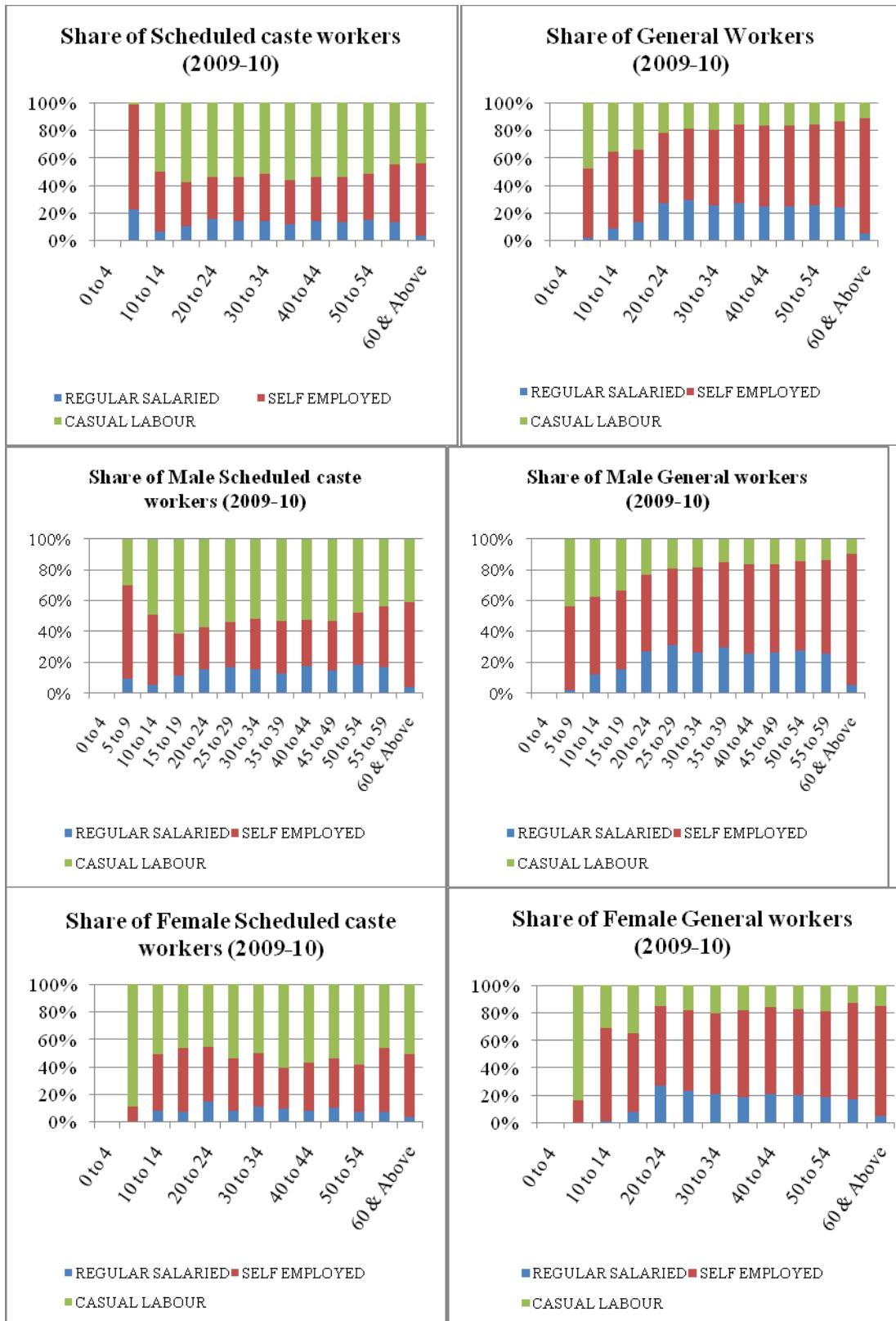


Figure 4.16: The education level age specific share of types of workers among schedules caste and generals, 2009-10. (Source: Computed using NSS unit level data on employment and unemployment, 66th Round, Schedule 10).

Among males and females, males of both the social group is more in regular salaried than scheduled caste males in all the age groups. Female have more different picture in total. Scheduled caste females have more share in casual labour in all age groups, while the share of general female in casual labour is much less and general females are more in self-employed categories of workers as they are more in agriculture and allied activities so they are in self-employed work. Figure 4.17 shows the education level specific share of types of workers among scheduled castes and general, which shows out of total casual workers, illiterate workers are 48%, the share of illiterate workers is also high for general casual workers that is 36% but less in comparison to SC. For both the social groups the regular salaried workers shows more share in higher education and technical education.

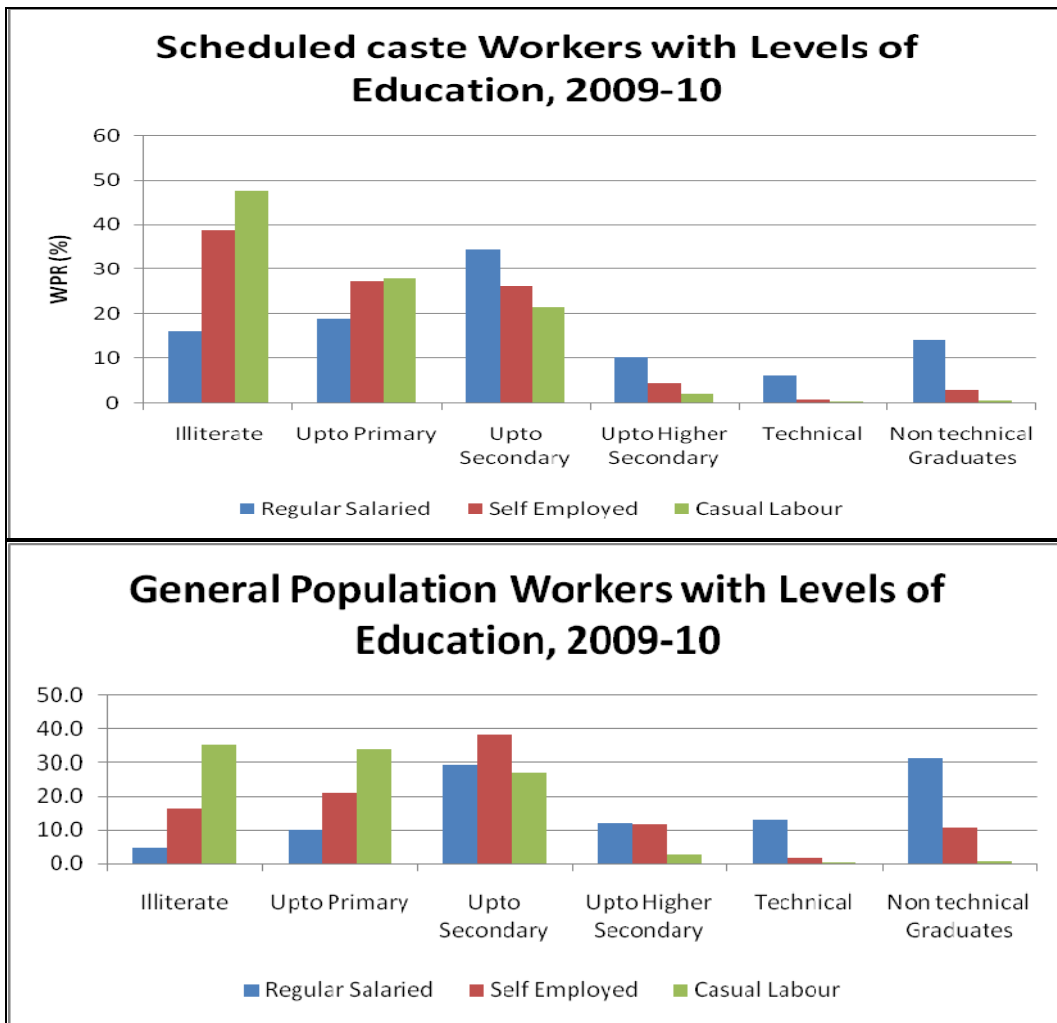


Figure 4.17 The education level specific share of types of workers among schedules caste and generals, 2009-10. (Source: Computed using NSS unit level data on employment and unemployment, 66th Round, Schedule 10).

4.18 REGIONAL DIMENSION OF WORK STATUS AMONG SCHEDULED CASTE AND GENERAL WORKERS

Fig. 4.18 shows the share of work categories of workers (Self-employed, Regular Salaried and Casual Labours) among General population and Scheduled caste, respectively. The work status of scheduled caste workers clearly depicts that the share of Casual workers is more in regions while for the general workers, the share of self-employed is more. The regular salaried workers are more in General population. Regions of Andhra, Bihar, Chhattisgarh, Karnataka, Tamil Nadu shows more share of casual workers for scheduled caste population. While, Goa, Maharashtra coastal shows more share of regular salaried. Regions like Uttar Pradesh western, West Bengal Central, Himachal Pradesh shows more share of self-employed among scheduled caste workers. While in general population, the share of self-employed is more. This shows more casualisation is there among scheduled caste workers.

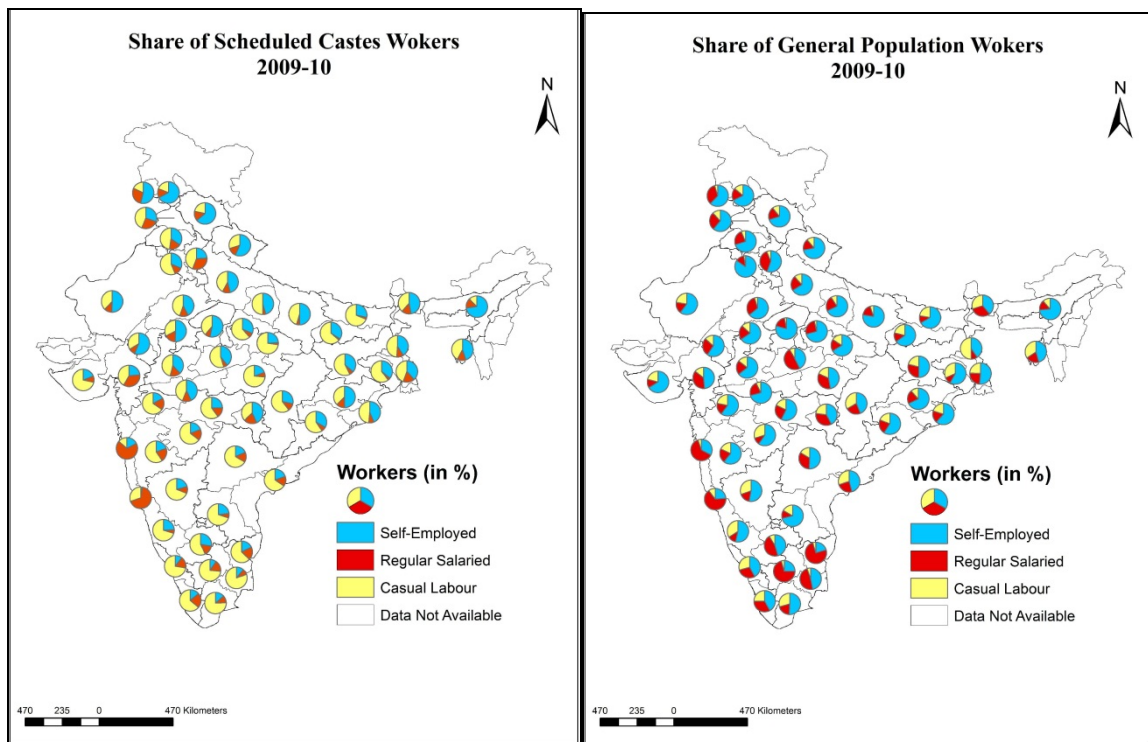


Figure 4.18: Work Status of Scheduled Caste and General Population in India (Source: Computed by Author from NSS unit level data of 66th Round)

4.19 DISPARITY IN WORK STATUS

Table 4.14: Disparity (2009-10) and change in disparity (1999-00 to 2009-10) in Employment status among scheduled caste workers and general workers.

DISPARITY	DISPARITY (2009-10)			DISPARITY CHANGE (1999-00 to 2009-10)		
	Regular Salaried	Self Employed	Casual Labour	Regular Salaried	Self Employed	Casual Labour
T	0.3	0.3	-0.6	0.00	-0.10	0.00
M	0.3	0.3	-0.6	0.00	0.00	0.00
F	0.3	0.3	-0.6	0.00	-0.10	0.00
R	0.2	0.4	-0.5	-0.20	0.10	0.00
RM	0.2	0.4	-0.5	-0.20	0.20	0.00
RF	0.2	0.4	-0.5	-0.30	0.20	0.10
U	0.1	0.2	-0.6	0.00	0.00	0.00
UM	0.1	0.2	-0.6	-0.10	0.10	0.00
UF	0.2	0.1	-0.6	0.10	-0.20	0.00

Source: Computed by Author using NSS unit level data on Employment and Unemployment of 66th round, 10 schedule 2009-10 and 55th round, 10.1 schedule, 1999-00.

Table 4.14, shows the work status disparity among scheduled caste and general population in 2009-10. The disparity for regular salaried and self employed is more where the share of general population is more in these two types of activity status all across the gender and sector. For regular salaried the disparity is more for females and rural sector have more disparity than urban. While for self employed, disparity is high in rural sector across the gender. In casual labour, the share of scheduled caste workers is high so values are in negative, which shows high disparity with more scheduled caste employed for casual activity status.

Among the self employed, the disparity is declining for urban females. The regular salaried work status shows more decline in disparity in rural sector, as the previous analysis already explains more growth of scheduled caste rural workers as regular salaried. But for urban females the disparity in regular salaried is increasing, as the social complexities for working females in society still persists.

4.20 REGIONAL DIMENSION OF DISPARITY WITH WORK STATUS

The regional pattern of disparity for the workers according to their activity status is very significant, as to see in which regions the inequality is low and for which type of activities. Fig. 4.19 shows the disparity in share of workers with their activity status among scheduled caste and general groups.

For the regular salaried the disparity is high in the northern plains of Central, Eastern, South Eastern, Uttar Pradesh, Bihar, West Bengal and Jharkhand regions. In South, Coastal Tamil Nadu has more disparity. Western Coastal Maharashtra has low disparity.

For self employed, the disparity is low in North Plains but high for the southern regions of Andhra, Karnataka, Saurashtra and Kerala.

The disparity for casual labours is very much different than the other two, as the values for all regions is in negative and ranging from above -0.2 for Western Rajasthan to below -1.0 for North Plains, Tamil Nadu Coastal, Inland Karnataka. The regional picture shows that the regions where scheduled caste share is low in regular salaried, it reported more share of scheduled caste casual workers.

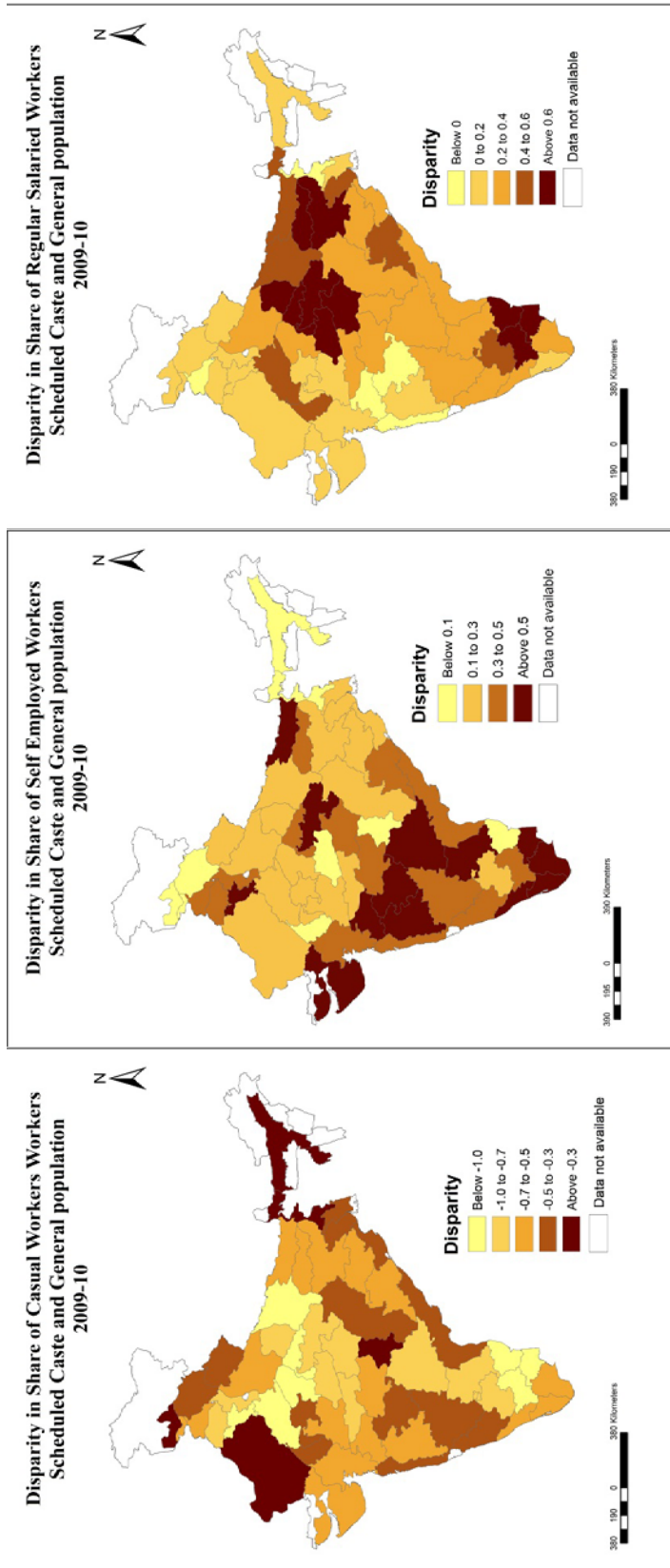


Figure 4.19: The disparity in share of workers with their activity status among scheduled caste and general groups. (Source: Computed by Author from NSS unit level data of 66th Round)

4.21 GROWTH RATE OF EMPLOYMENT STATUS

Table 4.15: Growth rate of workers in work categories, among scheduled caste and general population, 1999-00 to 2009-10.

Growth rate of Workers	SCHEDULED CASTE			GENERAL POPULATION		
	Regular Salaried	Self Employed	Casual Labour	Regular Salaried	Self Employed	Casual Labour
T	2.9	-0.3	0.0	0.3	-1.3	-1.3
M	2.5	0.1	0.9	0.1	-3.6	-0.7
F	4.2	-1.0	-1.9	1.8	-1.9	-3.2
R	1.5	-0.4	-0.2	-1.0	-2.6	-1.3
RM	0.9	-0.04	0.8	-1.5	-1.9	-0.5
RF	3.9	-1.1	-2.0	1.8	-4.1	-3.4
U	4.1	0.3	1.0	0.9	0.2	-1.4
UM	4.0	0.7	1.6	0.7	0.4	-1.4
UF	+4.5	-0.7	-0.6	1.8	-0.8	-1.4

Source: Computed by Author using NSS unit level data on Employment and Unemployment of 66th round, 10 schedule 2009-10 and 55th round, 10.1 schedule, 1999-00.

Table 4.15 shows the growth rate of workers in work categories namely regular salaried, self employed and casual labour for both the social groups. For scheduled caste workers, the rate of growth is more in regular salaried that is 2.9% and declining rate for self employed is -0.3%, but the rate is static for casual workers for scheduled castes. Among the regular salaried scheduled caste workers, females register highest growth rate, i.e 4.2% with rural females 3.9% and urban females growth rate of 4.5%. for self employed, rural sector experienced decline in growth rate across the gender and females also accounted negative rate of growth as self employed.

For casual labour, rate of growth is declining for scheduled caste females, declining growth rate for scheduled caste females is -1.9%. while general population register the negative growth across the gender and sector for casual labour. There is declining growth for general self employed workers also where only urban males show an increase of 0.4%. for general population the increase in regular salaried is more i.e. 0.5% and general

female workers accounted highest growth rate in regular activity that is 1.8% both for rural and urban females.

The above discussion shows that for general workers the rate of decline in casual labour is more while the casualisation for scheduled caste is increasing all across the sector, only scheduled castes females shows declining rate of growth in casual workers.

4.22 REGIONAL DIMENSION OF GROWTH RATE OF EMPLOYMENT STATUS

Fig. 4.20 show regional distribution of growth rate in which the share of workers for scheduled caste and general from 1999-00 to 2009-10 is reflected. Among scheduled caste, the decline in growth of casual workers is more in Maharashtra Eastern and Coastal, Orissa Northern and Coastal, Gujarat Plains, and Kerala. While the regions of Uttar Pradesh Southern, Himachal Pradesh, Maharashtra Inland, MP Southern, MP Vindhya, Uttrakhand and Rajasthan Southern register the increase in the growth rate of casual labourers of scheduled caste, the growth rate of casual labourers among scheduled castes is varied from 18.2% in Rajasthan Southern to 8% in Maharashtra Eastern. While the regular salaried among scheduled castes shows more decline in Kerala Northern i.e. - 7.94% followed by the Jharkhand, Tamil Nadu Inland and Central. The highest rate is for J & K Outer Hills and Kerala i.e. 18.6%.

For self employed among scheduled caste the highest rate of growth is in Uttrakhand i.e. 13% followed by Kerala Southern 10.5%, MP Vindhya, Kerala Northern, Tamil Nadu experiences negative rate of growth.

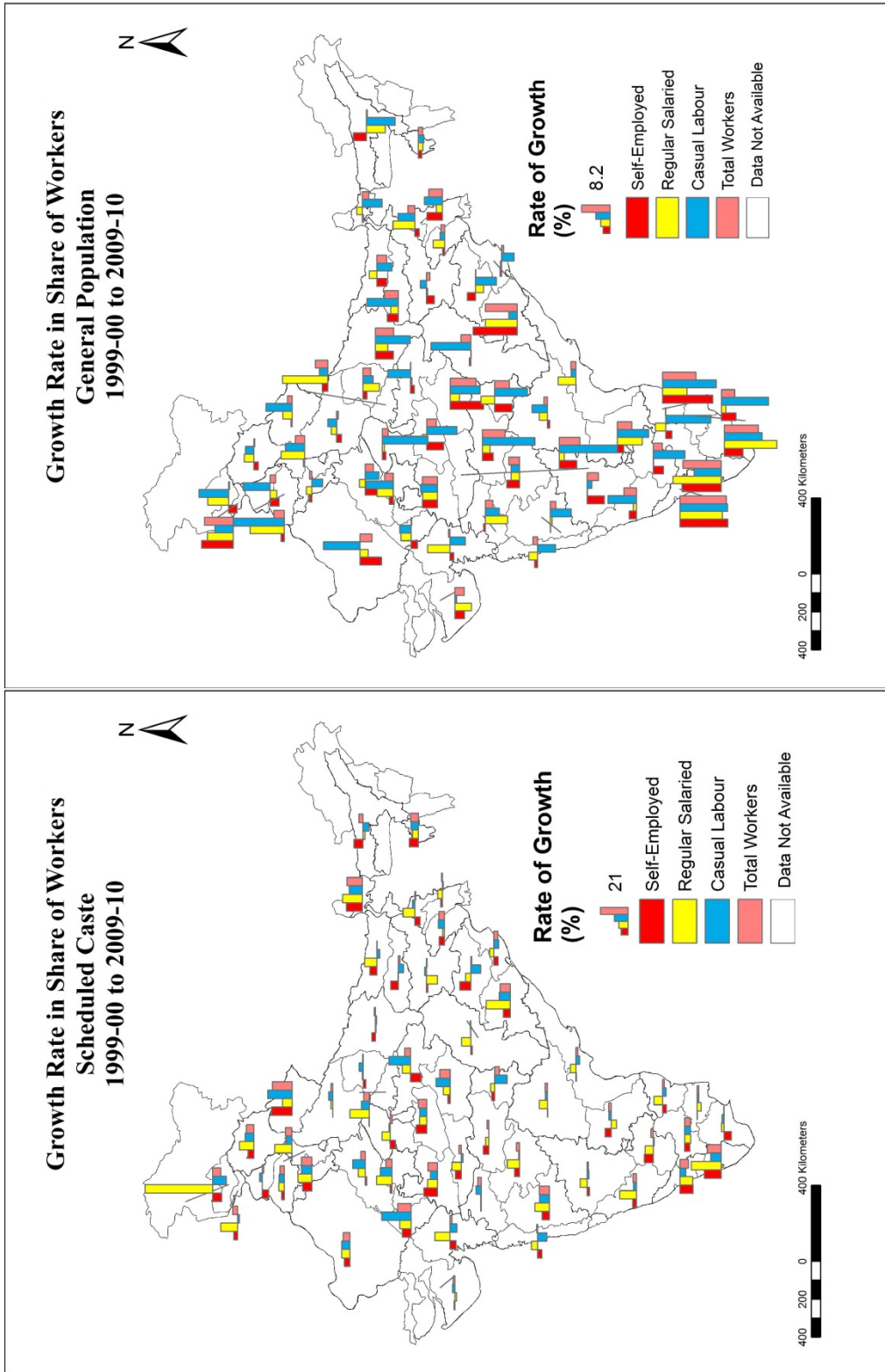


Figure 4.20: Regional distribution of growth rate in which the share of workers for scheduled caste and general from 1999-00 to 2009- (Source: Computed by Author from NSS unit level data of 66th Round and 55th round 1999-00)

4.23 SUMMARY

Scheduled castes are more in low jobs than general population and in gender division females of both the groups are more deprived than males though in comparison of scheduled castes and general females, scheduled caste females are more deprived, further in sectoral divisions, situations are unfavourable for rural sector and within that, much unfair to scheduled castes and worst for scheduled castes females.

So, if we look the work status scenario of India, where the complexities are there at every level, the very glance of society through this multidimensionality of social stratification brings the picture of scheduled castes deprivation and most worst conditions for rural scheduled castes females which are at the bottom.

Chapter VI

A Summary of Conclusions

Workforce Participation Rate for Scheduled caste is higher (62.9%) than the General Population (53.7%) in 2009-10, which has come down for social groups, from 1999-00, i.e.68.9% for Scheduled Caste and 56.4% for General Population.

In both the social groups, females accounted the continued lowest rate of workforce participation 38.9% for Scheduled caste and23.8% general population, and in comparison the general population females have lowest share in workforce in 1999-00 and 2009-10.

The sectoral distribution of workforce shows that rural sector continued to register the low workforce participation than the urban sector, with comparatively more share of scheduled caste workers than general population workers in both sectors. Urban Females of both groups continued to have low share of workforce.

Age-specific workforce distribution shows more rate of workforce for scheduled caste population than general population in all the age-group (5year age cohorts).

While the age-specific male workforce participation shows striking pattern of remarkably low WPR of general population upto the age group of 25years and after that from age group 25 years onwards, the share of SC and General population is coinciding with each other.

The age-specific female workforce participation rate shows the less share of general females than SC females in all the age cohorts; females of both social

groups, shows a slight decline in WPR at age of 25 and then continued increase upto 45 age, and further decline in WPR.

Education-specific WPR shows that, 40.5% SC workers are illiterate in comparison to 16.8% general workers. SC workers are of less technical and higher educational levels.

Regional dimension of WPR shows a comparative distribution of workers in north and south, where the north plain regions have low share of workers across the gender and sector. Western coastal, Saurashtra, Himachal, Uttrakhand, Coastal Tamil Nadu, Southern Kerala have more share of workers for both groups.

The compound annual growth rate (CAGR) of workforce, during 1999-00 – 2009-10, is notably higher for SCs, than for General Population; females of both groups have declining rate of growth and more declining for the general females; rural female workforce is also declining, while there is increase in urban female workforce in both groups with more increase among SCs urban females, where urban general workers register more rate of growth than counterpart of SCs. Urban males and females have more rate of growth with considerably higher rate for scheduled caste workers. Regional pattern of workforce growth rate shows higher rates for southern Karala, Himachal, Uttrakhand, West and East Coastal regions.

The compound annual growth rate (CAGR) of population, during 1999-00 – 2009-10, shows more rate of increase for scheduled caste population. For both groups, the increase in workforce is less than then the increase in population across the sector and gender.

The compound annual growth rate (CAGR) of age-specific workforce is considerably negative for females for general population in all the age groups, while SC females register a positive rate after age of 35 years. The rate is negative for the general population upto the age-group of 25, while for SCs the rate is positive 20year age onwards. There is considerable increase in

population of SC and General in primary, secondary and higher secondary levels of education.

Disparity in WPR among SC and General population shows negative values, and more disparity is accounted by rural females. Change in disparity is positive all across the sector and gender, with highest change is accounted by urban females. Regional pattern of disparity shows, that the central Uttar Pradesh and central Madhya Pradesh accounted for highest disparity (in negative value).

Share of Regular salaried is more for General Population workers in comparison to SC workers, the share is high among urban males in both groups, with comparative more share of general urban males; the share of regular salaried is more for the urban sector than the rural sector and more for the males than the females.

Share of self-employed is again high for general workers, with highest for the rural females of both the groups. Self-employed worker's share is more for the rural sector in comparison to urban sector and more for females in comparison to males. For general rural females the share of self-employed is highest, i.e. 70.6%

Share of scheduled caste is more in the casual labour, 53.1% SC are in casual labour, while that of general population share in casual labour is 18%, and this share is further more high for SC rural male, i.e. 59.1%. The share of urban SC urban males is lowest for the casual labour. Among the general workers also the share of casual labour is high in rural male and lowest is accounted by the urban males.

Age-specific employment status shows that the share of casual workers is more for the SC population in all the age groups across gender and sector, while the general population have more shares of self-employed. The share of regular salaried is more in general population in all the age groups. Age group

above 60 shows considerable decline in regular salaried and an increase in self-employed for both the social groups.

Employment status of scheduled caste with levels of education shows more share of illiterates in workers. The regular salaried are more of secondary education among SCs. The casual workers have more shares of illiterate workers in both the social groups, while for SCs the share of workers is more for illiterate levels. The share of technical and non-technical graduates is more among General regular salaried workers.

Regional dimension of employment status shows that north plains accounted for more self-employed workers for both the social groups and regions of south have more share of regular salaried. Share of casual labour is more for SCs all across the regions.

Disparity in the share of workers with employment status, shows more disparity among the regular salaried across the sector and gender with highest disparity been accounted by males and females, i.e. 0.3. Self-employed also accounted more disparity and highest is found in rural sector. Casual labour, accounted for high disparity all across the sector and gender with negative values, showing more SC casual labours.

Change in disparity for regular salaried shows the declining disparity from 1999-00 to 2009-10, but there is increase in disparity for urban females. For self-employed the disparity is more in sector and change in disparity shows decline in disparity in total from 1999-00 to 2009-10, but in sectors disparity is increasing in rural sector all across the gender and for urban sector the disparity is increasing for urban males. For casual workers the disparity is more with negative values and highest disparity is in urban sector. Casual labour shows no change in disparity in total, but only urban female shows an increase in disparity for casual labour.

Regional dimension of disparity shows the picture where, the north plains and Tamil Nadu coastal region accounted for more disparity among regular

workers. Disparity for self-employed is more in the Maharashtra and Andhra Pradesh regions. Casual labour shows more disparity in north plains.

Compound Annual Growth Rate (CAGR) of workers in work status shows more increase in the SC regular salaried workers than the general regular salaried workers all across the gender and sector. For self-employed, the decline is there in rural sector among SC workers and SC rural females also shows the decline in self-employed. Casual labour increases for SC males, while a decline is reported in the growth of SC females. While for general workers, the growth of casual labour declines all across the sector and gender.

Share of scheduled caste and general population in occupational structure shows more share of general workers class-1 occupation all across the sector and gender. In this class of occupations the share of urban males is more in both social groups. In comparison to rural and urban sector, urban sector have more share, and from male-female dimension, female workers have less share in class-1 occupations. The Compound Annual Growth Rate (CAGR) is high for the SC in class-1 occupations.

Share of workers in class-2 occupations is more for both the groups, but share of general workers is more than the scheduled caste workers in total. In some occupational categories the share of scheduled caste workers is in lead. Share of male workers is less than the female workers in this class of occupation all across the sector. The Compound Annual Growth Rate (CAGR) is high for the SC in class-2 occupations, whereas some occupations of the class also experience negative growth rate.

Share of SC workers in class-3 occupations leads all across the sector and gender. The share is very high among SC workers i.e. 52.3% while that of general population has only 17.5% share in class-3 workers. SC females have more share in casual labour than males, and rural sector have more share of casual labour than urban sector for SCs. Highest share in casual workers is

accounted by SC rural females. While for general population workers, the share of females in rural sector have less share of casual labour than rural males, but in urban sector the female workers are more in casual labour than males. The Compound Annual Growth Rate (CAGR) for class-3 occupations shows decline in the agricultural labourers, while there is considerable increase in the mining and construction labourers.

Class-1 occupations have more shares of regular salaried workers, class-2 occupations have more shares of self-employed workers and class-3 occupations have more shares of casual labours all across the gender and sector.

Among the work categories, the share of SC self-employed workers is more in class 2, followed by the class -3 occupations while, the share of General self-employed workers is more in class-2 followed by the clas-1. The casual labours are more in class-3 occupations.

The disparity in class-1 occupation is very high all across the sector and gender in comparison to the class-2 disparity. Class-3 occupations also have very high disparity with all negative values, with highest disparity among urban males in class-3 occupations.

The distribution pattern of scheduled caste varies across the regions, but the density pattern shows that their distribution varies with the distribution of general population. The high concentration zones of scheduled caste is there in the agricultural belt of north Ganaga plain and in Tamil Nadu coastal regions, all are the agricultural dominant zones, as SC population is more engaged in agriculture, these high SC concentration regions shows more disparity all across the sector and gender, and more share of population in casual work.

The regional dimension of workforce structure shows that north plains have more disparity in workforce. The impact of caste structure homogeneity of dissimilarity is less on the workforce structure as, population derive its

characteristics form the characteristics of space, the past caste boundaries are limiting the workforce structure with in that.

Scheduled caste, though many scholars argue have come out of the typical nature of occupation prevailing earlier, but here the data fact shows that scheduled caste population still engages in the casual occupation with more share in class-3 type of occupation that is of elementary in nature, with occupation categories of elementary sales and services, agricultural labourers and mining and construction labourers.

The whole discussion put emphasis on the questions that were raised in the beginning of the research, that still in society, particular persons with social origin have greater opportunity in gaining admission to certain occupations and also social origin have had its impact on the chances of entrance to various occupations.

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APPENDIX

APPENDIX I

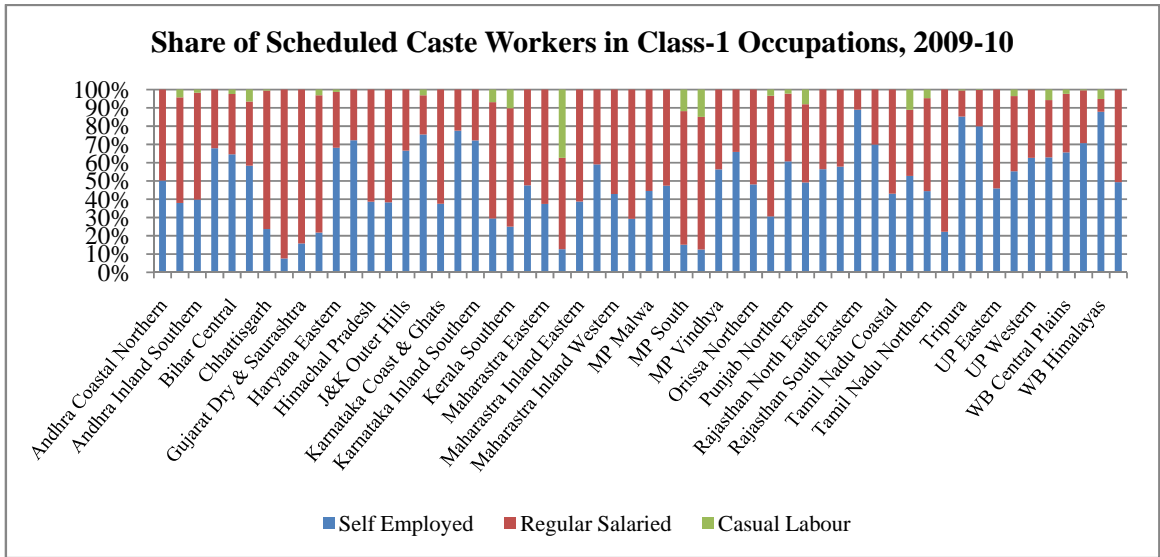


Figure 1.1: Share of Scheduled Caste Workers in Class-1 Occupations (Source: Computed by Author from NSS unit level data of 66th Round).

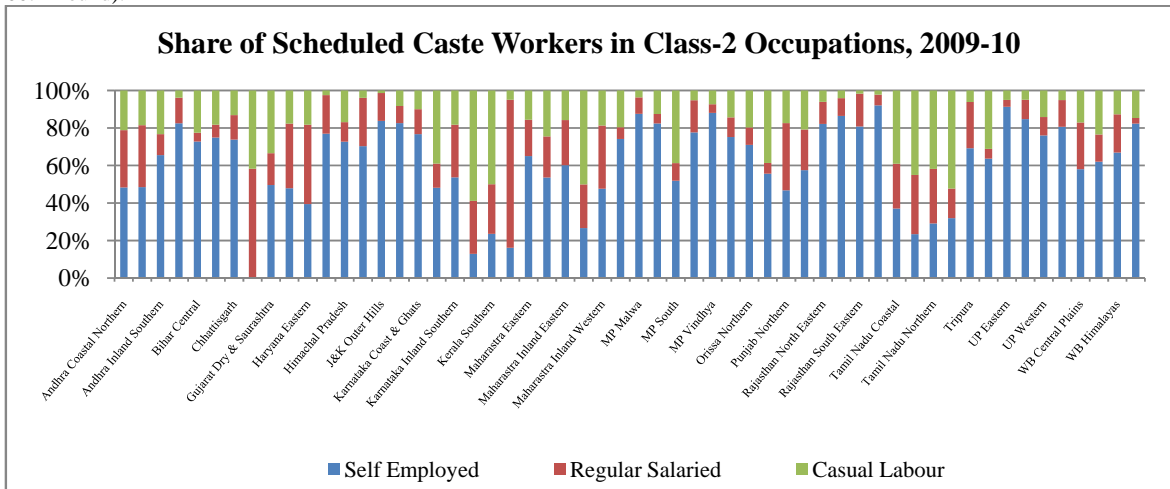


Figure 1.2: Share of Scheduled Caste Workers in Class-2 Occupations (Source: Computed by Author from NSS unit level data of 66th Round).

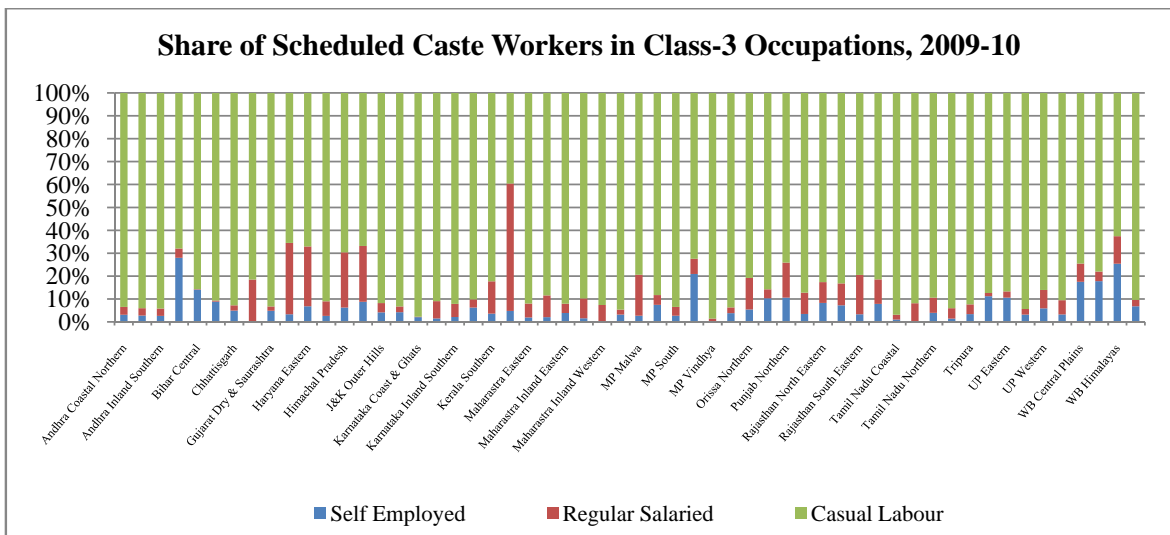


Figure 1.3: Share of Scheduled Caste Workers in Class-3 Occupations (Source: Computed by Author from NSS unit level data of 66th Round).

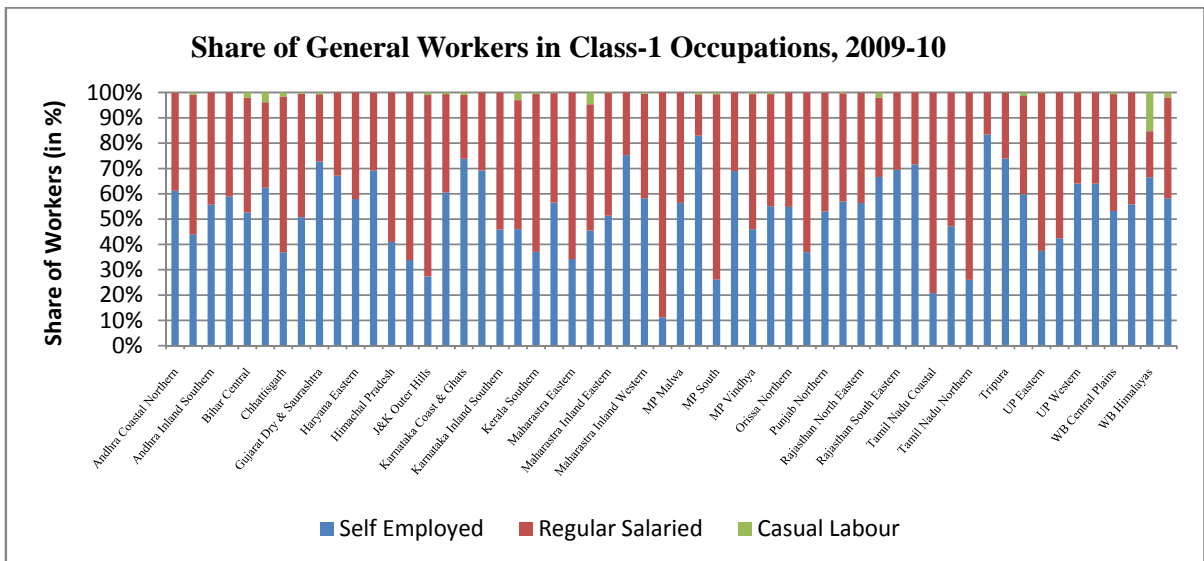


Figure 1.4: Share of General Workers in Class-1 Occupations (Source: Computed by Author from NSS unit level data of 66th Round).

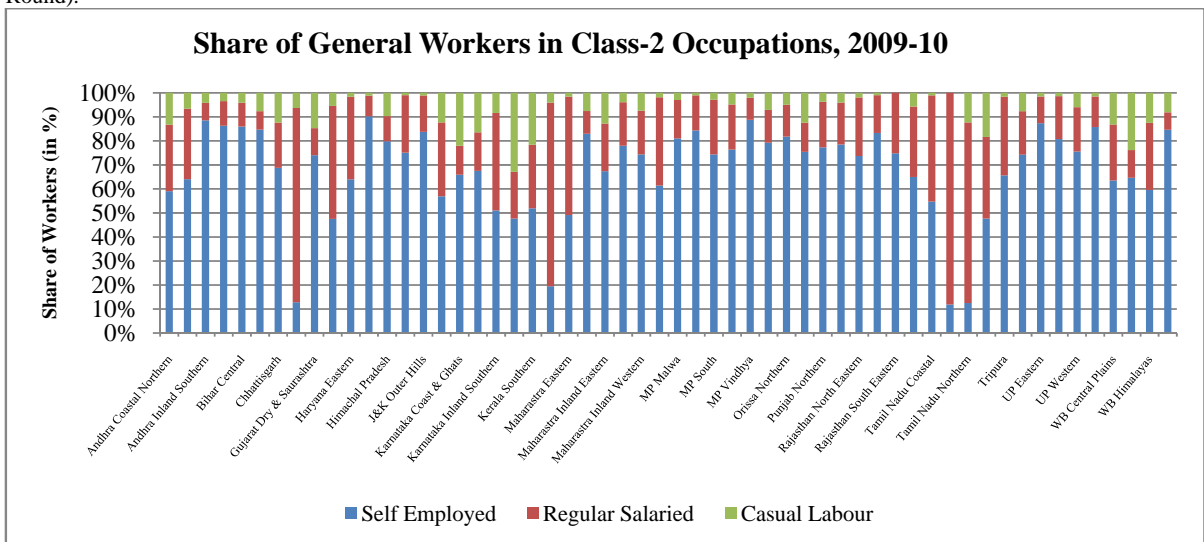


Figure 1.5: Share of General Workers in Class-2 Occupations (Source: Computed by Author from NSS unit level data of 66th Round).

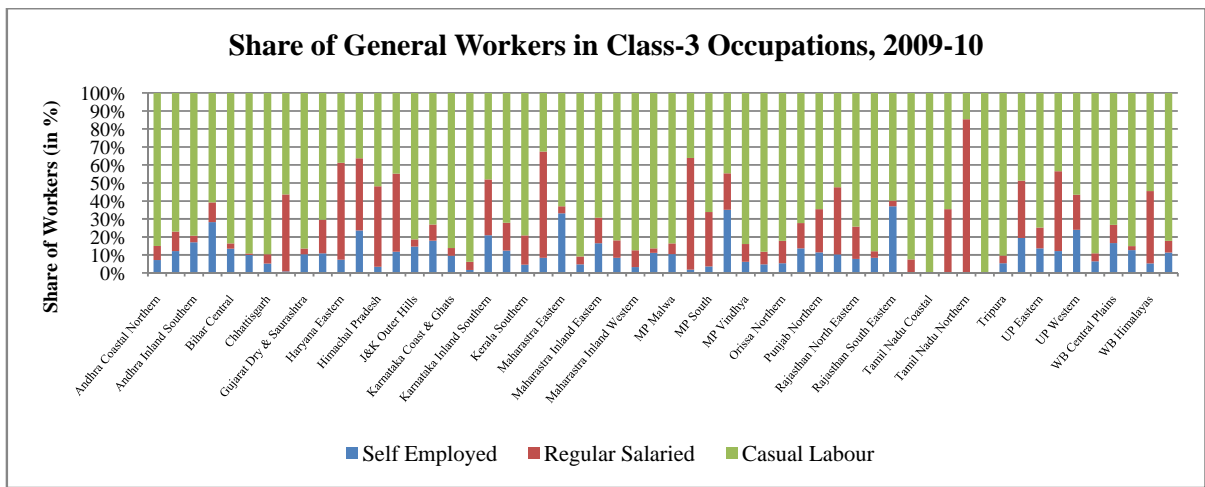


Figure 1.6: Share of General Workers in Class-3 Occupations (Source: Computed by Author from NSS unit level data of 66th Round)

APPENDIX II

Figure 2.1: Regional pattern of regular salaried (Source: Computed by Author from NSS unit level data of 66th Round).

Regular Salaried	SOCIAL GROUPS	NUMBER OF REGIONS					HIGHEST	LOWEST
		Below 15	15-30	30-45	45-60	Above 60		
T	SC	36	16	2		2	Maharastra Coastal	Bihar Central
	GEN	10	30	9	3	4	Tamil Nadu Northern	WB Eastern Plains
M	SC	28	23	3		2	Maharastra Coastal	Bihar Central
	GEN	8	31	12	1	4	Tamil Nadu Northern	Bihar Northern
F	SC	46	8	1	1		Maharastra Coastal	MP Vindhya
	GEN	20	22	6	3	5	Tamil Nadu Northern	Tamil Nadu Southern
R	SC	48	7			1	J & K Mountains & Jhelum Valley	MP Vindhya
	GEN	40	13	1		2	Tamil Nadu Northern	MP Malwa
RM	SC	43	12			1	J & K Mountains & Jhelum Valley	MP Vindhya
	GEN	36	16	1	2	1	Tamil Nadu Northern	MP South Western
RF	SC	54	1	1			Kerala Southern	MP Northern
	GEN	41	10	1	2	2	Tamil Nadu Northern	MP South Western
U	SC		19	24	11	2	Maharastra Coastal	MP Central
	GEN		4	25	19	8	Tamil Nadu Coastal	Gujarat Dry & Saurashtra
UM	SC		15	28	11	2	Maharastra Coastal	Kerala Northern
	GEN		4	26	18	8	Tamil Nadu Coastal	Bihar Northern
UF	SC	15	15	11	10	5	Maharastra Coastal	J & K Outer Hills
	GEN	2	5	13	14	22	MP Central	Maharastra Eastern

Figure 2.2: Regional pattern of self-employed

Self Employed	SOCIAL GROUPS	NUMBER OF REGIONS						HIGHEST	LOWEST
		Below 15	15-30	30-45	45-60	60-75	Above 75		
T	SC	6	19	16	12	3		Assam	Tamil Nadu Inland
	GEN		3	9	17	24	3	Haryana Western	Tamil Nadu

									Northern
M	SC	7	23	17	8	1		Assam	Tamil Nadu Inland
	GEN		2	11	21	19	3	Haryana Western	Tamil Nadu Northern
F	SC	8	15	10	14	3	6	J & K Outer Hills	Gujarat dry and Saurashtra
	GEN	4	3	7	16	10	16	Haryana Western	Tamil Nadu Northern
R	SC	7	16	15	13	5		Assam	Tamil Nadu Inland
	GEN		1	7	10	22	16	Haryana Western	Maharashtra Eastern
RM	SC	6	24	11	14	1		Assam	Tamil Nadu Inland
	GEN	1	2	7	10	26	10	MP South Western	Tamil Nadu Southern
RF	SC	11	11	8	16	4	6	J & K Outer Hills	Tamil Nadu Inland
	GEN	4	1	4	11	10	26	Haryana Western	WB Himalayas
U	SC	8	24	16	8			Assam	MP South Western
	GEN	1	5	19	29	2		MP Northern	Tamil Nadu Coastal
UM	SC	9	22	18	7			Assam	MP South Western
	GEN	1	4	19	28	4		MP Northern	Tamil Nadu Coastal
UF	SC	11	16	11	10	5	2	J & K Outer Hills	MP Northern
	GEN	6	12	18	13	5	2	Maharashtra Eastern	Tamil Nadu Northern

Figure2.3: Regional pattern ofCasual Labour.

Casual Labour	SOCIAL GROUPS	NUMBER OF REGIONS					HIGHEST	LOWEST
		Below 15	15-30	30-45	45-60	Above 60		
T	SC	1	5	16	12	22	Tamil Nadu Coastal	Maharashtra Coastal
	GEN	27	22	6	1		WB Eastern Plains	Haryana Western
M	SC	1	4	14	17	20	Tamil Nadu Coastal	Maharashtra Coastal
	GEN	26	25	4	1		WB Eastern Plains	Tamil Nadu Inland
F	SC	5	6	12	9	24	Gujarat Dry and Saurashtra	J & K Outer Hills
	GEN	30	11	14	1		Tripura	MP Northern
R	SC		5	10	15	26	Tamil Nadu Southern	J & K Mountains
	GEN	19	20	14	3		WB Eastern	Haryana Western
RM	SC	1	2	13	10	30	Tamil Nadu Southern	Assam
	GEN	16	27	10	2	1	Tamil Nadu Southern	Tamil Nadu Northern
RF	SC	5	3	13	8	27	Maharashtra Inland Northern	J & K Outer Hills
	GEN	28	8	11	7	2	Tamil Nadu Inland	MP Central
U	SC	3	20	20	10	3	Kerala Northern	Maharashtra Coastal
	GEN	46	10				Maharashtra Inland Central	Tamil Nadu Coastal
UM	SC	4	20	20	9	3	Kerala Northern	Maharashtra Coastal
	GEN	46	10				Kerala Northern	Tamil Nadu Coastal
UF	SC	13	17	7	10	9	WB Himalayas	Bihar Northern

	GEN	47	8	1		Orissa Coastal	Tamil Nadu Coastal
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Figure2.4:Disparity in Regional pattern of Self employed

DISPARITY IN SE	NUMBER OF REGIONS					HIGHEST	LOWEST
	Below - 0.2	-0.2 to 0	0 to 0.2	0.2 TO 0.4	Above 0.4		
T		5	12	16	23	Tamil Nadu Coastal	WB Himalayas
M		4	11	16	25	Orissa Northern	WB Himalayas
F	4	9	14	10	18	Gujarat Dry &Saurashtra	Tamil Nadu Northern
R	1	3	10	15	26	Tamil Nadu Inland	Maharashtra Eastern
RM	2	2	8	18	25	Tamil Nadu Inland	Tamil Nadu Southern
RF	2	7	13	9	24	Gujarat Dry &Saurashtra	WB Himalayas
U	2	5	17	18	14	MP South Western	MP Central
UM	1	5	12	22	16	MP South Western	Tamil Nadu Coastal
UF	9	12	9	6	16	Karnataka Coasts &Ghats	MP Central

Figure2.5:Disparity in Regional pattern of Regular Salaried

DISPARITY IN RS	NUMBER OF REGIONS				HIGHEST	LOWEST
	Below - 0.5	-0.5 to 0	0 to 0.5	Above 0.5		
T		5	37	14	MP Central	Maharashtra inland Central
M		5	39	12	MP Central	Maharashtra Inland Central
F	1	8	25	22	Bihar Central	Maharashtra Eastern
R	1	17	25	13	Tamil Nadu Northern	MP Malwa
RM	1	17	28	10	Tamil Nadu Northern	MP Malwa
RF	8	18	14	16	Bihar Central	Andhra Inland Southern
U		12	41	3	MP Central	MP South Western
UM		14	38	4	Tamil Nadu Coastal	Gujarat Plains
UF	1	18	23	14	Rajasthan Southern	Tamil Nadu Southern

Figure2.6:Disparity inRegional pattern of casual labour.

DISPARITY IN CL	NUMBER OF REGIONS				HIGHEST	LOWEST
	Below - 0.5	-0.5 to 0	0 to 0.5	Above 0.5		
T	36	19	1		WB Eastern Plains	Haryana Western
M	33	22	1		WB Eastern Plains	Tamil Nadu Inland
F	32	21	3		Assam	Haryana Western
R	31	24	1		WB Western Plains	Tamil Nadu Northern
RM	32	21	3		Tamil Nadu Southern	Tamil Nadu Northern
RF	29	19	8		Maharastra Eastern	Haryana Western
U	39	16	1		Assam	MP Northern
UM	38	15	3		Maharastra Inland Eastern	MP Northern
UF	28	25	3		Haryana Eastern	WB Himalayas

APPENDIX III

Table no.3.A: State Region-wise Distribution of Scheduled caste total workers in Top Five Occupations (NCO-1968 3 digit classification)					
REGION	RANK 1	RANK 2	RANK 3	RANK 4	RANK 5
J&K Mountains &jhelamvelley	Skilled Agricultural and Fishery Workers (39.81)	Mining, Construction, Manufacturing and Transport labourers (19.72)	Models, Sales Persons & Demonstrators (7.94)	Extraction and Building Trade Workers (6.55)	Personal& Protective service workers (5.38)
J&K Outer Hills	Skilled Agricultural and Fishery Workers (60.87)	Mining, Construction, Manufacturing and Transport labourers (18.33)	Stationary and Mobile Plant Operators (5.30)	Managers(3.05)	Personal& Protective service workers (2.88)
Himachal Pradesh	Skilled Agricultural and Fishery Workers (54.75)	Extraction and Building Trade Workers (16.95)	Agricultural, Fishery and related Workers (8.16)	Other Crafts and Related Trade Workers (3.86)	Personal& Protective service workers (2.28)
Punjab Northern	Mining, Construction, Manufacturing and Transport labourers (25.26)	Agricultural, Fishery and related Workers (14.64)	Skilled Agricultural and Fishery Workers (10.48)	Extraction and Building Trade Workers (9.45)	Sales and Service Elementary Occupations (8.87)
Punjab Southern	Agricultural, Fishery and	Skilled Agricultural and	Extraction and Building Trade	Mining, Construction,	Stationary and Mobile Plant

	related Workers (28.48)	Fishery Workers (26.04)	Workers(10.83)	Manufacturing and Transport labourers (9.76)	Operators (4.53)
Uttrakhand	Skilled Agricultural and Fishery Workers (47.43)	Mining, Construction, Manufacturing and Transport labourers (14.66)	Agricultural, Fishery and related Workers (11.25)	Extraction and Building Trade Workers (5.92)	Managers (4.20)
Haryana Eastern	Mining, Construction, Manufacturing and Transport labourers (30.41)	Agricultural, Fishery and related Workers (16.08)	Skilled Agricultural and Fishery Workers (10.87)	Sales and Service Elementary Occupations (10.53)	Mchine Operators and Assemblers (7.15)
Haryana Western	Agricultural, Fishery and related Workers (31.35)	Mining, Construction, Manufacturing and Transport labourers (25.91)	Skilled Agricultural and Fishery Workers (16.27)	Other Crafts and Related Trade Workers(6.65)	Personal & Protective service workers(5.97)
Rajasthan Northern & western	Skilled Agricultural and Fishery Workers (41.61)	Mining, Construction, Manufacturing and Transport labourers(30.92)	Agricultural, Fishery and related Workers (7.80)	Sales and Service Elementary Occupations (4.56)	Managers (2.80)
Rajasthan North Eastern	Mining, Construction, Manufacturing and Transport labourers (42.53)	Skilled Agricultural and Fishery Workers (22.95)	Extraction and Building Trade Workers (7.45)	Sales and Service Elementary Occupations (4.71)	Managers (3.94)
Rajasthan Southern	Skilled Agricultural and Fishery Workers (38.84)	Mining, Construction, Manufacturing and Transport labourers (33.34)	Managers (6.30)	Agricultural, Fishery and related Workers (5.36)	Models, Sales Persons & Demonstrators (4.83)
Rajasthan South Eastern	Mining, Construction, Manufacturing and Transport labourers (28.75)	Skilled Agricultural and Fishery Workers (26.73)	Extraction and Building Trade Workers(10.46)	Stationary and Mobile Plant Operators (7.32)	Agricultural, Fishery and related Workers (7.04)
UP Western	Skilled Agricultural and Fishery Workers (27.56)	Mining, Construction, Manufacturing and Transport labourers (21.74)	Agricultural, Fishery and related Workers (16.07)	Extraction and Building Trade Workers (8.45)	Professionals and Associates- others (4.52)
UP Central	Skilled Agricultural and Fishery Workers (33.10)	Agricultural, Fishery and related Workers (22.81)	Extraction and Building Trade Workers (14.01)	Mining, Construction, Manufacturing and Transport labourers(11.28)	Other Crafts and Related Trade Workers (3.63)
UP Eastern	Skilled Agricultural and Fishery Workers (36.27)	Mining, Construction, Manufacturing and Transport labourers (25.96)	Agricultural, Fishery and related Workers (19.75)	Sales and Service Elementary Occupations (3.88)	Extraction and Building Trade Workers (2.12)
UP Southern	Mining, Construction, Manufacturing and Transport labourers (46.41)	Skilled Agricultural and Fishery Workers (21)	Agricultural, Fishery and related Workers (14.69)	Models, Sales Persons & Demonstrators (3.05)	Extraction and Building Trade Workers (3.02)
Bihar Northern	Agricultural, Fishery and related Workers (57.72)	Skilled Agricultural and Fishery Workers (11.22)	Mining, Construction, Manufacturing and Transport labourers (10.94)	Other Crafts and Related Trade Workers (6.02)	Extraction and Building Trade Workers (4.62)
Bihar Central	Agricultural, Fishery and related Workers (50.84)	Skilled Agricultural and Fishery Workers (16.66)	Mining, Construction, Manufacturing and Transport labourers (9.92)	Extraction and Building Trade Workers(6.83)	Sales and Service Elementary Occupations (4.48)
Tripura	Mining, Construction, Manufacturing	Professionals and Associates-others (22.69)	Skilled Agricultural and Fishery	Agricultural, Fishery and related	Stationary and Mobile Plant Operators (2.60)

	and Transport labourers (35.20)		Workers(17.60)	Workers(7.64)	
Assam	Skilled Agricultural and Fishery Workers (47.85)	Models, Sales Persons & Demonstrators (10.05)	Professionals and Associates-others (7.87)	Agricultural, Fishery and related Workers (7.63)	Extraction and Building Trade Workers (6.03)
WB Himalayas	Agricultural, Fishery and related Workers (37.54)	Skilled Agricultural and Fishery Workers (15.38)	Mining, Construction, Manufacturing and Transport labourers (12.12)	Managers (9.92)	Extraction and Building Trade Workers (7.63)
WB Eastern Plains	Agricultural, Fishery and related Workers (34.21)	Other Crafts and Related Trade Workers (14.03)	Extraction and Building Trade Workers (9.83)	Mining, Construction, Manufacturing and Transport labourers(9.39)	Skilled Agricultural and Fishery Workers (9.01)
WB Central Plains	Agricultural, Fishery and related Workers (33.07)	Skilled Agricultural and Fishery Workers (9.63)	Mining, Construction, Manufacturing and Transport labourers (9.29)	Other Crafts and Related Trade Workers (8.24)	Sales and Service Elementary Occupations (7.56)
WB Western plains	Agricultural, Fishery and related Workers (54.42)	Skilled Agricultural and Fishery Workers (17.92)	Other Crafts and Related Trade Workers (6.13)	Models, Sales Persons & Demonstrators (5.93)	Extraction and Building Trade Workers (4.57)
Jharkhand	Mining, Construction, Manufacturing and Transport labourers (46.76)	Skilled Agricultural and Fishery Workers (25.58)	Agricultural, Fishery and related Workers (8.39)	Professionals and Associates-others (3.81)	Sales and Service Elementary Occupations (3.17)
Orissa Coastal	Agricultural, Fishery and related Workers (40.81)	Skilled Agricultural and Fishery Workers (31.73)	Extraction and Building Trade Workers (6.84)	Models, Sales Persons & Demonstrators (2.95)	Stationary and Mobile Plant Operators (2.68)
Orissa Southern	Agricultural, Fishery and related Workers (40.61)	Extraction and Building Trade Workers (18.61)	Skilled Agricultural and Fishery Workers (17.28)	Models, Sales Persons & Demonstrators (6.78)	Mining, Construction, Manufacturing and Transport labourers (4.74)
Orissa Northern	Skilled Agricultural and Fishery Workers (33.82)	Agricultural, Fishery and related Workers (23.86)	Extraction and Building Trade Workers (11.71)	Other Crafts and Related Trade Workers (8.48)	Sales and Service Elementary Occupations (6.28)
Chhattisgarh	Agricultural, Fishery and related Workers (51.87)	Skilled Agricultural and Fishery Workers (17.52)	Mining, Construction, Manufacturing and Transport labourers (6.70)	Professionals and Associates-Teaching (4.54)	Models, Sales Persons & Demonstrators (3.19)
MP Vindhya	Agricultural, Fishery and related Workers (67.04)	Skilled Agricultural and Fishery Workers (17.79)	Other Crafts and Related Trade Workers (4.12)	Mining, Construction, Manufacturing and Transport labourers (3.43)	Extraction and Building Trade Workers (1.82)
MP Central	Agricultural, Fishery and related Workers (40.86)	Other Crafts and Related Trade Workers (28.71)	Extraction and Building Trade Workers (6.80)	Models, Sales Persons & Demonstrators (4.88)	Skilled Agricultural and Fishery Workers (4.42)
MP Malwa	Agricultural, Fishery and related Workers (46.40)	Skilled Agricultural and Fishery Workers (33.63)	Mining, Construction, Manufacturing and Transport labourers (6.32)	Sales and Service Elementary Occupations (3.71)	Other Crafts and Related Trade Workers (2.93)
MP South	Agricultural, Fishery and related Workers (60.40)	Skilled Agricultural and Fishery Workers (11.72)	Metal, Machinery & trade workers (8.68)	Extraction and Building Trade Workers (4.12)	Models, Sales Persons & Demonstrators (3.38)
MP South Western	Agricultural, Fishery and related Workers (39.30)	Skilled Agricultural and Fishery Workers (30.99)	Mining, Construction, Manufacturing and Transport	Personal& Protective service workers (3.11)	Stationary and Mobile Plant Operators (2.06)

			labourers (16.65)		
MP Northern	Skilled Agricultural and Fishery Workers (45.98)	Mining, Construction, Manufacturing and Transport labourers (23.07)	Agricultural, Fishery and related Workers (9.55)	Extraction and Building Trade Workers (6.98)	Sales and Service Elementary Occupations (3.16)
Gujarat Plains	Agricultural, Fishery and related Workers (25.46)	Sales and Service Elementary Occupations (20.15)	Skilled Agricultural and Fishery Workers (16.02)	Extraction and Building Trade Workers (6.26)	Mining, Construction, Manufacturing and Transport labourers (5.70)
Gujarat Dry & Saurashtra	Agricultural, Fishery and related Workers (54.28)	Skilled Agricultural and Fishery Workers (12.22)	Extraction and Building Trade Workers (10.10)	Mining, Construction, Manufacturing and Transport labourers (7.05)	Sales and Service Elementary Occupations (4.20)
Maharashtra coastal	Clerks (15.20)	Personal & Protective service workers (12.30)	Sales and Service Elementary Occupations (10.73)	Mining, Construction, Manufacturing and Transport labourers (9.59)	Professionals and Associates-others (8.18)
Maharashtra Inland Western	Agricultural, Fishery and related Workers (44.54)	Skilled Agricultural and Fishery Workers (13.11)	Mining, Construction, Manufacturing and Transport labourers (6.77)	Sales and Service Elementary Occupations (6.37)	Stationary and Mobile Plant Operators (5.40)
Maharashtra Inland Northern	Agricultural, Fishery and related Workers (35.30)	Mining, Construction, Manufacturing and Transport labourers (17.64)	Managers (10.11)	Extraction and Building Trade Workers (6.96)	Skilled Agricultural and Fishery Workers (6.59)
Maharashtra Inland Central	Agricultural, Fishery and related Workers (39.20)	Mining, Construction, Manufacturing and Transport labourers (15.50)	Skilled Agricultural and Fishery Workers (9)	Models, Sales Persons & Demonstrators (7.67)	Professionals and Associates-Teaching (6.31)
Maharashtra Inland Eastern	Agricultural, Fishery and related Workers (55.30)	Skilled Agricultural and Fishery Workers (10.69)	Models, Sales Persons & Demonstrators (5.19)	Extraction and Building Trade Workers (4.41)	Stationary and Mobile Plant Operators (3.21)
Maharashtra Eastern	Agricultural, Fishery and related Workers (23.46)	Skilled Agricultural and Fishery Workers (20.05)	Other Crafts and Related Trade Workers (13.46)	Extraction and Building Trade Workers (7.50)	Models, Sales Persons & Demonstrators (7.04)
Andhra Coastal Northern	Agricultural, Fishery and related Workers	Skilled Agricultural and Fishery Workers	Mining, Construction, Manufacturing and Transport labourers	Extraction and Building Trade Workers	Sales and Service Elementary Occupations
	52.34	9.76	7.52	4.64	3.77
Andhra Inland Northeastern	Agricultural, Fishery and related Workers (52.65)	Skilled Agricultural and Fishery Workers (9.83)	Mining, Construction, Manufacturing and Transport labourers (9.58)	Extraction and Building Trade Workers (4.58)	Other Crafts and Related Trade Workers (4.31)
Andhra Inland Southern	Agricultural, Fishery and related Workers (56.86)	Skilled Agricultural and Fishery Workers (7.72)	Extraction and Building Trade Workers (6.69)	Other Crafts and Related Trade Workers (5.67)	Mining, Construction, Manufacturing and Transport labourers (5.34)
Karnataka Coast & Ghats	Agricultural, Fishery and related Workers (60.04)	Skilled Agricultural and Fishery Workers (18.20)	Mining, Construction, Manufacturing and Transport labourers (6.03)	Other Crafts and Related Trade Workers (3.78)	Extraction and Building Trade Workers (3.49)
Karnataka Inland Southern	Agricultural, Fishery and related Workers (40.83)	Skilled Agricultural and Fishery Workers (15.75)	Mining, Construction, Manufacturing and Transport labourers (11.43)	Extraction and Building Trade Workers (6.05)	Professionals and Associates-others (4.82)

Karnataka Inland Northern	Agricultural, Fishery and related Workers(52.74)	Skilled Agricultural and Fishery Workers (19.18)	Mining, Construction, Manufacturing and Transport labourers (7.17)	Managers (5.33)	Extraction and Building Trade Workers (4.50)
Kerala Northern	Agricultural, Fishery and related Workers (33.73)	Extraction and Building Trade Workers (19.70)	Mining, Construction, Manufacturing and Transport labourers (16.23)	Metal, Machinery & trade workers (3.89)	Models, Sales Persons & Demonstrators (3.36)
Kerala Southern	Agricultural, Fishery and related Workers (25.75)	Mining, Construction, Manufacturing and Transport labourers (14.18)	Extraction and Building Trade Workers (12.87)	Other Crafts and Related Trade Workers (8.87)	Sales and Service Elementary Occupations (8.49)
Tamil Nadu Northern	Agricultural, Fishery and related Workers (37.43)	Extraction and Building Trade Workers (13.01)	Skilled Agricultural and Fishery Workers (8.18)	Mining, Construction, Manufacturing and Transport labourers (6.25)	Stationary and Mobile Plant Operators (6.20)
Tamil Nadu Coastal	Agricultural, Fishery and related Workers (63.75)	Skilled Agricultural and Fishery Workers (10.18)	Mining, Construction, Manufacturing and Transport labourers (6.68)	Stationary and Mobile Plant Operators (4.05)	Extraction and Building Trade Workers (3.66)
Tamil Nadu Southern	Agricultural, Fishery and related Workers (54.16)	Extraction and Building Trade Workers (14.20)	Skilled Agricultural and Fishery Workers (12.86)	Sales and Service Elementary Occupations (3.20)	Other Crafts and Related Trade Workers (3.10)
Tamil Nadu Inland	Agricultural, Fishery and related Workers (50.95)	Mining, Construction, Manufacturing and Transport labourers (11.67)	Extraction and Building Trade Workers (9.40)	Other Crafts and Related Trade Workers (6.70)	Metal, Machinery & trade workers (4.31)
TOTAL	Agricultural, Fishery and related Workers (34.10)	Skilled Agricultural and Fishery Workers (19.58)	Mining, Construction, Manufacturing and Transport labourers (13.89)	Extraction and Building Trade Workers (6.51)	Sales and Service Elementary Occupations (4.31)

Table no.3 B : State Region-wise Distribution of General Population Total workers in Top Five Occupations (NCO-1968 3 digit classification)					
REGION	RANK 1	RANK 2	RANK 3	RANK 4	RANK 5
J&K Mountains &Jhelamvelley	Skilled Agricultural and Fishery Workers (44.93)	Models, Sales Persons & Demonstrators (7.45)	Managers (6.06)	Mining, Construction, Manufacturing and Transport labourers (6.05)	Professionals and Associates- Teaching (5.39)
J&K Outer Hills	Skilled Agricultural and	Mining, Construction,	Models, Sales Persons	Other Crafts and Related Trade	Agricultural, Fishery and

	Fishery Workers(43.61)	Manufacturing and Transport labourers (9.54)	&Demonstrators (8.96)	Workers(5.91)	related Workers (5.53)
Himachal Pradesh	Skilled Agricultural and Fishery Workers (59.21)	Extraction and Building Trade Workers (8.78)	Managers (4.91)	Professionals and Associates-Teaching (4.44)	Models, Sales Persons & Demonstrators (3.45)
Punjab Northern	Skilled Agricultural and Fishery Workers (39.86)	Managers (12.39)	Mining, Construction, Manufacturing and Transport labourers (10.57)	Models, Sales Persons & Demonstrators(4.51)	Professionals and Associates-Teaching (4.02)
Punjab Southern	Skilled Agricultural and Fishery Workers(50.10)	Managers (10.27)	Models, Sales Persons & Demonstrators (5.69)	Professionals and Associates-Teaching (4.03)	Clerks(3.31)
Uttarakhand	Skilled Agricultural and Fishery Workers (53.74)	Managers (13.67)	Mining, Construction, Manufacturing and Transport labourers(6.30)	Agricultural, Fishery and related Workers (3.75)	Professionals and Associates-Teaching (3.51)
Haryana Eastern	Skilled Agricultural and Fishery Workers (38.21)	Managers (13.32)	Mining, Construction, Manufacturing and Transport labourers (8.13)	Metal, Machinery & trade workers (5.77)	Professionals and Associates-Teaching (4.42)
Haryana Western	Skilled Agricultural and Fishery Workers (68.59)	Managers (5.93)	Professionals and Associates-others (5.26)	Models, Sales Persons & Demonstrators (3.47)	Professionals and Associates-Teaching (2.96)
Rajasthan Northern & western	Skilled Agricultural and Fishery Workers (34.01)	Mining, Construction, Manufacturing and Transport labourers(16.93)	Managers (12.18)	Professionals and Associates-others (8.87)	Agricultural, Fishery and related Workers (6.57)
Rajasthan North Eastern	Skilled Agricultural and Fishery Workers (29.93)	Managers (19.70)	Models, Sales Persons & Demonstrators (13.09)	Professionals and Associates-Teaching (7.97)	Professionals and Associates-others (4.77)
Rajasthan Southern	Skilled Agricultural and Fishery Workers (34.34)	Managers (22.54)	Mining, Construction, Manufacturing and Transport labourers (10.79)	Stationary and Mobile Plant Operators (7.03)	Professionals and Associates-Teaching (5.81)
Rajasthan South Eastern	Skilled Agricultural and Fishery Workers (20.32)	Managers (9.07)	Models, Sales Persons & Demonstrators (8.80)	Sales and Service Elementary Occupations (8.07)	Metal, Machinery & trade workers (7.67)
UP Western	Skilled Agricultural and Fishery Workers (37.15)	Professionals and Associates-others (8.92)	Models, Sales Persons & Demonstrators (8.22)	Mining, Construction, Manufacturing and Transport labourers (6.32)	Agricultural, Fishery and related Workers (5.54)
UP Central	Skilled Agricultural and Fishery Workers (43.54)	Models, Sales Persons & Demonstrators (8.94)	Managers (8.77)	Other Crafts and Related Trade Workers (5.13)	Extraction and Building Trade Workers (4.12)
UP Eastern	Skilled Agricultural and Fishery Workers (57.68)	Models, Sales Persons & Demonstrators (7.43)	Professionals and Associates-Teaching (5.30)	Professionals and Associates-others (3.99)	Mining, Construction, Manufacturing and Transport labourers (3.82)
UP Southern	Skilled Agricultural and Fishery Workers (56.83)	Models, Sales Persons & Demonstrators (6.96)	Clerks (6.36)	Professionals and Associates-Teaching (6.03)	Managers (5.10)
Bihar Northern	Skilled Agricultural and Fishery Workers (42.24)	Agricultural, Fishery and related Workers (15.29)	Models, Sales Persons & Demonstrators (7.56)	Managers (7.54)	Professionals and Associates-Teaching (5.99)
Bihar Central	Skilled Agricultural and	Agricultural, Fishery and	Models, Sales Persons	Professionals and Associates-Teaching	Mining, Construction,

	Fishery Workers (40.82)	related Workers (16.71)	&Demonstrators (7.53)	(7.25)	Manufacturing and Transport labourers (4.74)
Tripura	Mining, Construction, Manufacturing and Transport labourers (32.08)	Professionals and Associates-others (21.54)	Skilled Agricultural and Fishery Workers (13.34)	Professionals and Associates-Teaching (7.78)	Models, Sales Persons & Demonstrators (5.11)
Assam	Skilled Agricultural and Fishery Workers (49.39)	Agricultural, Fishery and related Workers (9.03)	Professionals and Associates-others (8.25)	Models, Sales Persons & Demonstrators (7.68)	Mining, Construction, Manufacturing and Transport labourers (4.18)
WB Himalayas	Agricultural, Fishery and related Workers (25.43)	Managers (12.21)	Skilled Agricultural and Fishery Workers (10.92)	Models, Sales Persons & Demonstrators (7.76)	Sales and Service Elementary Occupations (7.75)
WB Eastern Plains	Agricultural, Fishery and related Workers (37.01)	Other Crafts and Related Trade Workers (14.39)	Skilled Agricultural and Fishery Workers (14.13)	Models, Sales Persons & Demonstrators (7.14)	Extraction and Building Trade Workers (5.85)
WB Central Plains	Other Crafts and Related Trade Workers (14.80)	Skilled Agricultural and Fishery Workers (13.75)	Agricultural, Fishery and related Workers (12.36)	Models, Sales Persons & Demonstrators (11.70)	Mining, Construction, Manufacturing and Transport labourers (6.37)
WB Western plains	Skilled Agricultural and Fishery Workers (29.61)	Agricultural, Fishery and related Workers (27)	Models, Sales Persons & Demonstrators (10.75)	Other Crafts and Related Trade Workers (4.91)	Mining, Construction, Manufacturing and Transport labourers (3.84)
Jharkhand	Skilled Agricultural and Fishery Workers (27.98)	Mining, Construction, Manufacturing and Transport labourers (13.63)	Managers (10.98)	Clerks (9.13)	Professionals and Associates-others (7.27)
Orissa Coastal	Skilled Agricultural and Fishery Workers (36.16)	Agricultural, Fishery and related Workers (14.38)	Models, Sales Persons & Demonstrators (8.96)	Managers (6.55)	Professionals and Associates-others (5.77)
Orissa Southern	Skilled Agricultural and Fishery Workers (21.15)	Models, Sales Persons & Demonstrators (17.73)	Extraction and Building Trade Workers (12.29)	Agricultural, Fishery and related Workers (10.75)	Professionals and Associates-Teaching (6.47)
Orissa Northern	Skilled Agricultural and Fishery Workers (39.19)	Managers (10.64)	Models, Sales Persons & Demonstrators (7.60)	Other Crafts and Related Trade Workers (6.11)	Agricultural, Fishery and related Workers (5.47)
Chhattisgarh	Agricultural, Fishery and related Workers (21.25)	Skilled Agricultural and Fishery Workers (18.09)	Models, Sales Persons & Demonstrators (14.98)	Professionals and Associates-others (7.55)	Mining, Construction, Manufacturing and Transport labourers (6.80)
MP Vindhya	Skilled Agricultural and Fishery Workers (38.58)	Models, Sales Persons & Demonstrators (15.85)	Agricultural, Fishery and related Workers (14.84)	Managers (7.55)	Professionals and Associates-Teaching (4.20)
MP Central	Skilled Agricultural and Fishery Workers (26.94)	Professionals and Associates-others (12.94)	Clerks (12.21)	Models, Sales Persons & Demonstrators (9.47)	Professionals and Associates-Teaching (7.60)
MP Malwa	Skilled Agricultural and Fishery Workers (43.42)	Managers (14.25)	Agricultural, Fishery and related Workers (12.60)	Professionals and Associates-Teaching (4.81)	Clerks (3.27)
MP South	Models, Sales Persons & Demonstrators (17.08)	Skilled Agricultural and Fishery Workers (16.28)	Agricultural, Fishery and related Workers (12.38)	Sales and Service Elementary Occupations (9.59)	Professionals and Associates-Teaching (8.18)
MP South	Skilled	Models, Sales	Managers (12.80)	Mining, Construction,	Metal,

Western	Agricultural and Fishery Workers (28.82)	Persons & Demonstrators (15.53)		Manufacturing and Transport labourers (8.36)	Machinery & trade workers (7.47)
MP Northern	Skilled Agricultural and Fishery Workers (45.67)	Managers (14.72)	Models, Sales Persons & Demonstrators (8.55)	Extraction and Building Trade Workers (5.40)	Professionals and Associates-others (4.54)
Gujarat Plains	Managers (20.46)	Skilled Agricultural and Fishery Workers (16.18)	Agricultural, Fishery and related Workers (8)	Professionals and Associates-others (6.83)	Other Crafts and Related Trade Workers (6.51)
Gujarat Dry & Saurashtra	Skilled Agricultural and Fishery Workers (43.61)	Professionals and Associates-others (9.15)	Models, Sales Persons & Demonstrators (7.50)	Agricultural, Fishery and related Workers (7.16)	Mchine Operators and Assemblers (6.74)
Maharastra coastal	Professionals and Associates-others(22.69)	Clerks (9.04)	Other Crafts and Related Trade Workers (8.06)	Managers(7.03)	Personal & Protective service workers (6.95)
Maharastra Inland Western	Skilled Agricultural and Fishery Workers (45.10)	Agricultural, Fishery and related Workers (12.23)	Managers (10.44)	Clerks (4.04)	Personal & Protective service workers(3.47)
Maharastra Inland Northern	Skilled Agricultural and Fishery Workers (36.36)	Managers (16.34)	Agricultural, Fishery and related Workers (14.81)	Mining, Construction, Manufacturing and Transport labourers (5.84)	Stationary and Mobile Plant Operators (4.44)
Maharastra Inland Central	Skilled Agricultural and Fishery Workers(47.16)	Agricultural, Fishery and related Workers (21.54)	Models, Sales Persons & Demonstrators (4.81)	Stationary and Mobile Plant Operators (4.35)	Mining, Construction, Manufacturing and Transport labourers (3.29)
Maharastra Inland Eastern	Models, Sales Persons & Demonstrators (23.16)	Skilled Agricultural and Fishery Workers (22)	Agricultural, Fishery and related Workers (9.38)	Professionals and Associates-others(8.58)	Managers (6.61)
Maharastra Eastern	Agricultural, Fishery and related Workers (21.09)	Stationary and Mobile Plant Operators (21.05)	Skilled Agricultural and Fishery Workers (19.69)	Sales and Service Elementary Occupations(12.95)	Models, Sales Persons & Demonstrators (6.42)
Andhra Coastal Northern	Skilled Agricultural and Fishery Workers (20.83)	Agricultural, Fishery and related Workers (17.97)	Managers (8.35)	Models, Sales Persons & Demonstrators (8.28)	Other Crafts and Related Trade Workers (7.47)
Andhra Inland Northeastern	Skilled Agricultural and Fishery Workers (19.70)	Agricultural, Fishery and related Workers (10.24)	Models, Sales Persons & Demonstrators (9.32)	Managers (8.50)	Professionals and Associates-others (7.91)
Andhra Inland Southern	Skilled Agricultural and Fishery Workers (38.64)	Mining, Construction, Manufacturing and Transport labourers (9.14)	Models, Sales Persons & Demonstrators (7.88)	Managers (7.64)	Other Crafts and Related Trade Workers (5.90)
Karnataka Coast & Ghats	Skilled Agricultural and Fishery Workers (33.72)	Agricultural, Fishery and related Workers (18.11)	Managers (11.95)	Other Crafts and Related Trade Workers(6.14)	Extraction and Building Trade Workers (5.60)
Karnataka Inland Southern	Managers (19.14)	Skilled Agricultural and Fishery Workers (10.29)	Professionals and Associates-others(8.38)	Professionals and Associates-Engineering (8.19)	Other Crafts and Related Trade Workers (7.32)
Karnataka Inland Northern	Skilled Agricultural and Fishery Workers (38.11)	Agricultural, Fishery and related Workers (19.71)	Managers (14.52)	Extraction and Building Trade Workers (4.47)	Professionals and Associates-Teaching (4.13)
Kerala Northern	Skilled Agricultural and Fishery Workers(26)	Managers (12.23)	Agricultural, Fishery and related Workers (11.77)	Professionals and Associates-Teaching (9.78)	Extraction and Building Trade Workers (9.49)
Kerala Southern	Skilled Agricultural and	Models, Sales Persons	Managers (6.72)	Clerks (6.14)	Mining, Construction,

	Fishery Workers (25.53)	&Demonstrators (7.24)			Manufacturing and Transport labourers (5.91)
Tamil Nadu Northern	Managers (22.57)	Professionals and Associates- Engineering (16.67)	Professionals and Associates-others (12.13)	Professionals and Associates-Teaching (8.54)	Models, Sales Persons & Demonstrators (7.38)
Tamil Nadu Coastal	Skilled Agricultural and Fishery Workers (36.56)	Clerks (11.53)	Models, Sales Persons & Demonstrators (10.19)	Stationary and Mobile Plant Operators (8.99)	Professionals and Associates- Teaching (7.81)
Tamil Nadu Southern	Agricultural, Fishery and related Workers (21.06)	Managers (20.14)	Stationary and Mobile Plant Operators (13.40)	Professionals and Associates-Health (8.64)	Professionals and Associates- others(7.63)
Tamil Nadu Inland	Clerks (15.81)	Managers (15.07)	Professionals and Associates- Teaching (14.82)	Professionals and Associates- others(9.43)	Models, Sales Persons & Demonstrators (9.37)
Total	Skilled Agricultural and Fishery Workers (31.02)	Agricultural, Fishery and related Workers (10.25)	Managers (8.75)	Models, Sales Persons & Demonstrators(7.13)	Professionals and Associates- others (5.69)

Table no3.C : State Region-wise Distribution of Scheduled caste Self Employed workers in Top Five Occupations (NCO-1968 3 digit classification)

REGION	RANK 1	RANK 2	RANK 3	RANK 4	RANK 5
J&K Mountains &Jhelamvelley	Skilled Agricultural and Fishery Workers (73.3)	Extraction and Building Trade Workers (5.7)	Models, Sales Persons & Demonstrators (5.5)	Managers (5)	Other Crafts and Related Trade Workers (3)
J&K Outer Hills	Skilled Agricultural and Fishery Workers (87.5)	Managers (4.5)	Other Crafts and Related Trade Workers (2.5)	Stationary and Mobile Plant Operators (2.1)	Extraction and Building Trade Workers (1.6)
Himachal Pradesh	Skilled Agricultural and Fishery Workers (85.2)	Other Crafts and Related Trade Workers (5.1)	Models, Sales Persons & Demonstrators (2.5)	Managers (2.3)	Extraction and Building Trade Workers (1.8)
Punjab Northern	Skilled Agricultural and Fishery Workers (31.3)	Managers (12.3)	Other Crafts and Related Trade Workers (12)	Extraction and Building Trade Workers (10.8)	Mining, Construction, Manufacturing and Transport labourers(7.9)
Punjab Southern	Skilled Agricultural and Fishery Workers(72.4)	Extraction and Building Trade Workers(6.2)	Other Crafts and Related Trade Workers (4.8)	Managers (3.8)	Sales and Service Elementary Occupations (3.5)
Uttarakhand	Skilled Agricultural and Fishery Workers (79.9)	Managers (7.4)	Extraction and Building Trade Workers (5.5)	Other Crafts and Related Trade Workers (4.3)	Sales and Service Elementary Occupations (1.3)
Haryana Eastern	Skilled Agricultural and Fishery Workers (35)	Managers (28.3)	Sales and Service Elementary Occupations (14.1)	Extraction and Building Trade Workers (7.4)	Other Crafts and Related Trade Workers (5.2)
Haryana Western	Skilled Agricultural and Fishery Workers (50.9)	Other Crafts and Related Trade Workers (18.5)	Managers (10.8)	Personal & Protective service workers (7.1)	Mining, Construction, Manufacturing and Transport labourers (3.3)
Rajasthan Northern & western	Skilled Agricultural and Fishery Workers (80.3)	Managers (5.2)	Sales and Service Elementary Occupations (3.5)	Other Crafts and Related Trade Workers (3.4)	Mining, Construction, Manufacturing and Transport labourers (2.6)

Rajasthan North Eastern	Skilled Agricultural and Fishery Workers (53.2)	Extraction and Building Trade Workers (15.7)	Managers (9.3)	Other Crafts and Related Trade Workers (5.6)	Mining, Construction, Manufacturing and Transport labourers (5.3)
Rajasthan Southern	Skilled Agricultural and Fishery Workers (68.7)	Managers (11.1)	Models, Sales Persons & Demonstrators (7.9)	Extraction and Building Trade Workers (4.9)	Agricultural, Fishery and related Workers (2.6)
Rajasthan South Eastern	Skilled Agricultural and Fishery Workers (52.8)	Extraction and Building Trade Workers (19)	Professionals and Associates-others (9.8)	Professionals and Associates-Teaching (5.5)	Stationary and Mobile Plant Operators (4.1)
UP Western	Skilled Agricultural and Fishery Workers (59.4)	Professionals and Associates-others (8.3)	Extraction and Building Trade Workers (6.3)	Managers (5.2)	Precision, Handicraft, Printing & Trade Workers (3.9)
UP Central	Skilled Agricultural and Fishery Workers (71.6)	Professionals and Associates-Health (5.8)	Mining, Construction, Manufacturing and Transport labourers (5.1)	Other Crafts and Related Trade Workers (4.9)	Sales and Service Elementary Occupations (3.6)
UP Eastern	Skilled Agricultural and Fishery Workers (71)	Sales and Service Elementary Occupations (5.6)	Mining, Construction, Manufacturing and Transport labourers (4.7)	Other Crafts and Related Trade Workers (3.1)	Models, Sales Persons & Demonstrators (3)
UP Southern	Skilled Agricultural and Fishery Workers (66.4)	Models, Sales Persons & Demonstrators (9.2)	Managers (6.3)	Other Crafts and Related Trade Workers (5.3)	Extraction and Building Trade Workers (4.8)
Bihar Northern	Skilled Agricultural and Fishery Workers (36.8)	Other Crafts and Related Trade Workers (21.5)	Mining, Construction, Manufacturing and Transport labourers (18.5)	Managers (6.2)	Models, Sales Persons & Demonstrators (5.1)
Bihar Central	Skilled Agricultural and Fishery Workers (44.7)	Sales and Service Elementary Occupations (12.9)	Mining, Construction, Manufacturing and Transport labourers (12.2)	Other Crafts and Related Trade Workers (7.7)	Extraction and Building Trade Workers (6.8)
Tripura	Professionals and Associates-others (49.5)	Skilled Agricultural and Fishery Workers (36.4)	Mining, Construction, Manufacturing and Transport labourers (2.9)	Stationary and Mobile Plant Operators (2.8)	Precision, Handicraft, Printing & Trade Workers (2.3)
Assam	Skilled Agricultural and Fishery Workers (59.6)	Models, Sales Persons & Demonstrators (12.6)	Professionals and Associates-others (9.4)	Extraction and Building Trade Workers (6.6)	Mining, Construction, Manufacturing and Transport labourers (2.2)
WB Himalayas	Skilled Agricultural and Fishery Workers (32.3)	Mining, Construction, Manufacturing and Transport labourers(21.3)	Managers(19.7)	Extraction and Building Trade Workers (9.8)	Agricultural, Fishery and related Workers (7.5)
WB Eastern Plains	Other Crafts and Related Trade Workers (22.6)	Skilled Agricultural and Fishery Workers (19.4)	Models, Sales Persons & Demonstrators (14.2)	Mining, Construction, Manufacturing and Transport labourers (12.3)	Extraction and Building Trade Workers (8.6)
WB Central Plains	Skilled Agricultural and Fishery Workers (22.1)	Other Crafts and Related Trade Workers (16.8)	Mining, Construction, Manufacturing and Transport labourers (13)	Models, Sales Persons & Demonstrators (8.5)	Managers (7)
WB Western plains	Skilled Agricultural and Fishery Workers (49.9)	Models, Sales Persons & Demonstrators (16.5)	Other Crafts and Related Trade Workers (12.8)	Mining, Construction, Manufacturing and Transport labourers (9.9)	Extraction and Building Trade Workers (2.2)

Jharkhand	Skilled Agricultural and Fishery Workers (65.6)	Professionals and Associates-others (7.4)	Sales and Service Elementary Occupations (5.2)	Managers (3.9)	Other Crafts and Related Trade Workers (3)
Orissa Coastal	Skilled Agricultural and Fishery Workers (67.3)	Extraction and Building Trade Workers (6.4)	Models, Sales Persons & Demonstrators (5.5)	Managers (4.2)	Other Crafts and Related Trade Workers (3.5)
Orissa Southern	Skilled Agricultural and Fishery Workers (51.6)	Models, Sales Persons & Demonstrators (18.7)	Agricultural, Fishery and related Workers (7)	Mining, Construction, Manufacturing and Transport labourers (4.8)	Precision, Handicraft, Printing & Trade Workers (3.9)
Orissa Northern	Skilled Agricultural and Fishery Workers (65.4)	Other Crafts and Related Trade Workers (16.3)	Models, Sales Persons & Demonstrators (7.6)	Managers (4.5)	Sales and Service Elementary Occupations (3.3)
Chhattisgarh	Skilled Agricultural and Fishery Workers (56.6)	Other Crafts and Related Trade Workers (10.2)	Models, Sales Persons & Demonstrators (9.2)	Agricultural, Fishery and related Workers (5.6)	Sales and Service Elementary Occupations (4.8)
MP Vindhya	Skilled Agricultural and Fishery Workers (74.2)	Other Crafts and Related Trade Workers (16.9)	Managers (5.9)	Models, Sales Persons & Demonstrators (1.5)	Extraction and Building Trade Workers (0.7)
MP Central	Other Crafts and Related Trade Workers(70)	Models, Sales Persons & Demonstrators (9.4)	Skilled Agricultural and Fishery Workers (6.7)	Stationary and Mobile Plant Operators (4.5)	Sales and Service Elementary Occupations(3.8)
MP Malwa	Skilled Agricultural and Fishery Workers(87.8)	Managers(4.7)	Mining, Construction, Manufacturing and Transport labourers(4)	Other Crafts and Related Trade Workers(2.3)	Metal, Machinery & trade workers(0.5)
MP South	Skilled Agricultural and Fishery Workers (61.2)	Models, Sales Persons & Demonstrators (17.7)	Other Crafts and Related Trade Workers (6.9)	Agricultural, Fishery and related Workers (3.3)	Mining, Construction, Manufacturing and Transport labourers (3)
MP South Western	Skilled Agricultural and Fishery Workers (68.7)	Agricultural, Fishery and related Workers (20.1)	Mining, Construction, Manufacturing and Transport labourers (7.5)	Mchine Operators and Assemblers (1)	Managers (1)
MP Northern	Skilled Agricultural and Fishery Workers (86.2)	Managers (5.7)	Sales and Service Elementary Occupations (3.1)	Extraction and Building Trade Workers (1.3)	Mining, Construction, Manufacturing and Transport labourers (1.2)
Gujarat Plains	Skilled Agricultural and Fishery Workers (66.3)	Sales and Service Elementary Occupations (7.3)	Extraction and Building Trade Workers (7.2)	Stationary and Mobile Plant Operators (7)	Models, Sales Persons & Demonstrators (5)
Gujarat Dry &Saurashtra	Skilled Agricultural and Fishery Workers (53.3)	Mining, Construction, Manufacturing and Transport labourers (16.6)	Other Crafts and Related Trade Workers (10.4)	Models, Sales Persons & Demonstrators (9)	Extraction and Building Trade Workers (3.7)
Maharashtra coastal	Skilled Agricultural and Fishery Workers (42.4)	Professionals and Associates-others (32.8)	Sales and Service Elementary Occupations (7.3)	Models, Sales Persons & Demonstrators (5.9)	Other Crafts and Related Trade Workers (4.3)
Maharashtra Inland Western	Skilled Agricultural and Fishery Workers (65.1)	Managers (12.5)	Models, Sales Persons & Demonstrators (7.9)	Professionals and Associates-Health (5.3)	Other Crafts and Related Trade Workers (2.7)
Maharashtra Inland Northern	Managers (56.2)	Stationary and Mobile Plant Operators (19)	Skilled Agricultural and Fishery Workers (12.4)	Sales and Service Elementary Occupations (5.5)	Personal& Protective service workers (3.6)
MaharashtraInland	Skilled	Models, Sales	Sales and Service	Professionals and	Other Crafts and

Central	Agricultural and Fishery Workers (41.3)	Persons & Demonstrators (30.5)	Elementary Occupations (6.7)	Associates-others (5.6)	Related Trade Workers (5.4)
Maharashtra Inland Eastern	Skilled Agricultural and Fishery Workers(43.1)	Models, Sales Persons & Demonstrators (16.6)	Mining, Construction, Manufacturing and Transport labourers(6.8)	Stationary and Mobile Plant Operators (6.6)	Managers (6.5)
Maharashtra Eastern	Skilled Agricultural and Fishery Workers(45.5)	Other Crafts and Related Trade Workers (28.3)	Models, Sales Persons & Demonstrators (9.8)	Professionals and Associates-others(7.7)	Stationary and Mobile Plant Operators(1.9)
Andhra Coastal Northern	Skilled Agricultural and Fishery Workers(43.3)	Managers(9.8)	Other Crafts and Related Trade Workers (8.8)	Models, Sales Persons & Demonstrators (7.8)	Professionals and Associates-others (5.2)
Andhra Inland Northeastern	Skilled Agricultural and Fishery Workers(47.8)	Other Crafts and Related Trade Workers (16.1)	Models, Sales Persons & Demonstrators (7)	Mining, Construction, Manufacturing and Transport labourers (5.9)	Managers(5.6)
Andhra Inland Southern	Skilled Agricultural and Fishery Workers (32.3)	Models, Sales Persons & Demonstrators (20.3)	Other Crafts and Related Trade Workers (18.7)	Personal& Protective service workers (9.7)	Sales and Service Elementary Occupations (6.3)
Karnataka Coast & Ghats	Skilled Agricultural and Fishery Workers (75.3)	Other Crafts and Related Trade Workers (10.5)	Mining, Construction, Manufacturing and Transport labourers (6)	Managers (4.3)	Extraction and Building Trade Workers (3.7)
Karnataka Inland Southern	Skilled Agricultural and Fishery Workers (57.5)	Professionals and Associates-others (15.2)	Managers (10.6)	Personal& Protective service workers (3.8)	Sales and Service Elementary Occupations (3.7)
Karnataka Inland Northern	Skilled Agricultural and Fishery Workers (58.8)	Managers (25.6)	Stationary and Mobile Plant Operators (3.6)	Extraction and Building Trade Workers (3)	Agricultural, Fishery and related Workers (3)
Kerala Northern	Skilled Agricultural and Fishery Workers (23.4)	Precision, Handicraft, Printing & Trade Workers (15)	Managers (14.2)	Sales and Service Elementary Occupations (13.7)	Other Crafts and Related Trade Workers (12.2)
Kerala Southern	Other Crafts and Related Trade Workers (29.4)	Skilled Agricultural and Fishery Workers (16.4)	Stationary and Mobile Plant Operators (13.8)	Sales and Service Elementary Occupations (11.4)	Models, Sales Persons & Demonstrators (9.4)
Tamil Nadu Northern	Skilled Agricultural and Fishery Workers (39.9)	Stationary and Mobile Plant Operators (13.7)	Other Crafts and Related Trade Workers (12.9)	Managers (12.2)	Sales and Service Elementary Occupations (6.5)
Tamil Nadu Coastal	Skilled Agricultural and Fishery Workers (73.6)	Sales and Service Elementary Occupations (6.6)	Models, Sales Persons & Demonstrators (6.6)	Professionals and Associates-others (5.2)	Other Crafts and Related Trade Workers (2.9)
Tamil Nadu Southern	Skilled Agricultural and Fishery Workers (55.5)	Other Crafts and Related Trade Workers (20.1)	Sales and Service Elementary Occupations (5.5)	Machine Operators and Assemblers (4.1)	Managers (3.8)
Tamil Nadu Inland	Skilled Agricultural and Fishery Workers (26)	Managers (20.7)	Models, Sales Persons & Demonstrators (18.2)	Extraction and Building Trade Workers (15.5)	Other Crafts and Related Trade Workers (14.2)
Total	Skilled Agricultural and Fishery Workers (55.4)	Other Crafts and Related Trade Workers (8.3)	Managers (6.2)	Models, Sales Persons & Demonstrators (5.7)	Mining, Construction, Manufacturing and Transport labourers (5.1)

Table no.3 D :State Region-wise Distribution of General Population Self Employed workers in Top Five Occupations (NCO-1968 3 digit classification)					
REGION	RANK 1	RANK 2	RANK 3	RANK 4	RANK 5
J&K Mountains & Jhelam valley	Skilled Agricultural and Fishery Workers (71.85)	Models, Sales Persons & Demonstrators (8.92)	Managers (7.52)	Extraction and Building Trade Workers (3.03)	Professionals and Associates-others (1.72)
J&K Outer Hills	Skilled Agricultural and Fishery Workers (63.07)	Models, Sales Persons & Demonstrators (11.63)	Other Crafts and Related Trade Workers (8.36)	Managers (2.56)	Extraction and Building Trade Workers (2.49)
Himachal Pradesh	Skilled Agricultural and Fishery Workers (84)	Managers (6.59)	Models, Sales Persons & Demonstrators (4.24)	Other Crafts and Related Trade Workers (1.19)	Professionals and Associates-others (1.16)
Punjab Northern	Skilled Agricultural and Fishery Workers (64.80)	Managers (17.07)	Models, Sales Persons & Demonstrators (3.98)	Extraction and Building Trade Workers (2.30)	Other Crafts and Related Trade Workers (2.10)
Punjab Southern	Skilled Agricultural and Fishery Workers (71.14)	Managers (12.43)	Models, Sales Persons & Demonstrators (5.23)	Other Crafts and Related Trade Workers (2.25)	Metal, Machinery & trade workers (1.95)
Uttarakhand	Skilled Agricultural and Fishery Workers (74.02)	Managers (17.35)	Professionals and Associates-others (1.70)	Extraction and Building Trade Workers (1.21)	Metal, Machinery & trade workers (1.17)
Haryana Eastern	Skilled Agricultural and Fishery Workers (69.08)	Managers (22.57)	Professionals and Associates-others (1.61)	Sales and Service Elementary Occupations (1.34)	Extraction and Building Trade Workers (1.14)
Haryana Western	Skilled Agricultural and Fishery Workers (80.97)	Managers (7.02)	Professionals and Associates-others (5.02)	Models, Sales Persons & Demonstrators (3.45)	Stationary and Mobile Plant Operators (0.96)
Rajasthan Northern & western	Skilled Agricultural and Fishery Workers (56.48)	Managers (15.92)	Professionals and Associates-others (13.60)	Models, Sales Persons & Demonstrators (2.48)	Mining, Construction, Manufacturing and Transport labourers (2.48)
Rajasthan North Eastern	Skilled Agricultural and Fishery Workers (46.74)	Managers (28.02)	Models, Sales Persons & Demonstrators (14.34)	Professionals and Associates-others (3.18)	Precision, Handicraft, Printing & Trade Workers (2)
Rajasthan Southern	Skilled Agricultural and Fishery Workers (57.46)	Managers (36.69)	Stationary and Mobile Plant Operators (1.80)	Other Crafts and Related Trade Workers (1.68)	Personal & Protective service workers (0.92)
Rajasthan South Eastern	Skilled Agricultural and Fishery Workers (30.99)	Managers (13.54)	Sales and Service Elementary Occupations (12.32)	Metal, Machinery & trade workers (10.83)	Models, Sales Persons & Demonstrators (10.03)
UP Western	Skilled Agricultural and Fishery Workers (56.15)	Professionals and Associates-others (12.17)	Models, Sales Persons & Demonstrators (9.89)	Managers (5.15)	Other Crafts and Related Trade Workers (4.25)
UP Central	Skilled Agricultural and Fishery Workers (62.57)	Managers (12.17)	Models, Sales Persons & Demonstrators (10.28)	Other Crafts and Related Trade Workers (6.10)	Professionals and Associates-others (2.45)
UP Eastern	Skilled	Models, Sales	Professionals and	Other Crafts and	Precision,

	Agricultural and Fishery Workers (74.61)	Persons & Demonstrators (9.10)	Associates-others (3.62)	Related Trade Workers (3.38)	Handicraft, Printing & Trade Workers (1.44)
UP Southern	Skilled Agricultural and Fishery Workers (80.25)	Models, Sales Persons & Demonstrators (7.04)	Managers (6.47)	Professionals and Associates-others (2.87)	Extraction and Building Trade Workers (1.07)
Bihar Northern	Skilled Agricultural and Fishery Workers (62.87)	Managers (11.01)	Models, Sales Persons & Demonstrators (9.81)	Professionals and Associates-others (4.37)	Extraction and Building Trade Workers (2.66)
	62.87	11.01	9.81	4.37	2.66
Bihar Central	Skilled Agricultural and Fishery Workers (62.62)	Models, Sales Persons & Demonstrators (11.37)	Other Crafts and Related Trade Workers (6.62)	Professionals and Associates-others (5.92)	Professionals and Associates-Teaching (3.13)
Tripura	Professionals and Associates-others (45.90)	Skilled Agricultural and Fishery Workers (28.78)	Models, Sales Persons & Demonstrators (7.59)	Professionals and Associates-Teaching (4.73)	Sales and Service Elementary Occupations (3.07)
Assam	Skilled Agricultural and Fishery Workers (66.45)	Professionals and Associates-others (10.02)	Models, Sales Persons & Demonstrators (9.32)	Extraction and Building Trade Workers (3.11)	Mining, Construction, Manufacturing and Transport labourers (2.70)
WB Himalayas	Managers (28.60)	Skilled Agricultural and Fishery Workers (27.98)	Models, Sales Persons & Demonstrators (15.65)	Extraction and Building Trade Workers (8.87)	Machine Operators and Assemblers (6.28)
WB Eastern Plains	Skilled Agricultural and Fishery Workers (34.45)	Other Crafts and Related Trade Workers (18.12)	Models, Sales Persons & Demonstrators (15.89)	Mining, Construction, Manufacturing and Transport labourers (6.90)	Sales and Service Elementary Occupations (4.77)
WB Central Plains	Skilled Agricultural and Fishery Workers (26.46)	Models, Sales Persons & Demonstrators (19.10)	Other Crafts and Related Trade Workers (18.89)	Managers (9.33)	Professionals and Associates-others (4.68)
WB Western plains	Skilled Agricultural and Fishery Workers (50.79)	Models, Sales Persons & Demonstrators (18.05)	Other Crafts and Related Trade Workers (6.45)	Mining, Construction, Manufacturing and Transport labourers (5.68)	Precision, Handicraft, Printing & Trade Workers (3.85)
Jharkhand	Skilled Agricultural and Fishery Workers (53.51)	Managers (18.10)	Professionals and Associates-others (10.76)	Agricultural, Fishery and related Workers (5.03)	Models, Sales Persons & Demonstrators (2.40)
Orissa Coastal	Skilled Agricultural and Fishery Workers (57.03)	Models, Sales Persons & Demonstrators (14)	Managers (9.75)	Professionals and Associates-others (5.75)	Extraction and Building Trade Workers (3.14)
Orissa Southern	Skilled Agricultural and Fishery Workers (35.59)	Models, Sales Persons & Demonstrators (29.20)	Extraction and Building Trade Workers (7.34)	Managers (6.02)	Other Crafts and Related Trade Workers (5.66)
Orissa Northern	Skilled Agricultural and Fishery Workers (57.41)	Managers (13.71)	Models, Sales Persons & Demonstrators (11)	Other Crafts and Related Trade Workers (9)	Professionals and Associates-others (1.93)
Chhattisgarh	Skilled Agricultural and Fishery Workers	Models, Sales Persons & Demonstrators	Professionals and Associates-others	Managers	Extraction and Building Trade Workers
	36.14	30.27	8.43	5.79	5.09
MP Vindhya	Skilled Agricultural and Fishery Workers (58.17)	Models, Sales Persons & Demonstrators (23.46)	Managers (9.59)	Professionals and Associates-Health (2.86)	Other Crafts and Related Trade Workers (1.82)
MP Central	Skilled	Models, Sales	Personal&Protective	Professionals and	Stationary and

	Agricultural and Fishery Workers (63.30)	Persons & Demonstrators (14.78)	service workers (7.85)	Associates-others (5.34)	Mobile Plant Operators (2.23)
MP Malwa	Skilled Agricultural and Fishery Workers (67.53)	Managers (16.07)	Professionals and Associates-others (3.15)	Sales and Service Elementary Occupations (2.22)	Metal, Machinery & trade workers (1.89)
MP South	Models, Sales Persons & Demonstrators (35.74)	Skilled Agricultural and Fishery Workers (33.22)	Metal, Machinery & trade workers (12.52)	Managers (10.35)	Other Crafts and Related Trade Workers (2.85)
MP South Western	Skilled Agricultural and Fishery Workers (40.09)	Models, Sales Persons & Demonstrators (18.72)	Managers (17.75)	Metal, Machinery & trade workers (7.87)	Professionals and Associates-others (5.55)
MP Northern	Skilled Agricultural and Fishery Workers (57.78)	Managers (18.62)	Models, Sales Persons & Demonstrators (9.27)	Professionals and Associates-others (4.15)	Other Crafts and Related Trade Workers (2.58)
Gujarat Plains	Managers (38.64)	Skilled Agricultural and Fishery Workers (31.02)	Professionals and Associates-others (9.42)	Stationary and Mobile Plant Operators (3.95)	Models, Sales Persons & Demonstrators (3.13)
Gujarat Dry & Saurashtra	Skilled Agricultural and Fishery Workers (62.81)	Professionals and Associates-others (11.75)	Models, Sales Persons & Demonstrators (8.24)	Mchine Operators and Assemblers (2.83)	Managers (2.64)
Maharastra coastal	Professionals and Associates-others (54.25)	Skilled Agricultural and Fishery Workers (11.99)	Managers (7.32)	Stationary and Mobile Plant Operators (5.63)	Other Crafts and Related Trade Workers (4.01)
Maharastra Inland Western	Skilled Agricultural and Fishery Workers (74.06)	Managers (15.04)	Models, Sales Persons & Demonstrators (2.77)	Professionals and Associates-others (1.83)	Stationary and Mobile Plant Operators (1.48)
Maharastra Inland Northern	Skilled Agricultural and Fishery Workers (60.27)	Managers (24.85)	Models, Sales Persons & Demonstrators (3.79)	Stationary and Mobile Plant Operators (3.35)	Sales and Service Elementary Occupations (2.03)
Maharastra Inland Central	Skilled Agricultural and Fishery Workers (76.20)	Models, Sales Persons & Demonstrators (5.98)	Other Crafts and Related Trade Workers (3.86)	Stationary and Mobile Plant Operators (3.83)	Professionals and Associates-others (3)
Maharastra Inland Eastern	Skilled Agricultural and Fishery Workers (38.11)	Models, Sales Persons & Demonstrators (32.76)	Managers (9.40)	Professionals and Associates-others (7.91)	Sales and Service Elementary Occupations (3.38)
	38.11	32.76	9.40	7.91	3.38
Maharastra Eastern	Skilled Agricultural and Fishery Workers (46.09)	Sales and Service Elementary Occupations (27.49)	Models, Sales Persons & Demonstrators (15.23)	Other Crafts and Related Trade Workers (3.71)	Professionals and Associates-others (2.51)
Andhra Coastal Northern	Skilled Agricultural and Fishery Workers (45.30)	Managers (15.50)	Models, Sales Persons & Demonstrators (9.91)	Professionals and Associates-others (7.58)	Other Crafts and Related Trade Workers (6.84)
Andhra Inland Noreastern	Skilled Agricultural and Fishery Workers (38.52)	Managers (13.32)	Models, Sales Persons & Demonstrators (12.23)	Professionals and Associates-others (8.22)	Other Crafts and Related Trade Workers (6.06)
Andhra Inland Southern	Skilled Agricultural and Fishery Workers (54.24)	Models, Sales Persons & Demonstrators (10.59)	Managers (10.09)	Other Crafts and Related Trade Workers (8.21)	Sales and Service Elementary Occupations (3.66)
Karnataka Coast & Ghats	Skilled Agricultural and Fishery Workers (55.66)	Managers (21.51)	Other Crafts and Related Trade Workers (7.67)	Extraction and Building Trade Workers (4.53)	Stationary and Mobile Plant Operators (2.27)

Karnataka Inland Southern	Managers (31.89)	Skilled Agricultural and Fishery Workers (22.53)	Other Crafts and Related Trade Workers (10.20)	Models, Sales Persons & Demonstrators (6.85)	Professionals and Associates- others (6.71)
Karnataka Inland Northern	Skilled Agricultural and Fishery Workers (63.73)	Managers (26.53)	Other Crafts and Related Trade Workers (2.48)	Extraction and Building Trade Workers (2.13)	Models, Sales Persons & Demonstrators (1.01)
Kerala Northern	Skilled Agricultural and Fishery Workers (54.57)	Managers (26.41)	Models, Sales Persons & Demonstrators (5.24)	Agricultural, Fishery and related Workers (3.37)	Professionals and Associates- others (2.99)
Kerala Southern	Skilled Agricultural and Fishery Workers (51.79)	Models, Sales Persons & Demonstrators (11.93)	Managers (10.87)	Professionals and Associates-others (5.12)	Stationary and Mobile Plant Operators (3.99)
Tamil Nadu Northern	Managers (62.84)	Professionals and Associates-others (17.66)	Stationary and Mobile Plant Operators (9.26)	Models, Sales Persons & Demonstrators (4.24)	Skilled Agricultural and Fishery Workers (4.06)
Tamil Nadu Coastal	Skilled Agricultural and Fishery Workers (78.05)	Precision, Handicraft, Printing & Trade Workers (9.84)	Professionals and Associates-others (5.40)	Stationary and Mobile Plant Operators (4.13)	Managers (1.81)
Tamil Nadu Southern	Managers (39.72)	Professionals and Associates-Health (17.04)	Models, Sales Persons & Demonstrators (13.48)	Other Crafts and Related Trade Workers(12.57)	Professionals and Associates- others (5.97)
Tamil Nadu Inland	Managers (44.67)	Professionals and Associates-others (30.04)	Extraction and Building Trade Workers (10.67)	Metal, Machinery & trade workers (6.63)	Mchine Operators and Assemblers (6.63)
Total	Skilled Agricultural and Fishery Workers (53.84)	Managers (13.06)	Models, Sales Persons & Demonstrators (9.08)	Professionals and Associates-others (6.67)	Other Crafts and Related Trade Workers (4.84)

Table no 3.E:State Region-wise Distribution of Scheduled caste Regular Salaried workers in Top Five Occupations (NCO-1968 3 digit classification)

REGION	RANK 1	RANK 2	RANK 3	RANK 4	RANK 5
J&K Mountains &jhelamvelley	Personal& Protective service workers (18.75)	Models, Sales Persons & Demonstrators (17.70)	Mining, Construction, Manufacturing and Transport labourers (12.49)	Metal, Machinery & trade workers (12.15)	Sales and Service Elementary Occupations (7.21)
J&K Outer Hills	Stationary and Mobile Plant Operators (28.91)	Personal& Protective service workers (19.85)	Skilled Agricultural and Fishery Workers (15.82)	Professionals and Associates-others (7.55)	Metal, Machinery & trade workers (7.46)
Himachal Pradesh	Personal& Protective service workers (15.22)	Extraction and Building Trade Workers (13.13)	Professionals and Associates- Teaching(11.76)	Metal, Machinery & trade workers (9.43)	Sales and Service Elementary Occupations (8.78)
Punjab Northern	Sales and Service Elementary Occupations (16.38)	Personal& Protective service workers (14.39)	Mchine Operators and Assemblers (7.90)	Stationary and Mobile Plant Operators (7.55)	Models, Sales Persons & Demonstrators (6.99)
Punjab Southern	Personal& Protective service workers (18.01)	Stationary and Mobile Plant Operators (17.18)	Sales and Service Elementary Occupations (9.94)	Agricultural, Fishery and related Workers (8.75)	Metal, Machinery & trade workers (7.84)
Uttrakhand	Personal& Protective service	Extraction and Building Trade	Sales and Service Elementary	Models, Sales Persons	Metal, Machinery & trade workers

	workers (19.93)	Workers (14.57)	Occupations (11.83)	&Demonstrators (7.55)	(7.26)
Haryana Eastern	Mining, Construction, Manufacturing and Transport labourers (26.71)	Mchine Operators and Assemblers (20.39)	Sales and Service Elementary Occupations (19.71)	Clerks (6.42)	Personal& Protective service workers (5.86)
Haryana Western	Personal& Protective service workers (26.26)	Sales and Service Elementary Occupations (21.08)	Mining, Construction, Manufacturing and Transport labourers (10.47)	Stationary and Mobile Plant Operators(6.83)	Other Crafts and Related Trade Workers (6.58)
Rajasthan Northern & western	Sales and Service Elementary Occupations (23)	Stationary and Mobile Plant Operators (11.46)	Clerks (9.62)	Professionals and Associates-others (9.04)	Agricultural, Fishery and related Workers (8.55)
Rajasthan North Eastern	Sales and Service Elementary Occupations (20.66)	Professionals and Associates-Teaching (15.62)	Mining, Construction, Manufacturing and Transport labourers (15.10)	Professionals and Associates-Health (10.28)	Personal& Protective service workers (9.34)
Rajasthan Southern	Mining, Construction, Manufacturing and Transport labourers (43.21)	Professionals and Associates-Teaching (20.56)	Extraction and Building Trade Workers (9.86)	Stationary and Mobile Plant Operators (8.86)	Metal, Machinery & trade workers (6.98)
Rajasthan South Eastern	Stationary and Mobile Plant Operators (31.45)	Sales and Service Elementary Occupations (24.85)	Mining, Construction, Manufacturing and Transport labourers (16.41)	Models, Sales Persons & Demonstrators (11.42)	Personal& Protective service workers (9.48)
UP Western	Sales and Service Elementary Occupations (18.71)	Professionals and Associates-Teaching (15.12)	Stationary and Mobile Plant Operators (11.92)	Mining, Construction, Manufacturing and Transport labourers (7.48)	Managers (6.44)
UP Central	Mchine Operators and Assemblers (18.59)	Stationary and Mobile Plant Operators (13.15)	Professionals and Associates-Teaching (12.26)	Personal& Protective service workers (8.47)	Models, Sales Persons & Demonstrators (8.35)
UP Eastern	Sales and Service Elementary Occupations (21.67)	Professionals and Associates-Teaching (19.48)	Professionals and Associates-others (10.94)	Personal& Protective service workers (9.75)	Clerks (8.39)
UP Southern	Sales and Service Elementary Occupations (23.75)	Personal& Protective service workers (22.98)	Stationary and Mobile Plant Operators (14.69)	Professionals and Associates-Teaching (10.66)	Professionals and Associates-Health (9.84)
Bihar Northern	Stationary and Mobile Plant Operators (30.82)	Professionals and Associates-Teaching (18.88)	Personal& Protective service workers (16.82)	Models, Sales Persons & Demonstrators (9.48)	Agricultural, Fishery and related Workers (6.69)
Bihar Central	Stationary and Mobile Plant Operators (23.10)	Professionals and Associates-Teaching (22.51)	Clerks (15.70)	Metal, Machinery & trade workers (13.63)	Legislators and Senior Officials (12.51)
Tripura	Personal& Protective service workers (15.81)	Professionals and Associates-Teaching (14.28)	Models, Sales Persons & Demonstrators (13.07)	Stationary and Mobile Plant Operators (9.96)	Mchine Operators and Assemblers (7.77)
Assam	Skilled Agricultural and Fishery Workers (25.71)	Professionals and Associates-Teaching (19.45)	Personal& Protective service workers(12.42)	Clerks (10.51)	Professionals and Associates-others (6.97)
WB Himalayas	Sales and Service Elementary Occupations (27.82)	Percision, Handicraft, Printing & Trade Workers (15.91)	Agricultural, Fishery and related Workers (15.15)	Models, Sales Persons & Demonstrators (10.61)	Personal& Protective service workers (8.78)
WB Eastern Plains	Sales and Service Elementary Occupations (15.88)	Metal, Machinery & trade workers (14.35)	Extraction and Building Trade Workers (13.28)	Other Crafts and Related Trade Workers (12.95)	Professionals and Associates-Teaching (11.11)

WB Central Plains	Sales and Service Elementary Occupations (18.72)	Personal& Protective service workers (12.45)	Professionals and Associates-Teaching (9.84)	Models, Sales Persons & Demonstrators (9.56)	Metal, Machinery & trade workers (9.48)
WB Western plains	Sales and Service Elementary Occupations (27.06)	Professionals and Associates-Teaching (19.16)	Mining, Construction, Manufacturing and Transport labourers (16.61)	Clerks (8.54)	Other Crafts and Related Trade Workers (8.20)
Jharkhand	Stationary and Mobile Plant Operators (15.13)	Mining, Construction, Manufacturing and Transport labourers (14.86)	Professionals and Associates-others (14.79)	Personal& Protective service workers (11.27)	Sales and Service Elementary Occupations (9.50)
Orissa Coastal	Stationary and Mobile Plant Operators (18.22)	Clerks (12.65)	Metal, Machinery & trade workers (11.87)	Managers (10.16)	Personal& Protective service workers (9.10)
Orissa Southern	Professionals and Associates-Teaching (23.55)	Agricultural, Fishery and related Workers (16.50)	Clerks (9.81)	Sales and Service Elementary Occupations (9.61)	Personal& Protective service workers (9.34)
Orissa Northern	Sales and Service Elementary Occupations (31.87)	Metal, Machinery & trade workers (13.48)	Personal& Protective service workers (11.92)	Stationary and Mobile Plant Operators (10.09)	Professionals and Associates-Teaching (10.09)
Chhattisgarh	Professionals and Associates-Teaching (40.75)	Stationary and Mobile Plant Operators (10.23)	Mining, Construction, Manufacturing and Transport labourers (10.07)	Clerks (9.31)	Precision, Handicraft, Printing & Trade Workers (9.04)
MP Vindhya	Professionals and Associates-Teaching (23.70)	Sales and Service Elementary Occupations (18.60)	Stationary and Mobile Plant Operators (16.85)	Metal, Machinery & trade workers (12.59)	Agricultural, Fishery and related Workers (7.58)
MP Central	Professionals and Associates-Health (20.80)	Sales and Service Elementary Occupations (16.15)	Metal, Machinery & trade workers (15.18)	Models, Sales Persons & Demonstrators (13.18)	Stationary and Mobile Plant Operators (10.59)
MP Malwa	Agricultural, Fishery and related Workers (28.80)	Sales and Service Elementary Occupations (23.51)	Mining, Construction, Manufacturing and Transport labourers (11.48)	Professionals and Associates-Teaching (8.82)	Other Crafts and Related Trade Workers (7.22)
MP South	Professionals and Associates-Teaching (17.69)	Agricultural, Fishery and related Workers (17.49)	Sales and Service Elementary Occupations (16.43)	Clerks (15.10)	Mchine Operators and Assemblers (15.10)
MP South Western	Personal& Protective service workers (21.10)	Agricultural, Fishery and related Workers (13.59)	Professionals and Associates-Teaching (12.47)	Skilled Agricultural and Fishery Workers(12.20)	Stationary and Mobile Plant Operators(10.91)
MP Northern	Professionals and Associates-others (26.94)	Personal& Protective service workers (22.37)	Sales and Service Elementary Occupations (19.56)	Professionals and Associates-Teaching (12.22)	Clerks (6.69)
Gujarat Plains	Sales and Service Elementary Occupations (43.52)	Other Crafts and Related Trade Workers (9.90)	Personal& Protective service workers (7.96)	Clerks (5.91)	Stationary and Mobile Plant Operators (5.61)
Gujarat Dry &Saurashtra	Extraction and Building Trade Workers (29.49)	Professionals and Associates-Teaching (23.34)	Sales and Service Elementary Occupations (10.30)	Metal, Machinery & trade workers (10.25)	Stationary and Mobile Plant Operators(8.90)
Maharashtra coastal	Clerks (21.97)	Personal& Protective service workers (17.41)	Sales and Service Elementary Occupations (13.69)	Stationary and Mobile Plant Operators (9.87)	Mining, Construction, Manufacturing and Transport labourers (7.82)
Maharashtra Inland Western	Stationary and Mobile Plant Operators (22.13)	Sales and Service Elementary Occupations	Professionals and Associates-Teaching (12.23)	Clerks (9.67)	Managers (8.52)

		(19.05)			
Maharashtra Inland Northern	Professionals and Associates-others (19.67)	Sales and Service Elementary Occupations (18.27)	Professionals and Associates-Teaching(11.93)	Mining, Construction, Manufacturing and Transport labourers (10.94)	Personal& Protective service workers(10.78)
Maharashtra Inland Central	Mining, Construction, Manufacturing and Transport labourers (22.73)	Professionals and Associates-Teaching (18.79)	Clerks (16.97)	Metal, Machinery & trade workers (6.96)	Sales and Service Elementary Occupations (6.86)
Maharashtra Inland Eastern	Personal& Protective service workers (20.92)	Professionals and Associates-Engineering (14.64)	Sales and Service Elementary Occupations (10.83)	Professionals and Associates-others (10.51)	Metal, Machinery & trade workers (8.69)
Maharashtra Eastern	Professionals and Associates-Teaching (20.51)	Clerks (12.30)	Models, Sales Persons & Demonstrators (10.11)	Metal, Machinery & trade workers (10)	Professionals and Associates-Health (9.47)
Andhra Coastal Northern	Sales and Service Elementary Occupations (12.35)	Clerks (12.03)	Metal, Machinery & trade workers (9.28)	Stationary and Mobile Plant Operators (9.20)	Skilled Agricultural and Fishery Workers (8.51)
Andhra Inland Northeastern	Personal& Protective service workers (17.14)	Clerks (11.40)	Stationary and Mobile Plant Operators (10.90)	Sales and Service Elementary Occupations (9.77)	Other Crafts and Related Trade Workers (8.35)
Andhra Inland Southern	Sales and Service Elementary Occupations (31.92)	Metal, Machinery & trade workers (13.62)	Personal& Protective service workers (13.36)	Clerks (10.22)	Professionals and Associates-Teaching (8.98)
Karnataka Coast & Ghats	Professionals and Associates-Teaching (23.84)	Clerks (21.30)	Other Crafts and Related Trade Workers (21.04)	Personal& Protective service workers (12.13)	Models, Sales Persons & Demonstrators (9.11)
Karnataka Inland Southern	Metal, Machinery & trade workers (14.17)	Personal& Protective service workers (11.74)	Mining, Construction, Manufacturing and Transport labourers (11.46)	Stationary and Mobile Plant Operators (10.04)	Other Crafts and Related Trade Workers (8.79)
Karnataka Inland Northern	Agricultural, Fishery and related Workers (31.22)	Personal& Protective service workers(12.07)	Sales and Service Elementary Occupations (8.58)	Metal, Machinery & trade workers (8.31)	Professionals and Associates-Teaching (7.39)
Kerala Northern	Models, Sales Persons & Demonstrators (16.66)	Metal, Machinery & trade workers (15.87)	Extraction and Building Trade Workers (12.29)	Professionals and Associates-others (11.44)	Mining, Construction, Manufacturing and Transport labourers (8.57)
Kerala Southern	Sales and Service Elementary Occupations (17.07)	Personal& Protective service workers (12.45)	Metal, Machinery & trade workers (11.39)	Models, Sales Persons & Demonstrators (9.50)	Other Crafts and Related Trade Workers (9.13)
Tamil Nadu Northern	Models, Sales Persons & Demonstrators (19.51)	Sales and Service Elementary Occupations (14.98)	Other Crafts and Related Trade Workers (14.92)	Clerks (12.25)	Personal& Protective service workers (10)
Tamil Nadu Coastal	Metal, Machinery & trade workers (24.63)	Stationary and Mobile Plant Operators (14.28)	Clerks (13.27)	Sales and Service Elementary Occupations (12.57)	Models, Sales Persons & Demonstrators (8.26)
Tamil Nadu Southern	Sales and Service Elementary Occupations (22.03)	Skilled Agricultural and Fishery Workers (12.70)	Mchine Operators and Assemblers (12.05)	Professionals and Associates-others(11.59)	Professionals and Associates-Teaching (8.37)
Tamil Nadu Inland	Agricultural, Fishery and related Workers (27.35)	Other Crafts and Related Trade Workers (15.85)	Metal, Machinery & trade workers(15.21)	Professionals and Associates-Teaching (7.53)	Extraction and Building Trade Workers (7.23)
Total	Sales and Service Elementary	Personal& Protective service	Stationary and Mobile Plant	Professionals and Associates-	Clerks (8.11)

	Occupations (16.28)	workers (10.43)	Operators (8.84)	Teaching (8.53)	
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Table no.3 F :State Region-wise Distribution of General Population Regular Salaried workers in Top Five Occupations (NCO-1968 3 digit classification)

REGION	RANK 1	RANK 2	RANK 3	RANK 4	RANK 5
J&K Mountains & Jhelam valley	Professionals and Associates-Teaching (15.68)	Personal & Protective service workers (15.23)	Clerks (12.68)	Stationary and Mobile Plant Operators (8.07)	Sales and Service Elementary Occupations (6.54)
J&K Outer Hills	Professionals and Associates-Teaching (20.80)	Clerks (17.38)	Personal & Protective service workers (14.51)	Stationary and Mobile Plant Operators (7.89)	Professionals and Associates-others (7.62)
Himachal Pradesh	Professionals and Associates-Teaching (22.40)	Personal & Protective service workers (11.09)	Sales and Service Elementary Occupations (10.45)	Professionals and Associates-others (9.57)	Stationary and Mobile Plant Operators (8.38)
Punjab Northern	Professionals and Associates-Teaching (15.18)	Professionals and Associates-others (10.36)	Personal & Protective service workers (10.24)	Clerks (8.58)	Models, Sales Persons & Demonstrators (7.83)
Punjab Southern	Professionals and Associates-Teaching (16.33)	Clerks (10.93)	Machine Operators and Assemblers (9.09)	Stationary and Mobile Plant Operators (8.20)	Models, Sales Persons & Demonstrators (7.19)
Uttarakhand	Professionals and Associates-Teaching (19.88)	Clerks (11.98)	Professionals and Associates-others (10.56)	Personal & Protective service workers (10.37)	Metal, Machinery & trade workers (7.12)
Haryana Eastern	Mining, Construction, Manufacturing and Transport labourers (13.82)	Metal, Machinery & trade worker (13.61)	Professionals and Associates-Teaching (11.14)	Stationary and Mobile Plant Operators (9.93)	Personal & Protective service workers (7.99)
Haryana Western	Professionals and Associates-Teaching (21.08)	Stationary and Mobile Plant Operators (13.15)	Metal, Machinery & trade workers (11.30)	Clerks (9.11)	Personal & Protective service workers (8.62)
Rajasthan Northern & western	Professionals and Associates-Teaching (31.97)	Clerks (15.62)	Models, Sales Persons & Demonstrators (13.07)	Managers (11.80)	Stationary and Mobile Plant Operators (6.81)
Rajasthan North Eastern	Professionals and Associates-Teaching (24.08)	Models, Sales Persons & Demonstrators (12.50)	Clerks (11.54)	Personal & Protective service workers (9.08)	Professionals and Associates-others (8.75)
Rajasthan Southern	Stationary and Mobile Plant Operators (22.39)	Professionals and Associates-Teaching (21.83)	Clerks (16.86)	Models, Sales Persons & Demonstrators (10.94)	Personal & Protective service workers (6.64)
Rajasthan South Eastern	Professionals and Associates-Teaching (20.85)	Stationary and Mobile Plant Operators (19.73)	Personal & Protective service workers (15.82)	Machine Operators and Assemblers (11.72)	Models, Sales Persons & Demonstrators (10.40)
UP Western	Clerks (23.84)	Professionals and Associates-Teaching (13.95)	Managers (7.03)	Mining, Construction, Manufacturing and Transport labourers (6.84)	Models, Sales Persons & Demonstrators (5.95)
UP Central	Clerks (17.56)	Professionals and Associates-Teaching (14.28)	Personal & Protective service workers (13.29)	Stationary and Mobile Plant Operators (12.69)	Models, Sales Persons & Demonstrators (8.26)
UP Eastern	Professionals and Associates-Teaching (25.89)	Clerks (18.03)	Personal & Protective service workers (11.54)	Stationary and Mobile Plant Operators (9.87)	Professionals and Associates-others (6.90)

UP Southern	Clerks (24.63)	Professionals and Associates-Teaching (21.61)	Stationary and Mobile Plant Operators (10.21)	Professionals and Associates-Engineering (9.73)	Sales and Service Elementary Occupations (9.13)
Bihar Northern	Professionals and Associates-Teaching (44.86)	Stationary and Mobile Plant Operators (12.41)	Clerks (9.89)	Other Crafts and Related Trade Workers (8.33)	Professionals and Associates-others (7.28)
Bihar Central	Professionals and Associates-Teaching (38.72)	Clerks (19.85)	Stationary and Mobile Plant Operators (17.01)	Metal, Machinery & trade workers (5.16)	Professionals and Associates-Engineering (4.87)
Tripura	Professionals and Associates-Teaching (28.17)	Clerks (13.25)	Personal& Protective service workers (12.31)	Stationary and Mobile Plant Operators (8.46)	Models, Sales Persons & Demonstrators (8.25)
Assam	Professionals and Associates-Teaching (24.56)	Clerks (19.67)	Stationary and Mobile Plant Operators (10.17)	Personal& Protective service workers (9.75)	Agricultural, Fishery and related Workers (6.74)
WB Himalayas	Agricultural, Fishery and related Workers (25.85)	Sales and Service Elementary Occupations (22.12)	Stationary and Mobile Plant Operators (17.20)	Clerks(10.12)	Professionals and Associates-Teaching (7.90)
WB Eastern Plains	Extraction and Building Trade Workers (18.27)	Professionals and Associates-Teaching (16.82)	Other Crafts and Related Trade Workers (11.54)	Personal& Protective service workers (11.51)	Professionals and Associates-others (8.10)
WB Central Plains	Clerks (16.82)	Professionals and Associates-Teaching (11.12)	Personal& Protective service workers (8.94)	Other Crafts and Related Trade Workers (8.83)	Stationary and Mobile Plant Operators (6.16)
WB Western plains	Professionals and Associates-Teaching (16.38)	Professionals and Associates-others (14.61)	Sales and Service Elementary Occupations (8.40)	Stationary and Mobile Plant Operators (8.27)	Agricultural, Fishery and related Workers (6.97)
Jharkhand	Clerks (31.62)	Professionals and Associates-Teaching (13.27)	Metal, Machinery & trade workers (11.18)	Managers (6.50)	Professionals and Associates-others (6.11)
Orissa Coastal	Professionals and Associates-Teaching (25.06)	Personal& Protective service workers (12.60)	Professionals and Associates-others (12.15)	Stationary and Mobile Plant Operators (11.67)	Clerks (9.81)
Orissa Southern	Professionals and Associates-Teaching (27.87)	Clerks (15.66)	Professionals and Associates-Health (13.31)	Personal& Protective service workers (9.16)	Professionals and Associates-others (7.89)
Orissa Northern	Professionals and Associates-Teaching (19.79)	Stationary and Mobile Plant Operators (15.18)	Clerks (13.86)	Professionals and Associates-Engineer (9.53)	Professionals and Associates-others (7.93)
Chhattisgarh	Professionals and Associates-Teaching (21.02)	Professionals and Associates-others (15.71)	Personal& Protective service workers (11.26)	Clerks (11.08)	Stationary and Mobile Plant Operators (9.29)
MP Vindhya	Professionals and Associates-Teaching (23.03)	Personal& Protective service workers (13.49)	Professionals and Associates-Engineering (12.13)	Agricultural, Fishery and related Workers (8.97)	Clerks (7.04)
MP Central	Clerks (24.62)	Professionals and Associates-others (21.52)	Professionals and Associates-Teaching (15.33)	Metal, Machinery & trade workers (7.78)	Professionals and Associates-Engineering (7.47)
MP Malwa	Managers (18.34)	Professionals and Associates-Teaching (17.77)	Clerks (15.34)	Stationary and Mobile Plant Operators (9.07)	Other Crafts and Related Trade Workers (8.14)
MP South	Professionals and Associates-Teaching (22.20)	Sales and Service Elementary Occupations (20.54)	Extraction and Building Trade Workers (17.71)	Professionals and Associates-others (9.22)	Personal& Protective service workers (6.80)
MP South Western	Professionals and Associates-Teaching (18.73)	Professionals and Associates-Engineering (14.99)	Clerks (14.61)	Models, Sales Persons & Demonstrators (10.34)	Metal, Machinery & trade workers (8.56)

MP Northern	Extraction and Building Trade Workers (17.92)	Sales and Service Elementary Occupations (15.94)	Professionals and Associates-Teaching (11.54)	Stationary and Mobile Plant Operators (11.48)	Clerks (11.25)
Gujarat Plains	Other Crafts and Related Trade Workers (13.34)	Precision, Handicraft, Printing & Trade Workers (9.80)	Clerks (9.63)	Professionals and Associates-Health (7.99)	Machine Operators and Assemblers (7.19)
Gujarat Dry & Saurashtra	Clerks (20.37)	Personal& Protective service workers (13.21)	Professionals and Associates-Teaching (13.19)	Models, Sales Persons & Demonstrators (10.71)	Professionals and Associates-others (10.50)
Maharashtra coastal	Clerks (14.62)	Other Crafts and Related Trade Workers (10.43)	Personal& Protective service workers (10.14)	Professionals and Associates-others (7.90)	Models, Sales Persons & Demonstrators (7.76)
Maharashtra Inland Western	Clerks (18.44)	Personal& Protective service workers (10.84)	Professionals and Associates-Engineering (9.92)	Professionals and Associates-Teaching (9.85)	Professionals and Associates-others (8.68)
Maharashtra Inland Northern	Clerks (20.51)	Stationary and Mobile Plant Operators (12.64)	Metal, Machinery & trade workers (10.41)	Professionals and Associates-Teaching (9.69)	Sales and Service Elementary Occupations (9.23)
Maharashtra Inland Central	Professionals and Associates-Teaching (19.16)	Stationary and Mobile Plant Operators (14.64)	Personal& Protective service workers (12.62)	Clerks (10.55)	Models, Sales Persons & Demonstrators (8.95)
Maharashtra Inland Eastern	Clerks (16.98)	Professionals and Associates-others (16.03)	Professionals and Associates-Teaching (14.92)	Models, Sales Persons & Demonstrators (12.81)	Stationary and Mobile Plant Operators (9.12)
Maharashtra Eastern	Stationary and Mobile Plant Operators (60.29)	Metal, Machinery & trade workers (14.12)	Professionals and Associates-others (9.26)	Professionals and Associates-Engineering (8.10)	Sales and Service Elementary Occupations (3.89)
Andhra Coastal Northern	Models, Sales Persons & Demonstrators (14.78)	Professionals and Associates-Teaching (13.65)	Metal, Machinery & trade workers (12.99)	Clerks (10.97)	Stationary and Mobile Plant Operators (9.01)
Andhra Inland Northeaster	Professionals and Associates-Engineering (13.54)	Clerks (12.25)	Stationary and Mobile Plant Operators (11.67)	Professionals and Associates-Teaching (11.06)	Professionals and Associates-others (10.71)
Andhra Inland Southern	Professionals and Associates-Teaching (29.55)	Stationary and Mobile Plant Operators (22.12)	Professionals and Associates-others (9.50)	Metal, Machinery & trade workers (7.08)	Professionals and Associates-Health (5.26)
Karnataka Coast & Ghats	Clerks(18.72)	Personal& Protective service workers (14.04)	Professionals and Associates-Teaching (13.26)	Models, Sales Persons & Demonstrators (12.37)	Professionals and Associates-Engineering (6.65)
Karnataka Inland Southern	Professionals and Associates-Engineering (17.51)	Clerks (12.47)	Professionals and Associates-others (11.69)	Managers (10.08)	Professionals and Associates-Teaching (8.06)
Karnataka Inland Northern	Professionals and Associates-Teaching (24.79)	Clerks (15)	Models, Sales Persons & Demonstrators (9.93)	Personal& Protective service workers (9.20)	Stationary and Mobile Plant Operators (8.70)
Kerala Northern	Professionals and Associates-Teaching (31.52)	Clerks (13.21)	Professionals and Associates-Health (8.43)	Professionals and Associates-others (8.40)	Personal& Protective service workers (7.81)
Kerala Southern	Clerks (17.46)	Professionals and Associates-Teaching (12.99)	Personal& Protective service workers (10.86)	Professionals and Associates-Engineering (8.65)	Professionals and Associates-others (7.74)
Tamil Nadu Northern	Professionals and Associates-	Managers (12.99)	Professionals and Associates-Teaching	Professionals and Associates-	Clerks (8.57)

	Engineering (22.24)		(11.39)	others (11.37)	
Tamil Nadu Coastal	Clerks (24.04)	Models, Sales Persons & Demonstrators (21.25)	Professionals and Associates-Teaching (16.28)	Stationary and Mobile Plant Operators (14.71)	Personal& Protective service workers (9.07)
Tamil Nadu Southern	Stationary and Mobile Plant Operators (25.24)	Clerks (24.58)	Professionals and Associates-others (23.22)	Professionals and Associates- Teaching (8.77)	Metal, Machinery & trade workers (7.30)
Tamil Nadu Inland	Clerks (22.45)	Professionals and Associates-Teaching (21.05)	Models, Sales Persons & Demonstrators (13.31)	Precision, Handicraft, Printing & Trade Workers (10.27)	Other Crafts and Related Trade Workers (8.98)
Total	Clerks (14.17)	Professionals and Associates-Teaching (13.25)	Personal& Protective service workers (8.32)	Professionals and Associates- others (7.27)	Stationary and Mobile Plant Operators (7.21)

**Table no.3 G :State Region-wise Distribution of Scheduled caste Population Casual workers in Top Five Occupations
(NCO-2004, 3 digit classification)**

REGION	RANK 1	RANK 2	RANK 3	RANK 4	RANK 5
J&K Mountains &jhelamvelley	Mining, Construction, Manufacturing and Transport labourers	Extraction and Building Trade Workers	Agricultural, Fishery and related Workers	Skilled Agricultural and Fishery Workers	Sales and Service Elementary Occupations
	81.99	13.43	2.10	1.89	0.59
J&K Outer Hills	Mining, Construction, Manufacturing and Transport labourers	Mchine Operators and Assemblers	Other Crafts and Related Trade Workers	Legislators and Senior Officials	Managers
	94.73	4.15	1.12	0.00	0.00
Himachal Pradesh	Extraction and Building Trade Workers	Agricultural, Fishery and related Workers	Sales and Service Elementary Occupations	Mchine Operators and Assemblers	Mining, Construction, Manufacturing and Transport labourers
	64.27	32.56	0.86	0.61	0.50
Punjab Northern	Mining, Construction, Manufacturing and Transport labourers	Agricultural, Fishery and related Workers	Extraction and Building Trade Workers	Sales and Service Elementary Occupations	Other Crafts and Related Trade Workers
	48.23	29.29	12.66	5.11	1.90
Punjab Southern	Agricultural, Fishery and related Workers	Mining, Construction, Manufacturing and Transport	Extraction and Building Trade Workers	Stationary and Mobile Plant Operators	Skilled Agricultural and Fishery Workers

		labourers			
	56.38	18.74	17.21	2.91	1.38
Uttarakhand	Mining, Construction, Manufacturing and Transport labourers	Agricultural, Fishery and related Workers	Skilled Agricultural and Fishery Workers	Extraction and Building Trade Workers	Sales and Service Elementary Occupations
	48.02	36.95	3.82	3.01	2.67
Haryana Eastern	Mining, Construction, Manufacturing and Transport labourers	Agricultural, Fishery and related Workers	Skilled Agricultural and Fishery Workers	Extraction and Building Trade Workers	Sales and Service Elementary Occupations
	48.35	36.07	5.54	4.33	2.01
Haryana Western	Agricultural, Fishery and related Workers	Mining, Construction, Manufacturing and Transport labourers	Personal & Protective service workers	Sales and Service Elementary Occupations	Models, Sales Persons & Demonstrators
	55.83	42.01	0.89	0.65	0.18
Rajasthan Northern & western	Mining, Construction, Manufacturing and Transport labourers	Agricultural, Fishery and related Workers	Stationary and Mobile Plant Operators	Extraction and Building Trade Workers	Skilled Agricultural and Fishery Workers
	76.08	17.94	1.76	1.28	1.15
Rajasthan North Eastern	Mining, Construction, Manufacturing and Transport labourers	Agricultural, Fishery and related Workers	Precision, Handicraft, Printing & Trade Workers	Extraction and Building Trade Workers	Skilled Agricultural and Fishery Workers
	86.10	8.19	2.26	1.56	0.71
Rajasthan Southern	Mining, Construction, Manufacturing and Transport labourers	Agricultural, Fishery and related Workers	Personal & Protective service workers	Stationary and Mobile Plant Operators	Skilled Agricultural and Fishery Workers
	84.97	11.59	1.91	1.28	0.25
Rajasthan South Eastern	Mining, Construction, Manufacturing and Transport labourers	Agricultural, Fishery and related Workers	Extraction and Building Trade Workers	Legislators and Senior Officials	Managers
	75.82	21.53	2.64	0.00	0.00
UP Western	Mining, Construction, Manufacturing and Transport labourers	Agricultural, Fishery and related Workers	Extraction and Building Trade Workers	Stationary and Mobile Plant Operators	Sales and Service Elementary Occupations
	45.21	37.09	12.24	1.30	1.17
UP Central	Agricultural, Fishery and related Workers	Extraction and Building Trade Workers	Mining, Construction, Manufacturing and Transport labourers	Precision, Handicraft, Printing & Trade Workers	Other Crafts and Related Trade Workers
	44.99	27.68	17.96	4.91	2.24
UP Eastern	Mining, Construction, Manufacturing and Transport labourers	Agricultural, Fishery and related Workers	Extraction and Building Trade Workers	Skilled Agricultural and Fishery Workers	Stationary and Mobile Plant Operators
	51.27	43.26	2.21	1.71	1.03
UP Southern	Mining, Construction, Manufacturing and	Agricultural, Fishery and related Workers	Extraction and Building Trade Workers	Professionals and Associates-others	Sales and Service Elementary Occupations

	Transport labourers				
	73.85	23.14	2.43	0.26	0.15
Bihar Northern	Agricultural, Fishery and related Workers	Mining, Construction, Manufacturing and Transport labourers	Extraction and Building Trade Workers	Skilled Agricultural and Fishery Workers	Sales and Service Elementary Occupations
	83.54	8.32	5.50	1.33	0.78
Bihar Central	Agricultural, Fishery and related Workers	Mining, Construction, Manufacturing and Transport labourers	Extraction and Building Trade Workers	Skilled Agricultural and Fishery Workers	Precision, Handicraft, Printing & Trade Workers
	79.32	9.10	7.10	2.14	1.37
Tripura	Mining, Construction, Manufacturing and Transport labourers	Agricultural, Fishery and related Workers	Skilled Agricultural and Fishery Workers	Other Crafts and Related Trade Workers	Models, Sales Persons & Demonstrators
	79.17	16.04	2.43	1.37	0.39
Assam	Agricultural, Fishery and related Workers	Mining, Construction, Manufacturing and Transport labourers	Skilled Agricultural and Fishery Workers	Metal, Machinery & trade workers	Extraction and Building Trade Workers
	52.07	24.46	5.10	4.90	4.23
WB Himalayas	Agricultural, Fishery and related Workers	Extraction and Building Trade Workers	Mining, Construction, Manufacturing and Transport labourers	Managers	Models, Sales Persons & Demonstrators
	82.64	7.70	4.50	1.63	1.05
WB Eastern Plains	Agricultural, Fishery and related Workers	Extraction and Building Trade Workers	Mining, Construction, Manufacturing and Transport labourers	Other Crafts and Related Trade Workers	Skilled Agricultural and Fishery Workers
	68.60	10.13	8.17	7.06	2.14
WB Central Plains	Agricultural, Fishery and related Workers	Mining, Construction, Manufacturing and Transport labourers	Extraction and Building Trade Workers	Sales and Service Elementary Occupations	Skilled Agricultural and Fishery Workers
	71.62	7.81	7.35	4.46	2.55
WB Western plains	Agricultural, Fishery and related Workers	Extraction and Building Trade Workers	Other Crafts and Related Trade Workers	Sales and Service Elementary Occupations	Mining, Construction, Manufacturing and Transport labourers
	89.55	6.06	2.03	0.68	0.66
Jharkhand	Mining, Construction, Manufacturing and Transport labourers	Agricultural, Fishery and related Workers	Skilled Agricultural and Fishery Workers	Sales and Service Elementary Occupations	Extraction and Building Trade Workers
	79.08	14.30	2.76	1.22	0.93
Orissa Coastal	Agricultural, Fishery and related Workers	Extraction and Building Trade Workers	Skilled Agricultural and Fishery Workers	Mining, Construction, Manufacturing and Transport labourers	Metal, Machinery & trade workers
	82.91	8.10	4.98	1.85	0.93
Orissa Southern	Agricultural, Fishery and related Workers	Extraction and Building Trade Workers	Mining, Construction, Manufacturing and Transport	Stationary and Mobile Plant Operators	Metal, Machinery & trade workers

			labourers		
	62.26	30.06	5.27	1.63	0.28
Orissa Northern	Agricultural, Fishery and related Workers	Extraction and Building Trade Workers	Skilled Agricultural and Fishery Workers	Sales and Service Elementary Occupations	Stationary and Mobile Plant Operators
	63.15	28.51	3.19	1.56	1.49
Chhattisgarh	Agricultural, Fishery and related Workers	Mining, Construction, Manufacturing and Transport labourers	Skilled Agricultural and Fishery Workers	Extraction and Building Trade Workers	Personal & Protective service workers
	83.03	9.24	2.25	1.76	1.29
MP Vindhya	Agricultural, Fishery and related Workers	Mining, Construction, Manufacturing and Transport labourers	Extraction and Building Trade Workers	Sales and Service Elementary Occupations	Models, Sales Persons & Demonstrators
	91.77	4.58	2.18	1.10	0.27
MP Central	Agricultural, Fishery and related Workers	Extraction and Building Trade Workers	Mining, Construction, Manufacturing and Transport labourers	Skilled Agricultural and Fishery Workers	Other Crafts and Related Trade Workers
	74.59	11.96	7.52	2.87	2.16
MP Malwa	Agricultural, Fishery and related Workers	Mining, Construction, Manufacturing and Transport labourers	Other Crafts and Related Trade Workers	Skilled Agricultural and Fishery Workers	Extraction and Building Trade Workers
	90.41	6.44	2.00	0.79	0.29
MP South	Agricultural, Fishery and related Workers	Metal, Machinery & trade workers	Extraction and Building Trade Workers	Mining, Construction, Manufacturing and Transport labourers	Stationary and Mobile Plant Operators
	79.47	11.44	5.18	2.62	0.54
MP South Western	Agricultural, Fishery and related Workers	Mining, Construction, Manufacturing and Transport labourers	Extraction and Building Trade Workers	Stationary and Mobile Plant Operators	Professionals and Associates-Health
	65.83	28.20	2.76	1.36	1.34
MP Northern	Mining, Construction, Manufacturing and Transport labourers	Agricultural, Fishery and related Workers	Extraction and Building Trade Workers	Stationary and Mobile Plant Operators	Legislators and Senior Officials
	57.79	23.57	15.57	3.07	0.00
Gujarat Plains	Agricultural, Fishery and related Workers	Mining, Construction, Manufacturing and Transport labourers	Sales and Service Elementary Occupations	Extraction and Building Trade Workers	Stationary and Mobile Plant Operators
	61.59	12.16	7.55	7.52	3.59
Gujarat Dry & Saurashtra	Agricultural, Fishery and related Workers	Extraction and Building Trade Workers	Mining, Construction, Manufacturing and Transport labourers	Sales and Service Elementary Occupations	Skilled Agricultural and Fishery Workers
	75.88	9.28	5.00	4.53	2.65
Maharashtra coastal	Agricultural, Fishery and related Workers	Mining, Construction, Manufacturing and Transport	Extraction and Building Trade Workers	Personal & Protective service workers	Stationary and Mobile Plant Operators

		labourers			
	47.30	30.61	16.92	1.83	1.71
Maharastra Inland Western	Agricultural, Fishery and related Workers	Mining, Construction, Manufacturing and Transport labourers	Extraction and Building Trade Workers	Sales and Service Elementary Occupations	Other Crafts and Related Trade Workers
	74.50	11.05	7.18	3.99	1.98
Maharastra Inland Northern	Agricultural, Fishery and related Workers	Mining, Construction, Manufacturing and Transport labourers	Extraction and Building Trade Workers	Skilled Agricultural and Fishery Workers	Sales and Service Elementary Occupations
	54.04	24.06	10.65	6.84	3.03
Maharastra Inland Central	Agricultural, Fishery and related Workers	Mining, Construction, Manufacturing and Transport labourers	Sales and Service Elementary Occupations	Professionals and Associates- Teaching	Extraction and Building Trade Workers
	59.88	18.20	5.16	4.92	3.02
Maharastra Inland Eastern	Agricultural, Fishery and related Workers	Extraction and Building Trade Workers	Stationary and Mobile Plant Operators	Models, Sales Persons & Demonstrators	Mining, Construction, Manufacturing and Transport labourers
	90.60	5.83	0.93	0.92	0.73
Maharastra Eastern	Agricultural, Fishery and related Workers	Extraction and Building Trade Workers	Sales and Service Elementary Occupations	Personal & Protective service workers	Models, Sales Persons & Demonstrators
	63.35	17.77	9.36	2.91	2.19
Andhra Coastal Northern	Agricultural, Fishery and related Workers	Mining, Construction, Manufacturing and Transport labourers	Extraction and Building Trade Workers	Sales and Service Elementary Occupations	Metal, Machinery & trade workers
	78.97	9.72	5.15	1.69	1.61
Andhra Inland Northeastern	Agricultural, Fishery and related Workers	Mining, Construction, Manufacturing and Transport labourers	Extraction and Building Trade Workers	Skilled Agricultural and Fishery Workers	Stationary and Mobile Plant Operators
	78.34	12.39	4.70	1.62	1.47
Andhra Inland Southern	Agricultural, Fishery and related Workers	Extraction and Building Trade Workers	Mining, Construction, Manufacturing and Transport labourers	Other Crafts and Related Trade Workers	Sales and Service Elementary Occupations
	81.31	7.89	7.27	1.84	0.75
Karnataka Coast & Ghats	Agricultural, Fishery and related Workers	Mining, Construction, Manufacturing and Transport labourers	Sales and Service Elementary Occupations	Extraction and Building Trade Workers	Other Crafts and Related Trade Workers
	85.36	6.52	4.15	3.68	0.12
Karnataka Inland Southern	Agricultural, Fishery and related Workers	Mining, Construction, Manufacturing and Transport labourers	Extraction and Building Trade Workers	Other Crafts and Related Trade Workers	Sales and Service Elementary Occupations
	71.44	16.62	9.36	0.83	0.73
Karnataka Inland Northern	Agricultural, Fishery and related Workers	Skilled Agricultural and Fishery Workers	Mining, Construction, Manufacturing and Transport labourers	Extraction and Building Trade Workers	Sales and Service Elementary Occupations
	70.98	10.06	9.35	5.25	2.67

Kerala Northern	Agricultural, Fishery and related Workers	Extraction and Building Trade Workers	Mining, Construction, Manufacturing and Transport labourers	Stationary and Mobile Plant Operators	Mchine Operators and Assemblers
	45.51	24.27	18.77	2.45	2.26
Kerala Southern	Agricultural, Fishery and related Workers	Mining, Construction, Manufacturing and Transport labourers	Extraction and Building Trade Workers	Skilled Agricultural and Fishery Workers	Sales and Service Elementary Occupations
	36.96	20.60	19.41	7.00	4.87
Tamil Nadu Northern	Agricultural, Fishery and related Workers	Extraction and Building Trade Workers	Mining, Construction, Manufacturing and Transport labourers	Stationary and Mobile Plant Operators	Metal, Machinery & trade workers
	59.46	20.25	8.80	4.51	2.55
Tamil Nadu Coastal	Agricultural, Fishery and related Workers	Mining, Construction, Manufacturing and Transport labourers	Extraction and Building Trade Workers	Stationary and Mobile Plant Operators	Skilled Agricultural and Fishery Workers
	79.48	7.83	4.53	3.50	2.45
Tamil Nadu Southern	Agricultural, Fishery and related Workers	Extraction and Building Trade Workers	Skilled Agricultural and Fishery Workers	Mining, Construction, Manufacturing and Transport labourers	Stationary and Mobile Plant Operators
	71.35	17.58	5.20	2.32	1.26
Tamil Nadu Inland	Agricultural, Fishery and related Workers	Mining, Construction, Manufacturing and Transport labourers	Extraction and Building Trade Workers	Other Crafts and Related Trade Workers	Metal, Machinery & trade workers
	63.12	15.62	9.08	3.61	2.40
	Agricultural, Fishery and related Workers	Mining, Construction, Manufacturing and Transport labourers	Extraction and Building Trade Workers	Skilled Agricultural and Fishery Workers	Sales and Service Elementary Occupations
	62.54	21.30	8.85	1.72	1.40

Table no.3 H: State Region-wise Distribution of General Population Casual workers in Top Five Occupations (NCO-1968 3 digit classification)					
REGION	RANK 1	RANK 2	RANK 3	RANK 4	RANK 5
J&K Mountains &jhelamvelley	Mining, Construction, Manufacturing and Transport labourers (79.65)	Stationary and Mobile Plant Operators (10.04)	Sales and Service Elementary Occupations (4.35)	Extraction and Building Trade Workers (4.22)	Percision, Handicraft, Printing & Trade Workers (1.18)
J&K Outer Hills	Mining, Construction, Manufacturing and Transport	Agricultural, Fishery and related Workers (29.14)	Extraction and Building Trade Workers (3.12)	Stationary and Mobile Plant Operators (1.36)	Professionals and Associates-Teaching (0.64)

	labourers (63.78)				
Himachal Pradesh	Extraction and Building Trade Workers (69.82)	Agricultural, Fishery and related Workers (24.56)	Stationary and Mobile Plant Operators (1.28)	Sales and Service Elementary Occupations (1.21)	Personal & Protective service workers (1.21)
Punjab Northern	Mining, Construction, Manufacturing and Transport labourers (70.31)	Extraction and Building Trade Workers (9.8)	Agricultural, Fishery and related Workers (6.34)	Stationary and Mobile Plant Operators (5.75)	Sales and Service Elementary Occupations (4.76)
Punjab Southern	Agricultural, Fishery and related Workers (32.30)	Extraction and Building Trade Workers (28.55)	Mining, Construction, Manufacturing and Transport labourers (16.79)	Models, Sales Persons & Demonstrators (5.16)	Clerks (5.07)
Uttarakhand	Mining, Construction, Manufacturing and Transport labourers (55.76)	Agricultural, Fishery and related Workers (32.92)	Extraction and Building Trade Workers (4.25)	Personal & Protective service workers (2.70)	Sales and Service Elementary Occupations (2.47)
Haryana Eastern	Mining, Construction, Manufacturing and Transport labourers (43.51)	Agricultural, Fishery and related Workers (38.07)	Extraction and Building Trade Workers (7.51)	Metal, Machinery & trade workers (6.74)	Other Crafts and Related Trade Workers (2.70)
Haryana Western	Mining, Construction, Manufacturing and Transport labourers (44.84)	Extraction and Building Trade Workers (24.86)	Agricultural, Fishery and related Workers (13.73)	Skilled Agricultural and Fishery Workers (8.15)	Personal & Protective service workers (7.90)
Rajasthan Northern & western	Mining, Construction, Manufacturing and Transport labourers (65.53)	Agricultural, Fishery and related Workers (27.93)	Managers (2.58)	Sales and Service Elementary Occupations (1.92)	Models, Sales Persons & Demonstrators (0.90)
Rajasthan North Eastern	Mining, Construction, Manufacturing and Transport labourers (73.77)	Extraction and Building Trade Workers (20.55)	Other Crafts and Related Trade Workers (2.78)	Agricultural, Fishery and related Workers (2.49)	Professionals and Associates-Teaching (0.25)
Rajasthan Southern	Mining, Construction, Manufacturing and Transport labourers (73.66)	Metal, Machinery & trade workers (23.66)	Sales and Service Elementary Occupations (2.27)	Models, Sales Persons & Demonstrators (0.41)	Legislators and Senior Officials (0)
Rajasthan South Eastern	Agricultural, Fishery and related Workers (55.32)	Mining, Construction, Manufacturing and Transport labourers (44.68)	Legislators and Senior Officials (0)	Managers (0)	Professionals and Associates-Engineering (0)
UP Western	Agricultural, Fishery and related Workers (35.72)	Mining, Construction, Manufacturing and Transport labourers (29.58)	Extraction and Building Trade Workers (17.06)	Other Crafts and Related Trade Workers (9.12)	Models, Sales Persons & Demonstrators (3.09)
UP Central	Extraction and Building Trade Workers (41.12)	Agricultural, Fishery and related Workers (23.95)	Skilled Agricultural and Fishery Workers (11.02)	Mining, Construction, Manufacturing and Transport labourers (10.47)	Other Crafts and Related Trade Workers (5.20)
UP Eastern	Mining, Construction, Manufacturing and Transport labourers (58.01)	Agricultural, Fishery and related Workers (18.08)	Personal & Protective service workers (9.95)	Other Crafts and Related Trade Workers (8.02)	Extraction and Building Trade Workers (2.45)
UP Southern	Mining, Construction, Manufacturing and Transport labourers (36.26)	Agricultural, Fishery and related Workers (31.56)	Metal, Machinery & trade workers (9.39)	Models, Sales Persons & Demonstrators (9.12)	Stationary and Mobile Plant Operators (9.12)

Bihar Northern	Agricultural, Fishery and related Workers (63.56)	Mining, Construction, Manufacturing and Transport labourers (11.21)	Extraction and Building Trade Workers (10.60)	Other Crafts and Related Trade Workers (5.79)	Professionals and Associates-others (3.21)
Bihar Central	Agricultural, Fishery and related Workers (69.09)	Mining, Construction, Manufacturing and Transport labourers (17.24)	Extraction and Building Trade Workers (11.08)	Managers (1.36)	Skilled Agricultural and Fishery Workers (0.55)
Tripura	Mining, Construction, Manufacturing and Transport labourers (87.72)	Agricultural, Fishery and related Workers (10.81)	Extraction and Building Trade Workers (0.93)	Precision, Handicraft, Printing & Trade Workers (0.39)	Skilled Agricultural and Fishery Workers (0.13)
Assam	Agricultural, Fishery and related Workers (60.74)	Mining, Construction, Manufacturing and Transport labourers(16.6)	Extraction and Building Trade Workers (11.85)	Stationary and Mobile Plant Operators (4.64)	Skilled Agricultural and Fishery Workers (2.70)
WB Himalayas	Agricultural, Fishery and related Workers(57.35)	Mining, Construction, Manufacturing and Transport labourers (14.23)	Extraction and Building Trade Workers (11.36)	Professionals and Associates-others (4.64)	Clerks (2.77)
WB Eastern Plains	Agricultural, Fishery and related Workers (71.75)	Other Crafts and Related Trade Workers (11.90)	Extraction and Building Trade Workers (5.75)	Mining, Construction, Manufacturing and Transport labourers (4.89)	Stationary and Mobile Plant Operators (4)
WB Central Plains	Agricultural, Fishery and related Workers (50.04)	Mining, Construction, Manufacturing and Transport labourers (14.12)	Other Crafts and Related Trade Workers (12.09)	Extraction and Building Trade Workers (11.74)	Personal& Protective service workers (2.64)
WB Western plains	Agricultural, Fishery and related Workers (82.58)	Extraction and Building Trade Workers (7.15)	Personal& Protective service workers (2.69)	Sales and Service Elementary Occupations (1.97)	Other Crafts and Related Trade Workers (1.77)
Jharkhand	Mining, Construction, Manufacturing and Transport labourers (58.95)	Extraction and Building Trade Workers (19.99)	Agricultural, Fishery and related Workers (5.96)	Skilled Agricultural and Fishery Workers (5.21)	Sales and Service Elementary Occupations (2.67)
Orissa Coastal	Agricultural, Fishery and related Workers (65.29)	Extraction and Building Trade Workers (16.51)	Mining, Construction, Manufacturing and Transport labourers (10.87)	Skilled Agricultural and Fishery Workers (4.05)	Sales and Service Elementary Occupations (1.04)
Orissa Southern	Agricultural, Fishery and related Workers (54.04)	Extraction and Building Trade Workers (39.07)	Stationary and Mobile Plant Operators (3.47)	Sales and Service Elementary Occupations (2.24)	Mchine Operators and Assemblers (0.87)
Orissa Northern	Agricultural, Fishery and related Workers (46.75)	Mining, Construction, Manufacturing and Transport labourers (24.61)	Extraction and Building Trade Workers (22.51)	Personal& Protective service workers (5.01)	Models, Sales Persons & Demonstrators (1.13)
Chhattisgarh	Agricultural, Fishery and related Workers (61.58)	Mining, Construction, Manufacturing and Transport labourers (18.52)	Skilled Agricultural and Fishery Workers (6.05)	Models, Sales Persons & Demonstrators (4.65)	Other Crafts and Related Trade Workers (4.62)
MP Vindhya	Agricultural, Fishery and related Workers (82.85)	Mining, Construction, Manufacturing and Transport labourers (8.17)	Extraction and Building Trade Workers (5.11)	Models, Sales Persons & Demonstrators (1.92)	Metal, Machinery & trade workers (1.17)
MP Central	Agricultural, Fishery and related Workers	Mining, Construction, Manufacturing	Extraction and Building Trade Workers(14.12)	Metal, Machinery & trade workers (0.26)	Legislators and Senior Officials(0)

	(46.90)	and Transport labourers(38.72			
MP Malwa	Agricultural, Fishery and related Workers(85.84)	Mchine Operators and Assemblers (11.90)	Sales and Service Elementary Occupations (1.93)	Extraction and Building Trade Workers (0.33)	Legislators and Senior Officials(0)
MP South	Agricultural, Fishery and related Workers (66.65)	Sales and Service Elementary Occupations (12.78)	Mining, Construction, Manufacturing and Transport labourers (11.21)	Extraction and Building Trade Workers (7.18)	Personal& Protective service workers (1.38)
MP South Western	Mining, Construction, Manufacturing and Transport labourers (47.71)	Other Crafts and Related Trade Workers (23.67)	Sales and Service Elementary Occupations (8.94)	Personal& Protective service workers (8.31)	Skilled Agricultural and Fishery Workers (6.89)
MP Northern	Mining, Construction, Manufacturing and Transport labourers (54.50)	Agricultural, Fishery and related Workers (15.83)	Personal& Protective service workers (13.25)	Extraction and Building Trade Workers (8.42)	Professionals and Associates-others (5.28)
Gujarat Plains	Agricultural, Fishery and related Workers (52.33)	Mining, Construction, Manufacturing and Transport labourers (21.12)	Sales and Service Elementary Occupations (8.66)	Skilled Agricultural and Fishery Workers (7.48)	Extraction and Building Trade Workers (3.79)
Gujarat Dry &Saurashtra	Agricultural, Fishery and related Workers (32.88)	Mchine Operators and Assemblers (22.87)	Mining, Construction, Manufacturing and Transport labourers (15.32)	Percision, Handicraft, Printing & Trade Workers (9.96)	Skilled Agricultural and Fishery Workers (9.37)
Maharastra coastal	Agricultural, Fishery and related Workers (29.75)	Mining, Construction, Manufacturing and Transport labourers (28.07)	Extraction and Building Trade Workers (10.38)	Stationary and Mobile Plant Operators (9.18)	Models, Sales Persons & Demonstrators (6.15)
Maharastra Inland Western	Agricultural, Fishery and related Workers (67.07)	Extraction and Building Trade Workers (10.39)	Other Crafts and Related Trade Workers (6.56)	Mining, Construction, Manufacturing and Transport labourers (4.97)	Personal& Protective service workers (4.70)
Maharastra Inland Northern	Agricultural, Fishery and related Workers (63.09)	Mining, Construction, Manufacturing and Transport labourers (22.89)	Mchine Operators and Assemblers (5.82)	Sales and Service Elementary Occupations (4.54)	Models, Sales Persons & Demonstrators (1.36)
MaharastraInland Central	Agricultural, Fishery and related Workers (70.43)	Mining, Construction, Manufacturing and Transport labourers (9.67)	Skilled Agricultural and Fishery Workers (5.06)	Extraction and Building Trade Workers (4.29)	Sales and Service Elementary Occupations (1.79)
Maharastra Inland Eastern	Agricultural, Fishery and related Workers (52.62)	Extraction and Building Trade Workers (25.50)	Mchine Operators and Assemblers (7.34)	Models, Sales Persons & Demonstrators (6.94)	Other Crafts and Related Trade Workers (4.30)
Maharastra Eastern	Agricultural, Fishery and related Workers (92.06)	Mining, Construction, Manufacturing and Transport labourers (4.08)	Extraction and Building Trade Workers (3.70)	Mchine Operators and Assemblers (0.16)	Legislators and Senior Officials (0)
Andhra Coastal Northern	Agricultural, Fishery and related Workers (60.15)	Mining, Construction, Manufacturing and Transport labourers (15.24)	Extraction and Building Trade Workers (10.13)	Other Crafts and Related Trade Workers (9.71)	Stationary and Mobile Plant Operators (1.38)
Andhra Inland Northeastern	Agricultural, Fishery and related Workers (61.67)	Mining, Construction, Manufacturing and Transport labourers (13)	Extraction and Building Trade Workers(11.61)	Metal, Machinery & trade workers (4.86)	Mchine Operators and Assemblers (3.61)
Andhra Inland	Mining,	Agricultural,	Extraction and	Personal&Protective	Stationary and

Southern	Construction, Manufacturing and Transport labourers(51.87)	Fishery and related Workers (30.96)	Building Trade Workers(14.33)	service workers (2.15)	Mobile Plant Operators (0.62)
Karnataka Coast & Ghats	Agricultural, Fishery and related Workers (52.92)	Skilled Agricultural and Fishery Workers (11.42)	Extraction and Building Trade Workers (9.27)	Mining, Construction, Manufacturing and Transport labourers (7.97)	Other Crafts and Related Trade Workers (5.8)
Karnataka Inland Southern	Mining, Construction, Manufacturing and Transport labourers (41.73)	Metal, Machinery & trade workers (18.49)	Other Crafts and Related Trade Workers (14.04)	Agricultural, Fishery and related Workers (8.79)	Sales and Service Elementary Occupations (5.52)
Karnataka Inland Northern	Agricultural, Fishery and related Workers (64.40)	Skilled Agricultural and Fishery Workers (14.26)	Extraction and Building Trade Workers (9.35)	Mining, Construction, Manufacturing and Transport labourers (5.31)	Models, Sales Persons & Demonstrators (2.81)
Kerala Northern	Agricultural, Fishery and related Workers (30.97)	Extraction and Building Trade Workers (27.92)	Skilled Agricultural and Fishery Workers (8.95)	Other Crafts and Related Trade Workers (8.02)	Models, Sales Persons & Demonstrators (5.86)
Kerala Southern	Mining, Construction, Manufacturing and Transport labourers (22.36)	Agricultural, Fishery and related Workers (18.45)	Extraction and Building Trade Workers (16.86)	Skilled Agricultural and Fishery Workers (14.16)	Stationary and Mobile Plant Operators (8.10)
Tamil Nadu Northern	Models, Sales Persons & Demonstrators (44.21)	Extraction and Building Trade Workers (24.69)	Sales and Service Elementary Occupations (15.69)	Personal& Protective service workers (15.40)	Legislators and Senior Officials(0)
Tamil Nadu Coastal	Mining, Construction, Manufacturing and Transport labourers (83.77)	Metal, Machinery & trade workers (16.23)	Legislators and Senior Officials (0)	Managers (0)	Professionals and Associates-Engineering(0)
Tamil Nadu Southern	Agricultural, Fishery and related Workers (71.45)	Stationary and Mobile Plant Operators (19.55)	Extraction and Building Trade Workers (5.12)	Mining, Construction, Manufacturing and Transport labourers(3.88)	Legislators and Senior Officials(0)
Tamil Nadu Inland	Agricultural, Fishery and related Workers (50)	Mining, Construction, Manufacturing and Transport labourers(50)	Legislators and Senior Officials (0)	Managers (0)	Professionals and Associates-Engineering (0)
Total	Agricultural, Fishery and related Workers (53.39)	Mining, Construction, Manufacturing and Transport labourers (17.83)	Extraction and Building Trade Workers (10.20)	Other Crafts and Related Trade Workers (5.34)	Skilled Agricultural and Fishery Workers (2.86)

Table 4. (a) : INDEX OF DISSIMILARITY (G) (values are given in red colour)

J & K Outer Hills	J & K Mountainous 0.15	Himachal Pradesh 0.22						
J & K Mountainous	J & K Outer Hills 0.15	Himachal Pradesh 0.29	Punjab Northern 0.40					
Himachal Pradesh	J & K Outer Hills 0.22	J & K Mountainous 0.29	Punjab Northern 0.37	Uttaranchal 0.25	Haryana Eastern 0.22			
Punjab Northern	J & K Mountainous 0.40	Himachal Pradesh 0.37	Punjab Southern 0.22					
Punjab Southern	Punjab Northern 0.22	Haryana Eastern 0.15	Haryana Western 0.16	Rajasthan Western and Northern 0.35				
Uttaranchal	Himachal Pradesh 0.25	Haryana Eastern 0.19	Uttar Pradesh Northern and Southern Upper Ganga Plains 0.20					
Haryana Eastern	Himachal Pradesh 0.22	Uttaranchal 0.19	Haryana Western 0.06	Uttar Pradesh Northern and Southern Upper Ganga Plains 0.10	Punjab Southern 0.15	Rajasthan North Eastern 0.15		
Haryana Western	Haryana Eastern 0.06	Punjab Southern 0.16	Rajasthan North Eastern 0.20	Rajasthan Western and Northern 0.30				
Rajasthan Western and Northern	Punjab Southern 0.35	Haryana Western 0.30	Rajasthan North Eastern 0.23	Rajasthan Southern 0.13	Gujarat Surashtra 0.22			
Rajasthan Southern	Rajasthan North Eastern 0.16	Rajasthan Western and Northern 0.13	Rajasthan South-Eastern 0.10	Gujarat Plains 0.08	MP Malwa 0.12			
Rajasthan South-Eastern	Rajasthan Southern 0.10	MP Malwa 0.17	Rajasthan North Eastern 0.11	MP Northern 0.21				
Uttar Pradesh Northern and Southern Upper Ganga Plains	Uttaranchal 0.20	UP Central 0.14	UP Eastern 0.07	UP Southern 0.13	Rajasthan North Eastern 0.18	MP Northern 0.11	Haryana Eastern 0.10	
UP Central	Uttar Pradesh Northern and Southern Upper Ganga Plains	UP Eastern	UP Southern					

	0.14	0.12	0.24					
UP Eastern	Uttar Pradesh Northern and Southern Upper Ganga Plains 0.07	UP Central 0.12	UP Southern 0.15	Bihar Northern 0.21	Bihar Central 0.21	Jharkhand 0.19	Chhattisgarh 0.14	Madhya Pradesh Vindhya 0.13
UP Southern	Uttar Pradesh Northern and Southern Upper Ganga Plains 0.13	UP Central 0.24	UP Eastern 0.15	Madhya Pradesh Vindhya 0.17	MP Central 0.19	MP Northern 0.17		
Bihar Northern	UP Eastern 0.21	Bihar Central 0.06	West Bengal Himalayan 0.47	Jharkhand 0.11				
Bihar Central	Bihar Northern 0.06	Jharkhand 0.12	UP Eastern 0.24					
West Bengal Himalayan	Assam 0.34	WB Eastern Plains 0.30	Bihar Northern 0.47					
WB Eastern Plains	West Bengal Himalayan 0.30	Bihar Northern 0.26	Jharkhand 0.21	WB Southern & Central Plains 0.17				
WB Southern & Central Plains	WB Eastern Plains 0.17	Jharkhand 0.23	WB Western Plains 0.16					
WB Western Plains	WB Southern & Central Plains 0.16	Jharkhand 0.22	Orissa Coastal 0.25	Orissa Northern 0.23				
Jharkhand	WB Eastern Plains 0.21	WB Southern & Central Plains 0.23	WB Western Plains 0.22	Bihar Northern 0.11	Bihar Central 0.12	UP Eastern 0.19	Orissa Northern 0.17	Chhattisgarh 0.12
Orissa Coastal	WB Western Plains 0.25	Orissa Southern 0.18	Orissa Northern 0.13					
Orissa Southern	Orissa Coastal 0.18	Orissa Northern 0.13	Chhattisgarh 0.23	Andhra Pradesh Coastal 0.30	AP Inland Northern 0.30			
Orissa Northern	Orissa Coastal 0.13	Orissa Southern 0.13	Chhattisgarh 0.16	WB Western Plains 0.23	Jharkhand 0.17			
Chhattisgarh	Orissa Southern 0.23	Orissa Northern 0.16	Jharkhand 0.12	UP Eastern 0.14	Madhya Pradesh Vindhya 0.09	MP South 0.12	Maharashtra Eastern 0.24	AP Inland Northern 0.25
Madhya Pradesh Vindhya	UP Eastern 0.13	UP Southern 0.17	Chhattisgarh 0.09	MP Central 0.06	MP South 0.15			
MP Central	UP Southern	Madhya Pradesh Vindhya	MP Malwa	MP South	MP South Western	MP Northern		

	0.19	0.06	0.14	0.15	0.15	0.10		
MP Malwa	MP Central 0.14	MP South Western 0.10	MP Northern 0.19	Rajasthan South- Eastern 0.17	Rajasthan Southern 0.12	Gujarat Plains 0.17	Maharashtra Inland Northern 0.19	
MP South	MP Central 0.15	Madhya Pradesh Vindhya 0.15	MP South Western 0.07	Chhattisgarh 0.10	Maharashtra Inland Eastern 0.13	Maharashtra Eastern 0.14		
MP South Western	MP Central 0.15	MP Malwa 0.10	MP South 0.07	Maharashtra Inland Eastern 0.18	Maharashtra Inland Northern 0.12			
MP Northern	MP Malwa 0.19	MP Central 0.10	UP Southern 0.17	Uttar Pradesh Northern and Southern Upper Ganga Plains 0.11	Rajasthan North Eastern 0.13	Rajasthan South- Eastern 0.21		
Gujarat Plains	Gujarat Surashtra 0.03	MP Malwa 0.17	Maharashtra Inland Northern 0.10	Rajasthan Southern 0.08	Maharashtra Coastal 0.05			
Gujarat Surashtra	Gujarat Plains 0.03	Rajasthan Western and Northern 0.22						
Maharashtra Coastal	Gujarat Plains 0.05	Maharashtra Inland Northern 0.04	Maharashtra Inland Western 0.08	Karnataka Inland Northern 0.14	Goa 0.02			
Maharashtra Inland Western	Maharashtra Inland Northern 0.04	Maharashtra Coastal 0.08	Karnataka Inland Northern 0.22	Goa 0.10	Maharashtra Inland Central 0.04			
Maharashtra Inland Northern	Maharashtra Coastal 0.04	Maharashtra Inland Western 0.04	Maharashtra Inland Central 0.07	Maharashtra Inland Eastern 0.06	Gujarat Plains 0.10	MP Malwa 0.19	MP South Western 0.12	
Maharashtra Inland Central	Maharashtra Inland Northern 0.07	Maharashtra Inland Western 0.04	Maharashtra Inland Eastern 0.06	AP Inland Northern 0.28	Karnataka Inland Northern 0.26			
Maharashtra Inland Eastern	Maharashtra Inland Northern 0.06	Maharashtra Inland Central 0.06	Maharashtra Eastern 0.05	MP South 0.13	MP South Western 0.18	AP Inland Northern 0.27		
Maharashtra Eastern	Maharashtra Inland Eastern 0.05	AP Inland Northern 0.28	MP South 0.14	Chhattisgarh 0.22				
Andhra Pradesh Coastal	AP Inland Northern 0.08	Maharashtra Inland Western 0.26	AP Inland Southern 0.07	Tamil Nadu Coastal Northern 0.36				
AP Inland Northern	Andhra Pradesh Coastal 0.08	AP Inland Southern 0.04	Maharashtra Inland Eastern 0.27	Maharashtra Eastern 0.28	Chhattisgarh 0.25	Maharashtra Inland Central 0.28	Orissa Southern 0.30	Karnatak a Inland Northern 0.20
AP Inland Southern	AP Inland Northern 0.08	Andhra Pradesh 0.04	Karnataka Inland 0.27	Karnataka Inland 0.28	Tamil Nadu Coastal 0.25			

	0.04	Coastal 0.07	Northern 0.24	Southern 0.24	Northern 0.34			
Karnataka Coastal & Ghats	Karnataka Inland Northern 0.17	Karnataka Inland Eastern 0.17	Goa 0.05	Kerala Northern 0.09				
Karnataka Inland Eastern	Karnataka Coastal & Ghats 0.17	Karnataka Inland Southern 0.06	Karnataka Inland Northern 0.17	Kerala Northern 0.20				
Karnataka Inland Southern	Karnataka Inland Eastern 0.06	Karnataka Inland Northern 0.20	Kerala Northern 0.20	AP Inland Southern 0.24	Tamil Nadu Inland 0.26			
Karnataka Inland Northern	Karnataka Coastal & Ghats 0.17	Karnataka Inland Eastern 0.17	Karnataka Inland Southern 0.20	Goa 0.16	AP Inland Southern 0.24	AP Inland Northern 0.22	Maharashtra Inland Western 0.22	Maharas htra Inland Central 0.26
Goa	Karnataka Coastal & Ghats 0.05	Karnataka Inland Northern 0.16	Maharashtra Coastal 0.02					
Kerala Northern	Karnataka Coastal & Ghats 0.09	Karnataka Inland Eastern 0.20	Karnataka Inland Southern 0.20	Kerala Southern 0.11	Tamil Nadu Inland 0.20			
Kerala Southern	Kerala Northern 0.11	Tamil Nadu Inland 0.21	Tamil Nadu Southern 0.20					
Tamil Nadu Coastal Northern	Tamil Nadu Inland 0.24	AP Inland Southern 0.34	Andhra Pradesh Coastal 0.36	Tamil Nadu Coastal 0.35				
Tamil Nadu Coastal	Tamil Nadu Coastal Northern 0.35	Tamil Nadu Inland 0.21	Tamil Nadu Southern 0.10					
Tamil Nadu Southern	Tamil Nadu Coastal 0.10	Tamil Nadu Inland 0.20	Kerala Southern 0.20					
Tamil Nadu Inland	Tamil Nadu Coastal 0.21	Tamil Nadu Southern 0.20	Kerala Southern 0.21	Tamil Nadu Coastal Northern 0.24	Kerala Northern 0.20	Karnataka Inland Southern 0.26	AP Inland Southern 0.28	