Chapter 7

SUMMARY AND CONCLUSIONS

In this chapter, the attempt is to briefly summarise the findings of the present study, and discuss some of its policy implications. In the concluding part of this chapter, we have tried to identify some of the related areas in which further research is required in India.

7.1 Summary

1. Before summarising the findings of the study, it is pertinent here to mention that we initiated the study with an extensive survey of both theoretical and empirical literature on segmented labour market (Chapter 2). To begin with, we have briefly discussed the alternative views (i.e. views of different labour market theories such as human capital, signalling, screening, etc.) on education-earnings relationship (Chapter 2, Section 2.1). While reviewing the available theoretical and empirical literature on labour market segmentation, we specifically emphasized on the basic tenets of the segmented labour market theory and the methodology of analysis and findings of the empirical studies. Apart from discussing various segmented labour market models, we have also looked into the explanations of labour market segmentation as provided by various models (Section 2.2.2 and 2.2.3).

Briefly, according to the segmented labour market models the entire labour market can be divided into distinct segments on the basis of 'job contents', 'circumstances of employment' and 'inter-segmental mobility'. The dual labour market theorists divide the entire labour market into two main segments - i.e. primary and secondary - whereas the radical segmentation theorists see the labour market being divided into multiple segments - i.e. primary independent, primary subordinate or routinised, secondary and crafts. Each labour market segment exhibits distinct characteristic features in terms of access to jobs, 'job contents' and
wage setting mechanisms. The primary segment of the labour market is composed of stable high paid regular jobs. In this segment, human capital related variables are valued, and therefore access to such jobs is relatively difficult. The secondary segment of the labour market, which roughly overlaps large sections of the external labour market and which is attached to the bottom of the internal labour market of firms, contains jobs that are low paying, offer few fringe benefits, poor working conditions and involve menial and repetitive work. This is the most 'vulnerable' segment of the labour market, and, in this segment, human capital variables such as level of education and training of the worker do not yield any return.

In Section 2.3, Chapter 2, we have briefly discussed the basic propositions of the segmented labour market theory, and in sections 2.3.1 and 2.3.2 the attempt is to review the available empirical studies undertaken in both developed and developing countries. While reviewing these studies we have focused more on data base, methodology of analysis and the findings of such studies. A comparative analysis of the methodology of analysis and findings of studies undertaken in developed and developing countries has also been made in section 2.4. Review of empirical literature on labour market segmentation reveals that the criteria used to segment the labour market into distinct compartments in different studies are different. Majority of empiricists however use either worker characteristics or job characteristics or both to divide their sample workers into different segments. The empirical findings of these studies also vary greatly - i.e. some studies found patterns in the labour market similar to the arguments of the segmented labour market theory, and the findings of some studies are not in line with the propositions of the segmented labour market theory. But, majority of empirical studies, both in developed and developing countries, found that labour markets are segmented into distinct compartments having different characteristic features, access patterns to jobs and wage determination mechanisms (Chapter 2, Section 2.3).
In section 2.3.3, we have reviewed the available studies on labour market segmentation in India. The findings of the studies reviewed in this section show that Indian labour markets are segmented into distinct compartments on various lines. Almost all studies in India show that the influence of ascriptive social characteristics, commonly linked to rural class structure, on the process of recruitment of labour into different types of employment is very high. It is not only that the entry into different types of employment is clearly channeled by the principle of particularism, but also that mobility between different sectors of the labour market is also clearly constrained, which gives clear indication of compartmentalisation of Indian labour market. The model of extended internal labour market is well in operation in the Indian labour market. According to this model, information regarding recruitment to a particular position, particularly jobs in the bottom of the hierarchy, within the firm is usually carried over to the community (often to rural areas) to which some of the employees of the firm belong. Evidences indicate that with the shift of labour out of agriculture, the kind of structural shift occurring is one in which labour is concentrated in unprotected firms or employment and in tertiary sector and unregistered and small scale manufacturing rather than in large scale manufacturing with a protected labour market. Evidences also show that the real wages of some groups of unprotected wage workers have stagnated or declined over the years. In section 2.5 of Chapter 2, we have discussed some of the major conceptual, methodological and technical limitations of the segmented labour market theory.

2. In Chapter 3, we have discussed the sampling design, data base and methodology of the present study. The present study draws its data base from the census survey of 413 employees of 11 organised private manufacturing units in Delhi randomly selected on the basis of the list of working manufacturing units available with the Office of the Chief Labour Commissioner, Government of National Capital Territory of Delhi. The general objective of the study is to examine the labour market structure and determinants of earnings in the sample manufacturing labour
market in Delhi in a segmented labour market framework. The specific objectives of this study are: (1) to divide the sample manufacturing labour market into district segments on the basis of some reliable criteria such as worker characteristics and/or job characteristics; (2) to examine the characteristics of each labour market segment and the sample labour market; (3) to test the existence of segmented labour market in the sample manufacturing sector by estimating separate earnings functions for each labour market segment; (4) to identify the major determinants of earnings in each labour market segment and also in the entire sample; and (5) to examine the education-earnings relationship in each labour market segment. It should be noted here that in the present study we have not attempted to empirically test all the propositions of the segmented labour market theory, rather our focus here is to empirically test the proposition that the determinants of earnings are different in primary and secondary labour market segments, and 'level of education' is not rewarded in the secondary segment of the labour market.

3. In Chapter 4, on the basis of data and information collected through census survey of both employees and employers of 11 sample manufacturing units in Delhi, we have tried to analyse the characteristics of the sample labour market. Specifically, in this chapter we have examined the characteristics of the sample firms and employees. So far as the characteristics of the employees are concerned, we have analysed their socio-economic and educational backgrounds, labour market experiences, and current job status. Some of the findings of our analysis of characteristics of both employees and employers are as follows:

(i) The sample manufacturing firms are located in different industrial clusters in Delhi, and are owned by males. Out of 11 registered private manufacturing firms selected for the present study, 9 are owner-managed firms (i.e. the proprietors of these firms are also the working managers), and 2 firms are managed by salaried professionals. Most of these manufacturing firms have become operational during the 1980s, and these firms manufacture products such as tractor spare parts, office furniture, leather garments, plastic trolley wheels, corrugated card board boxes, melamine powder, apparels, and electric panel boards. The size of these firms in terms of total number of employees vary between a minimum of 15 to a maximum of 80, and the annual business
turnover of these firms ranges from Rs. 10 lakhs of the smallest firm to Rs. 5 crores of the largest firm. All these firms employ migrant workers in large numbers, and these migrant workers are mainly crowded into shopfloor production line jobs. All the selected manufacturing firms have structured internal labour markets having definite pattern of job hierarchy in terms of wages attached to different categories of jobs and the conditions under which these jobs are carried out. Finally, all the selected firms operate under more or less competitive market conditions.

(ii) These firms have preference for male workers, and the size of labour force employed in the shopfloor production line jobs of these firms is the largest. The labour force of the sample firms consists of relatively large number of young workers in the age-group of 15-34. Most of the workers in these firms belong to higher caste rural families, and the number of lower caste workers, who have also their place of origin in rural areas, is few and they are mostly found concentrated in production line jobs. Around, 93 percent of all workers in these firms are Hindus. Relatively, a large number of workers have come from joint families having equal to or less than 10 members. The share of married workers in total workers of these firms is quite high, and among all migrant workers, nearly 95 percent have migrated to Delhi alone.

(iii) Apart from this, 96 percent of all workers have unemployed spouse, and around 70 percent of workers have only one earning member in the family (excluding the individual worker). Majority of workers of these manufacturing firms have low parental educational and occupational status. Besides, fathers' occupation of most of the migrant workers is agriculture. A large number of workers of these firms do not have sound economic background which is reflected in their low average annual family income.

(iv) Nearly 80 percent of all employees of these manufacturing firms are concentrated in production line jobs, out of which the share of unskilled manual workers is the highest followed by the share of skilled workers having firm-specific skills. Given the job structure of the sample manufacturing firms, examination of the characteristics of workers by current job categories reveals that more and more young workers are concentrated in the production line jobs and clerical and related jobs. Relatively older workers are found in better paid protected jobs of these firms. Whatever few female workers are there they are mostly found in clerical and related jobs and unskilled manual jobs.

(v) So far as the socio-economic backgrounds of different categories of workers of these manufacturing firms are concerned, the higher caste workers dominate the labour market of the manufacturing sector, and the lower caste workers are mostly found concentrated in skilled and unskilled manual jobs which are relatively lower paid and unprotected. All the managerial,
executive jobs are occupied by higher caste persons. Though Hindus are
found in almost all types of jobs of these firms, most of the Muslim workers
are concentrated in skilled jobs. Majority of migrant workers having rural
origin are found in skilled and unskilled manual jobs. It has already been
mentioned earlier that maximum number of sample workers are married. A
large number of unmarried workers are found in skilled and unskilled manual
jobs. A large number of skilled and unskilled manual workers have relatively
larger family size, and most of these workers have one earning member in
their family. The average annual family income of skilled and unskilled
workers is also relatively low compared to that of other categories of workers.

(vi) In the sample, father's educational and occupational status are directly related
to the occupational status of the workers. In other words, workers in better
paid secure jobs have higher parental educational and occupational status
compared to that of workers in lower paid unstable jobs such as skilled and
unskilled manual jobs.

(vii) Around 96 percent of sample workers are educated, and their educational
achievements vary between primary and post-graduation level. All these
workers have their education from government schools where vernacular
language is the medium of instructions. More than 75 percent of workers
have their school education from rural government schools. Out of the total
workers, 32.2 percent have educational achievement below secondary level;
36.6 percent have been schooled upto secondary level; and 14.5 percent have
educational achievement equal to or more than graduation level. There exists
large variations in the educational achievements of the sample workers. Only
20 percent of all workers have some sort of technical or professional
education.

(viii) There exists a direct relationship between the job hierarchy of these
manufacturing firms and the level of educational attainment of workers. It is
found that workers in relatively better paid secure jobs have educational
achievement equal to or more than secondary level, whereas workers in lower
paid unprotected jobs such as skilled and unskilled manual jobs have
education equal to or less than secondary level. All the uneducated workers
are found in skilled and unskilled manual jobs, and no worker in skilled or
unskilled manual job has any technical or professional education. Also,
workers in the unprotected job to not enjoy on-the-job training facility.

(ix) Out of all sample workers, around 50 percent are first time entrants to urban
labour markets, i.e. their first job is their current job. The rest of the workers
have changed their job more than once, upto a maximum of six times. This
implies that there is a limited degree of occupational mobility in the urban
manufacturing labour market. The labour market experience of sample
workers ranges between a minimum 5 months to a maximum of 32 years and
4 months, and the average length of job experience of the worker population is 5 years and 2 months. There exists extreme variations in the job experiences of the sample workers. Labour market behaviour of various categories of workers of these manufacturing firms shows that, except skilled workers, all other categories of workers are relatively stable having less number of job changes. The working proprietors, managers, executives etc. are the most experienced group of workers followed by administrative, clerical and related workers, supervisory and related workers, and skilled workers. Relatively, the unskilled manual workers have the lowest labour market experience compared to that of all other categories of workers.

4. After examining the characteristics of the sample manufacturing firms and the employees, we divided the occupations of the sample firms on the basis of worker and job characteristics (Chapter 5, Section 5.1). As we have already mentioned earlier (Chapter 2 in Section 2.3), most of the empirical studies undertaken in both developed and developing countries use either worker characteristics or job characteristics or both as the basis for segmenting the labour market. In our study, we have used 'level of education' of the worker and 'protection' of jobs as the main criteria for placing sample workers into different segments - i.e. primary and secondary segments. We further divided the primary segment into primary independent and primary subordinate on the basis of the 'autonomy' of jobs. After dividing the sample labour market into three distinct segments, we found that out of total of 413 employees, 16 fall into the primary independent segment, 100 into the primary subordinate segment, and rest 297 took the status of secondary segment workers. We then examined the characteristics of individual labour market segments in terms of current job of workers, their job history, access patterns to first and current jobs, labour market outcomes, educational status, socio-economic backgrounds, and patterns of mobility between first job and current job of workers (Chapter 5, Section 5.2). Analysis of the patterns of mobility between first job and current job of workers throws some light on the nature of inter-segmental mobility in the urban manufacturing labour market in Delhi. In brief, the findings of our analysis of the characteristics of the individual labour market segments (in Chapter 5, Section 5.2) are as follows:
(i) The results of the exercise which uses the 'level of education' of the worker and 'protection and autonomy' of jobs to divide the sample labour market into distinct segments show that the sample manufacturing firms have a three-tier labour market structure, and the individual labour market segments cut across the internal labour markets of these firms. Besides, these labour market segments are different from each other in many respects, and they exhibit distinct characteristics features (i.e. in terms of characteristics of jobs and persons holding these jobs).

(ii) **Primary Independent Segment**: This segment of the labour market of the sample manufacturing firms has the smallest number of jobs, and contains only managerial and executive jobs. Many of the managerial jobs in this segment are found to be held by working proprietors of the sample firms. Jobs in this segment have relatively high degree of protection and autonomy, and hence the labour status of these jobs is also quite high. These jobs are highest paid and stable. Persons holding these jobs enjoy on-the-job training facility and other associated benefits. The average number of hours worked daily by these workers is relatively more compared to that of primary subordinate segment workers. Jobs in this segment have been held by generally relatively more educated upper caste Hindu older married males. The average labour market experience of these workers is more compared to that of workers in other two segments.

So far as sources of information about and means of access to both first and current jobs of workers in this segment are concerned, most of the workers, except the working proprietors, have obtained information about their first and current jobs from formal sources such as advertisement. Accordingly, the means of access to first and current jobs of these workers is formal selection mechanisms such as interviews, selection test etc., again with the exception of the working proprietors.

Most of these workers have high socio-economic backgrounds. Almost all workers in this segment have come from urban city centres, particularly from Delhi. The parental educational and occupational status of these workers is relatively high, and these workers belong to rich families.

(iii) **Primary Subordinate Segment**: The size of this segment of the labour market of the sample manufacturing firms is considerably bigger than the size of the primary independent segment and much smaller than the size of the secondary segment. This segment consists of the middle level jobs of the select firms such as supervisory & related jobs, sales jobs, most of the technical and professional jobs and administrative, clerical and related jobs. Many of the technical and supervisory and related workers are found to be working on the shopfloors of these firms. These jobs are protected and have little autonomy. But, in many cases, jobs in this segment require...
implementing the decisions of the managers and executives in the primary independent segment and hence mostly routinized. In terms of labour status, workers in this segment are better off compared to that of the secondary segment workers. Wages attached to these jobs are relatively higher than that of the secondary segment jobs, and quite a few jobs have on-the-job training facility. As the jobs in this segment are protected, workers in this segment are less vulnerable, and therefore enjoy a whole lot of associated benefits (if available). The average number of hours worked daily by workers in this segment is comparatively less. The first jobs of most of the workers are better paid, except that of many of the supervisory and related workers who happen to be internal promotees of these firms. The average labour market experience of this group of workers is higher than that of the secondary segment workers.

Jobs in this segment are held mostly by more educated upper caste Hindu married males. But, many of the workers in this segment have educational achievements equal to that of some of the secondary segment workers. Besides, most of the workers in this segment have either technical or professional degrees, or diploma or certificate. Out of all female workers in the sample, majority are found working in this segment, particularly in clerical and secretarial jobs. The average age of this group of workers is higher than that of secondary segment workers & lower than the average age of primary independent segment workers.

Most of the workers in this segment have gathered information about their first and current jobs from formal sources such as advertisement, and the recruitment channels of the first and current jobs of these workers are characterised by impersonal selection mechanisms such as interviews, selection tests etc. There are some workers in this segment who have information about and access to their first and current jobs from particularistic sources and through informal recruitment channels respectively.

In this segment, a considerable number of workers are migrants and they come from both rural and urban areas. Most of these workers belong to middle class families, though some workers are found to have come from lower middle class families. The average annual family income of this group of workers is relatively higher than that of the secondary segment workers. The parental educational and occupational status of many of the workers in this segment is higher than that of the secondary segment workers. In fact, workers in this segment have mixed socio-economic backgrounds.

(iv) **Secondary Segment**: This is the lowest and largest segment of the labour market of the sample manufacturing firms which contains mainly shopfloor production line jobs and other unskilled manual jobs. Most of the workers in this segment have either no skills or have firm-specific skills. The important
point to be noted here is that the institutional factors including traditions and customs influence the nature and pattern of employment in this segment of the labour market. Jobs in this segment are not legally protected and involve no component of autonomy. These production line jobs are mostly repetitive and carried out under most unfavourable working conditions. As many of the jobs in this segment require firm-specific skills, such as that of a machine operator, fitter, painter, welder etc., employers while filling up these jobs do not give importance to the general educational achievements of the prospective candidates, rather they look for the skills with the candidate which is directly useful to the tasks associated with individual jobs. This is one of the important reasons explaining the fact that many of the skilled jobs in this segment are held by less educated persons. No on-the-job training facility is available to workers in this segment, and workers learn the firm-specific skills by watching their fellow workers doing skilled jobs.

Jobs in this segment are held mostly by less educated, upper caste, Hindu, young married males. But, a large number of members belonging to scheduled castes, backward castes and other religions such as Muslim and Christian are also found in this segment of the labour market. All illiterate and a large number of unmarried workers are also found working in this segment. Almost all the female workers in this segment are engaged in the unskilled manual jobs on the shopfloors of the firms. It is important to note here that quite a large number of workers have general educational achievements equal to that of many of the workers in the primary subordinate segment of the labour market. But, no member of this group of workers has any technical or professional qualification.

The average monthly wages of the secondary segment workers is the lowest compared to that of workers in other two segments. In this segment, the average number of hours worked daily by workers is the highest. Except annual wage increments, most of the workers in this segment do not enjoy any other benefit which are enjoyed by workers in primary segments. The labour status of these workers are very low which implies that these workers form the most vulnerable group in the urban manufacturing labour market, and this is the most unstable group of workers. Workers in this segment are the least experienced - i.e. the average labour market experience of these workers is less than that of the workers in primary segments.

Workers in this segment have low-paid unprotected first jobs. Majority of workers in this segment have obtained information about their first and current jobs either from 'particularistic' sources such as caste or community contacts, other personal contacts etc. or directly from the manufacturing firms. Thus, the job search pattern of these workers are quite different from that of the workers in primary segments. This pattern of job search of these workers is reflected in the methods of access to their first and current jobs. In
other words, most of these workers have access to their first & current jobs either through informal recruitment channels (i.e. on the basis of recommendations of caste or community members or other known persons who are employees of the select manufacturing firms or through on-the-job trial basis). It is in fact interesting here to note that the 'extended internal labour market' of the manufacturing firms play a dominant role in the search and recruitment processes of jobs in the secondary segment of the labour market.

The number of migrant workers is relatively large in the secondary segment, and most of these workers have rural origin. These workers have poor socio-economic backgrounds. The parental educational and occupational status of these workers is considerably low. Most of these workers belong to poor agricultural families, though the fathers' occupation of many of the workers is wage labour.

(v) We also find that the workers in the secondary segment of the labour market are relatively more unstable which is evident from their frequent job changes. The mobility between first job and current job of workers in the manufacturing labour market is limited to a great extent. Examination of the mobility pattern between first job and current job by labour market segment reveals that inter-segmental occupational mobility is limited, and whatever little occupational mobility is there that is found within individual labour market segments, with marginal exception of certain categories of occupations in the primary subordinate segment (Chapter 5, Section 5.2.4).

5. Once having empirically demonstrated that the sample manufacturing labour market in Delhi is segmented into distinct compartments having different characteristic features, we then estimated separate earnings functions (i.e. of modified Mincerian type) for each labour market segment to examine the major determinants of earnings (Chapter 6). While estimating the earnings functions we have adopted the Ordinary Least Squares method, and our individual regression equations, which are in the semi-logarithmic form, have been estimated by using a stepwise regression procedure. We have estimated three earnings equations, one each for the primary segment, the secondary segment, and the entire sample. Some of the major findings of our empirical analysis are as follows:

(i) **Determinants of Earnings in the Secondary Segment**: The empirical analysis shows that our best earnings equation for the secondary segment explains nearly 52 percent of earnings variations in terms of seven variables. The major
Determinants of earnings in the secondary segment are: (1) labour market experience; (2) labour market experience squared; (3) religion (Hindu); (4) marital status; (5) parents' education; (6) average annual family income; and (7) first job (unskilled manual) of the worker (Chapter 6, Section 6.3.1.). The most interesting finding here is that 'years of schooling' of the worker does not figure as an explanatory variable in the earnings equation for the secondary segment. This finding supports the proposition of the segmented labour market theory that there is no return to the level of education of the worker in the secondary segment of the labour market, though work experience has a market premium in this segment. We also find that the coefficient of 'labour market experience squared' is negative and small in the earnings equation for the secondary segment. This implies that in the initial years of working life, every additional year of work experience yields a positive return, and after a certain years of work experience, every additional year of work experience yields a declining return in the secondary segment. The earnings-experience profile in the secondary segment is relatively flatter compared to that of the primary segment of the manufacturing labour market segment. Our analysis shows that, in the secondary segment, socio-economic background of the worker, and his/her job history are very important in determining personal earnings.

(ii) Determinants of Earnings in the Primary Segment: We explained total earnings in the primary segment in terms of seven variables: (i) father's occupation (administrative or professional); (2) labour market experience; (3) labour market experience squared; (4) on-the-job training; (5) sex; (6) years of general schooling squared; and (7) years of vocational schooling squared. The earnings equation explains nearly 75 percent of earnings variations in the primary segment of the manufacturing labour market. The notable finding here is that 'level of education' (i.e. both general and vocational) finds a place as an explanatory variable in the final regression equation for the primary segment. The coefficients of 'years of general schooling squared' and 'years of vocational schooling squared' are positive and significant, and this implies that both 'years of general schooling' and 'years of vocational schooling' are used as 'screening devices' in the primary segment of the manufacturing labour market. If we compare the size of the coefficient of 'labour market experience squared' of the primary segment equation with that of the secondary segment equation, we will find that both the coefficients are negative and the size of the coefficient of 'labour market experience squared' in the primary equation is larger. This implies that the earnings-experience profile of the secondary segment workers is relatively flatter than that of the primary segment worker. A negative and significant coefficient of 'sex' in the primary segment equation implies that women are paid less compared to their male counterparts in the upper segment of the manufacturing labour market thereby indicating that 'sex discrimination' exists in the sample labour market. This aspect of the sample labour market however needs further empirical investigation. In the primary segment of the sample manufacturing labour market, along with the social background of the
worker, the human capital variables are important in determining the personal earnings which supports the arguments of the segmented labour market theory.

(iii) **Determinants of Earnings in the Whole Sample**: In the entire sample, we have explained total earnings in terms of nine variables: (1) segment of employment (i.e. primary or secondary); (2) labour market experience; (3) labour market experience squared; (4) father’s occupation (administrative or professional); (5) religion (Muslim); (6) parents' education; (7) first job (unskilled manual worker); (8) on-the-job training; and (9) marital status. The best equation for the entire sample explains nearly 74 percent of earnings variations among sample workers. It is to be noted here that the 'segment of employment' proves to be one of the important explanatory variables in the earnings equation for the whole sample. This indicates that institutional factors such as 'protection of employment' are important in determining earnings in the sample manufacturing labour market in Delhi. If we examine the determinants of earnings in the whole sample, we will find that socio-economic backgrounds of the worker and institutional factors, to a large extent, influence the wage determination process in the sample labour market of the organised private manufacturing sector in Delhi.

7.2 **Some Conclusions**

1. The study demonstrates that the sample labour market of the organised private manufacturing sector in Delhi is segmented into distinct compartments (i.e. broadly into two sectors - primary and secondary) on lines of both worker and job characteristics, and each segment of the labour market exhibits different characteristic features and access patterns to jobs. The size of the protected segment of the manufacturing labour market in Delhi is relatively small compared to the size of the unprotected (i.e. secondary) segment. This implies that most of the 'vulnerable' groups are concentrated in the unprotected labour market segment of the private manufacturing sector in Delhi, indicating a process of casualisation of work force in the manufacturing sector. Lack of unionization and knowledge about the labour legislations show that workers in the sample labour market are relatively much less politically conscious about their rights, the fact which makes them more vulnerable to exploitation in the labour market.
2. The finding that workers in different labour market segments in the sample organised private manufacturing sector in Delhi face different earnings functions further supports our argument that this labour market is segmented into distinct compartments. This finding also supports the argument of the segmented labour market theory that, if a labour market is segmented, the earnings functions faced by workers in different segments must be different. Our empirical analysis of determinants of earnings shows that factors explaining total earnings in different segments, to a large extent, are different, and in case of common explanatory variables in both primary segment and secondary segment equations, the size of their coefficients are also different. This indicates that the wage setting mechanisms in primary and secondary segments of the sample manufacturing labour market vary greatly. This finding supports our initial hypothesis which we tried to empirically test in Chapter 6. Most of our findings with regard to determinants of earnings are in line with the arguments of the segmentation theorists that, in a segmented urban labour market, institutional and socio-economic backgrounds of workers are important in determining earnings, and the 'level of education' of the worker does not yield any return in the secondary segment. Finally, it can be concluded here that the labour market mechanisms in the private manufacturing sector in Delhi reproduce the existing socio-economic inequality in our society.

3. Given the high rate of rural-urban migration, and the structural reform programmes in India, there is every possibility that the size of the unprotected competitive labour market segment (i.e. secondary segment) in the urban manufacturing sector may expand in the coming years. This would mean further expansion of urban ghetto, and an increase in the magnitude of urban poverty. In this context, labour market reform programmes are badly needed to remove labour market rigidities for optimum utilisation of available human resources. Existence of segmentation in the urban manufacturing labour market in Delhi reflects the strategies and relative power of labour market actors in terms of capacity to organise, monopoly or monopsony, control over resources, etc. This implies that labour market
heterogeneity is a symptom of underlying socio-economic relationships in our society. To conclude, labour market segmentation is an aberration, an obstacle to economic development or an imperfection, and research and macro policies should therefore be oriented towards its elimination, for this would help increasing the efficiency of urban labour market functioning in India.

7.3 Some Policy Implications

In the early 1980s, most of the advanced industrial economies in the world experienced economic downturn, the effects of which were gradually transmitted to the developing countries, including India. This global economic downturn was also accompanied by rising unemployment which by the mid-1980s was termed as "the new poverty" (Paugam, 1993). The deterioration in economic and employment conditions in many advanced market economies in the world also adversely affected the Indian economy. In fact, according to the recent World Labour Report (1996), the employment conditions in the Asian economies including India have further deteriorated in the 1990s.

The macroeconomic crisis in India reached its peak in 1991, the year in which structural adjustment programmes were introduced in the economy. In this year, due to the macroeconomic crisis almost all sectors of the economy except the service sector experienced a negative growth. However, during the first half of the 1990s, after a brief span of sluggish industrial growth, the economy has now started slowly recovering. In post-reform period not much could be achieved in the employment front in the Indian economy. Though the possible impact of the structural reform programmes on the volume of employment in the coming years in India is still a debatable one, yet it is feared that if the reform programmes are not implemented in the desired pace and manner, the employment conditions may further deteriorate in the 1990s.

Analysis of employment conditions in India over the past few decades shows that, over the years, particularly in the eighties, the volume of employment in the urban informal sector has expanded significantly. The growth rate of employment in the organised sector
has nearly stagnated, in some areas has even declined. In other words, over the years, the employment elasticity in organised sector has fallen drastically, which implies that the urban ghetto is on the rise in India. Moreover, within the organised sector, the manufacturing sector has failed to register any visible increase in growth of employment. However, employment in the service sector has increased during the past decade (Chapter 1, Section 1.1). Over the years, the average educational level of the urban labour force has increased. The migration rate from the rural areas to urban city centres has gone up significantly during the past one and half decades, thereby overcrowding the urban labour markets. In other words, due to high rate of rural-urban migration, the size of the urban industrial reserve army has swelled in recent years. Apart from this, India has also witnessed a 'credential inflation' over the years, which has resulted in the devaluation of degrees. With the increase in the educational level of the urban labour force, the extend of underemployment has also gone up, though it is difficult to exactly measure the magnitude of underemployment. In relative terms, the unemployment rates for certain categories of workers such as middle level educated young adults, women etc. have increased in the last one and half decade.

Given the structural adjustment programmes and the consequent labour market reform strategies in the nineties, India's unemployment rate which stood at 23 million in 1992 could shoot up to 94 million by the year 2002. Therefore, the expected future rate of growth of employment in the country should be of the order of 2.6 percent to 2.8 percent as against current growth of 2.2 percent in order to clear the backlog of unemployment. During the reform period, though efforts have been made to deregulate labour market institutions so as to bring about greater flexibility, the informal labour market institutions have not been affected by the reform programmes. This implies that labour market rigidity in India is still a serious problem which needs to be tackled for better utilisation of available human resources. In this context, we have made an attempt in this section to discuss some of the policy implications of the present study.
Two sets of policy implications are implicit in the literature on labour market segmentation: one concentrates on the labour market itself and the other deals with the larger issues of power relationships and non-labour market institutions in the society. The first set of policy implications relates to: (a) public employment programmes; (b) wage subsidy; and (c) anti-discriminatory programmes. The second set of policy implications, which is implicit in radical segmented labour market model, refers to issues of power alienation, the quality of social relations, and the pre-market 'conditioning' of the 'consciousness' of people.

In this section, however, we would be looking into the policy implications relating to employment, income distribution, and educational planning, as implicit in the present study. It is important here to note that a single micro level study like the one we have here cannot become the sole basis on which we can generalize implications for macro policies. We here assume that more similar micro level studies, if undertaken in other urban areas in India, would come out with findings similar to that of the present study. The policy implications discussed below should be taken into consideration keeping in view the above statement.

7.3.1 Implications for Employment Policy

According to the radical segmentation theorists, employers by continuously developing and adopting capital-intensive technologies try to create and maintain an industrial reserve army of unemployed. This reserve army of unemployed are not evenly distributed between all segments of the labour market. Rather, they are mainly concentrated in the secondary segment of the labour market. Majority of this reserve army of unemployed are from socio-economically disadvantaged groups, i.e. women, educated young adults, other ethnic groups etc. We have found in our study that most of the educated young people, scheduled castes, scheduled tribes, migrants from rural areas etc. all having low socioeconomic status are concentrated in the secondary segment of the labour market. Given the existing development policies which do not favour the agricultural sector in India, the present trend of rural-urban migration is unlikely to be checked in near future. Large scale
migration from rural to urban city centres in India has also swelled the size of the industrial reserve army, and therefore the competition to have access to even the secondary segment unprotected, unstable, low paid jobs has gone up remarkably in recent years. We have also found that the 'level of education' of the worker is used as a 'screening device' while making recruitments to primary segment jobs, and employers prefer persons having higher socio-economic status as their primary segment employees. Given this situation in the manufacturing labour market in Delhi, increasing the average level of schooling of secondary segment workers, without bringing about any visible change in their socio-economic status, would not increase their chances of employability in primary segment jobs. This may happen because of the deliberate policy pursued by employers and public authorities.

Then, from a policy standpoint, investing more in the education of the vulnerable groups in the small scale manufacturing labour market may not raise their employability, given the credential inflation and resulting devaluation of degrees in India. Because, it is the nature of the labour market and the employers' control of that market which, to a large extent, determine the level of unemployment. To reduce unemployment, the number of jobs in the protected segment of the labour market has to be increased relative to the number of jobs in the unprotected vulnerable segmented of the labour market. In other words, the nature of the labour market segment in which the highly disadvantaged participate (i.e. secondary segment) must change. It implies that the status of jobs in terms of legal protection and other associated benefits in the secondary segment of the manufacturing labour market needs to be improved. This calls for structural changes in the Indian economy having highly segmented labour markets to achieve equity, development and full utilisation of human resources.

7.3.2 Implications for Income Distribution

We have found in our study that substantial differences in earnings exist between primary and secondary segments. In the secondary segment of the manufacturing labour market in Delhi, wage levels are relatively quite low and the level of education of the
worker has no correlation with his/her earnings. Given these facts, the relationship between schooling and earnings then depends on the nature of the labour market segment. This implies that the distribution of earnings depends primarily on the distribution of jobs and the wage levels associated with jobs in different segments in the small scale manufacturing sector in Delhi.

By redistributing worker characteristics then will not help in bringing about an equitable distribution of income of the workers in the segmented manufacturing labour market in Delhi. In this case, the focus of the distribution policy should be on the wages attached to different kinds of jobs in the manufacturing labour market. As long as the secondary segment of the urban labour markets contain low paid, unstable and unprotected jobs, the distribution policy aiming at reducing the level of urban poverty will not bear any fruit. Rather, over the years, labour market mechanisms will reproduce the existing socio-economic inequality in our society. A long run higher growth rate in India however may require earnings equalisation as a prerequisite to mass mobilisation of the labour force and hence the full utilisation of the available human resources.

7.3.3 Implications for Educational Planning

The findings of our study show that the levels of schooling and training of workers in various segments of the manufacturing labour market in Delhi vary. Though, most of the primary segment workers have the same level of general education as that of the secondary segment workers, the main difference between these two groups lies in terms of years of vocational schooling. The earnings differences between primary segment and secondary segment is also large in our sample manufacturing labour market. We also find that the level of education of the secondary segment worker has no market premium. If therefore follows that years of vocational schooling are important in getting access to protected primary segment jobs in the small scale manufacturing sector in Delhi.

Given the above findings of our study, it is implicit here that, other things remaining same, particularly the type of skills required in the small scale manufacturing sector in
Delhi, investments in vocational schooling may increase the chances of access of disadvantaged groups of workers to protected jobs. However, definite policy implications for educational planning in India can only be drawn on the basis of large scale empirical studies aimed at examining the education-productivity-earnings relationships in a segmented labour market framework. But the only thing which we can infer from the findings of our study is that increasing education will not alleviate poverty in urban India as long as poor people are found working in the secondary segment of the labour market.

7.4 Some Areas of Further Research

The present study attempts to empirically test only some of the propositions of the segmented labour market theory. Further empirical investigations are required to test other aspects and propositions of the segmented labour market theory in India. Some of the areas of further research are as follows:

(i) More empirical studies should be undertaken on the social-class origins of workers and the kinds of jobs they hold, and also on their mobility patterns. This would help us in understanding the ties of social class to segments of the labour market, particularly on the dynamics of changes in this relationship over time as the economy develops.

(ii) In the present study we find that the sample workers are not organised - i.e. they are not members of any trade union. In this case, further empirical studies are required in India to examine the role of unions in the segmentation of urban labour markets.

(iii) The impact of rural-urban migration on the structure and functioning of urban labour markets needs to further looked into.

(iv) In India, the organised sector employs a very high percentage of the highly educated labour force. Attempts should be made to find out the impact of the public sector employment on the 'process' of labour market segmentation, especially segmentation of the labour market for the educated. A clear understanding of the differences in the internal labour markets of public and private sector firms may help us in understanding the dynamics of the internal labour markets. There is a need to look into the structure and characteristic features of internal labour markets in public and private sector firms in India.
(v) More micro as well as macro level studies should be undertaken to identify the variables on the basis of which labour market segments can be better defined in India.

(vi) Further research can focus on estimating differences in the treatment of worker characteristics such as formal schooling and training, on mobility between labour market segments and earnings within segments, where segments are defined not only in terms of jobs but in terms of types of industries, and in terms of combinations of job type, industry, unionization, access of migrants into cities and public/private employment in India.

(vii) There is a need for more research to examine the earnings-productivity relationship in both primary and secondary labour market segments. Also, further research is required to understand the differences in behavioural patterns of workers belonging to different labour market segments. Studies can be undertaken to analyse the level of 'political consciousness' of workers in different labour market segments.

(viii) What function does labour market segmentation perform within the prevailing social organisations of production, and in India, how are these functions changing over time? What is the recent trend of segmentation in India, particularly during the post-reform period, and how is it related to macro economic, manpower and educational policies? Further research can be done to seek answers to the above questions.
### List of Manufacturing Units selected at the First Stage of the Sampling Process

<table>
<thead>
<tr>
<th>Sl.No.</th>
<th>Name and Address</th>
<th>Product</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Nehru Hosiery Mills, Deputy Gang, Sadar Bazar, 10A, Hauz Quazi, Delhi</td>
<td>Hosiery Items</td>
</tr>
<tr>
<td>2.</td>
<td>General Electric Works, 20/2, Shahdara, Delhi</td>
<td>Electric Items</td>
</tr>
<tr>
<td>3.</td>
<td>Qureshi Engineering Works, Near Police Station, Station Bazar, Delhi</td>
<td>Metal Furnitures</td>
</tr>
<tr>
<td>5.</td>
<td>Kamla Tyre Factory, Kamla Bhawan, Subzi Mandi, Delhi</td>
<td>Cycle Tyres</td>
</tr>
<tr>
<td>6.</td>
<td>Pure Drinks (New Delhi) Ltd. 29, Cannaught Lane, Delhi</td>
<td>Cold Drinks</td>
</tr>
<tr>
<td>7.</td>
<td>The Taj Industries, 570- Mandi, Sadar Bazar, Delhi</td>
<td>Plastic Toys</td>
</tr>
<tr>
<td>8.</td>
<td>Seth Ram Krishna Das Girdhari Lal, 54- Industrial Area, Nazafgarh Road</td>
<td>Wool Prints</td>
</tr>
<tr>
<td>9.</td>
<td>Pawan Exports, 20-Neb Sarai, New Delhi</td>
<td>Wearing Apparel</td>
</tr>
<tr>
<td>10.</td>
<td>Liberty Art Press, Pataudi House, Darya Ganj, Delhi</td>
<td>Print Material</td>
</tr>
<tr>
<td>11.</td>
<td>Universal Weavers, 2-Taj Building, Shadipura, Delhi</td>
<td>Cloth Rolls</td>
</tr>
<tr>
<td>12.</td>
<td>The Lakshmi Engineering Works, G.T. Road, Shahdara, Delhi</td>
<td>Fabricated Metals</td>
</tr>
<tr>
<td>13.</td>
<td>Ramswarup Ram Kanwar, Shahzada Bagh, Old Rohtak Road, Delhi</td>
<td>Electric Heaters</td>
</tr>
<tr>
<td>14.</td>
<td>Pratap Name Label Factory, 1/1, Nai Basti, Kishan Ganj, Delhi</td>
<td>Woollen Garments</td>
</tr>
<tr>
<td>15.</td>
<td>Lock Stick, 210-Lodo Sarai, New Delhi</td>
<td>Wearing Apparel</td>
</tr>
<tr>
<td>16.</td>
<td>Sunny Home Appliance, WZ-106, Rajouri Garden Extension, Najafgarh Road, New Delhi</td>
<td>Home Appliances</td>
</tr>
<tr>
<td>17.</td>
<td>Bat-Bro Engg. &amp; General Machineries, 69-Najafgarh Road, New Delhi</td>
<td>Automobile Wires</td>
</tr>
<tr>
<td>18.</td>
<td>Telesonic Industries, 1/E/17, Jhandewalan, New Delhi</td>
<td>Radio Parts</td>
</tr>
<tr>
<td>19.</td>
<td>Mahinder Kumar Jain &amp; Co., 325, Press Street, Sadar Bazar, Delhi</td>
<td>Thread Balls</td>
</tr>
<tr>
<td>20.</td>
<td>M/s Plastic Packers, 18, DLF Industrial Area, Opp. Moti Nagar, New Delhi</td>
<td>Polythene Bags</td>
</tr>
<tr>
<td>21.</td>
<td>M/s Rita Hosiery Products, 6/2, Industrial Area, Kirti Nagar, New Delhi</td>
<td>Hosiery Items</td>
</tr>
<tr>
<td>No.</td>
<td>Company Name</td>
<td>Address</td>
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<td>-------------------------------------------</td>
</tr>
<tr>
<td>22</td>
<td>Elite Electrical Industries</td>
<td>5332, Chandwai Road, Subzi Mandi, Delhi</td>
</tr>
<tr>
<td>23</td>
<td>Guru Packers</td>
<td>22-Okhla Industrial Area, Phase-I, New Delhi</td>
</tr>
<tr>
<td>24</td>
<td>J.S. Engineering Works</td>
<td>2164-Shadipur, W. Patel Nagar Rd. New Delhi</td>
</tr>
<tr>
<td>25</td>
<td>Chawla Plastic</td>
<td>9921-B/2, Sarai Rohila, New Rohtak Rd. Delhi</td>
</tr>
<tr>
<td>26</td>
<td>M/s Amardeep Industries</td>
<td>7/16 Kirti Nagar, New Delhi</td>
</tr>
<tr>
<td>27</td>
<td>Light Engineering Corporation</td>
<td>5/17, Industrial Area, Kirti Nagar, New Delhi</td>
</tr>
<tr>
<td>28</td>
<td>M/s Metal Factories (India) Ltd.</td>
<td>No.5, Gali No. 9, Industrial Area, Anand Parbat, New Delhi</td>
</tr>
<tr>
<td>29</td>
<td>Krishna Industrial Plastic</td>
<td>308/8, Old Rohtak Road, Delhi</td>
</tr>
<tr>
<td>30</td>
<td>Wavaspm Fabrication</td>
<td>212 Shahapur Jhat, New Delhi</td>
</tr>
<tr>
<td>31</td>
<td>M/s National Industries</td>
<td>Plot No. 15, Street No. 27, Anand Parbat Industrial Estate, New Rohtak Road, Delhi</td>
</tr>
<tr>
<td>32</td>
<td>M/s Bright Electroplating Industries</td>
<td>C-5/2, Wazipur Industrial Area, Wazipur, Delhi</td>
</tr>
<tr>
<td>33</td>
<td>M/s Rajlakshmi Knitting Co.</td>
<td>16/2699, Deshbandhu Gupta Road, Karol Bagh, New Delhi</td>
</tr>
<tr>
<td>34</td>
<td>M/s Allena Auto Industries</td>
<td>B-68m Wazipur Industrial Area, Delhi</td>
</tr>
<tr>
<td>35</td>
<td>M/s Calcutta Rubber Factory</td>
<td>21-A, Mayapuri Industrial Area, Phase-II New Delhi</td>
</tr>
<tr>
<td>36</td>
<td>M/s Moti Soap Factory Pvt. Ltd.</td>
<td>6, Ramesh Nagar, Azadpur, Delhi</td>
</tr>
<tr>
<td>37</td>
<td>Jindal Enterprises</td>
<td>67-Mahipalpur, New Delhi</td>
</tr>
<tr>
<td>38</td>
<td>M.B. Plastics</td>
<td>50/1A, Okhla Industrial Estate, New Delhi</td>
</tr>
<tr>
<td>39</td>
<td>Fine Industries</td>
<td>31/1, Anand Parbat, New Rohtak Road, New Delhi</td>
</tr>
<tr>
<td>40</td>
<td>Daljit Singh &amp; Brothers</td>
<td>A/96/6, Wazipur Industrial Area, Delhi</td>
</tr>
<tr>
<td>41</td>
<td>Premier Tools</td>
<td>59, Okhla Industrial Estate, New Delhi</td>
</tr>
<tr>
<td>42</td>
<td>Cross Fifty One</td>
<td>51, Okhla Industrial Area, Phase-I, New Delhi</td>
</tr>
<tr>
<td>43</td>
<td>M/s Grover Radio Corporation</td>
<td>B-13/6, Jhilmil Industrial Area, Shahdara, Delhi</td>
</tr>
</tbody>
</table>
44. M/s Allamhara India, A-90, Okhla Industrial Area, Phase-II, New Delhi
   Readmade Garments
45. M/s Universal Industries, Bagh Shambhu Dayal, Okhla Industrial Area
    New Delhi
   Steel Products
46. M/s P.R. Industries Pvt. Ltd., 237-Okhla Industrial Area, Phase-III, New
    Delhi
   Readymade Garments
47. M/s Arun Enterprises, B-28, G.T. Karnal Road, Industrial Area, Delhi
    Plastic/Rubber Bottle
    Caps
48. M/s Indo Coat Chemical Co. 1-10, DSIDC, Industrial Complex
    Rohtak Road, Nangloi, Delhi
   Printed Polythene
   Bags
49. Silverite Products Ltd., 65 Okhla Industrial Area, Phase-I, New Delhi
    Moulding Power
50. M/s Electromatics, 20/12, West Patel Nagar, Old Market, Delhi
    Music Tapes
51. M/s Modern Fashions, C-309, Mayapuri Industrial Area, New Delhi
    Readymade Garments
52. M/s Blue Star Electronics, 1/359/2, Friends Colony, G.T. Road,
    Shahdara, Delhi
   Alluminium Reflexes
53. M/s Puneet Engineers, W-H 116, Mayapuri Industrial Area, Phase-I
    New Delhi
   Fabricated Metals
54. M/s. Eagle Plastics (P) Ltd, 57/3A, Okhla Industrial Area Phase-II, New
    Delhi
   Plastic Home
   Appliances
55. Neeta Furniture Systems Pvt. Ltd. 157-Neb Sarai, New Delhi
    Office Furnitures
56. M/S. Monga Polymers, J-23, Udyog Nagar, Nangloi, Delhi
    Electrical Motors
57. M/S Kamal Packing Industries, 33-34, Rohtak Road, Industrial Area
    Paper Bags And
    Boxes
58. M/s maharaja Lables, 1024, V&P. Mahipal Pur, New Delhi
    Copper Wires
59. Washing Machine Company of India, B-23, G.T. Karnal Road, Delhi
    Domestic Electric
    Appliances
60. M/s International Dying House D-93, Okhla Industrial Area Phase-I, New
    Delhi
   Dying & Bleached
   Garments
61. Balhara Udyog, 121 Mayapuri Industrial Area, New Delhi
    Tractor Parts
62. M/s Sita Plastices Industries, D-54, Mansarover Garden, New Delhi
    Plastic Toys
63. M/s. Excellent Hosiery Products, 392 Chatta Lal Mian, Darya Ganj, New
    Delhi
   Hosiery Items
<table>
<thead>
<tr>
<th>No.</th>
<th>Company Name</th>
<th>Address</th>
<th>Product</th>
</tr>
</thead>
<tbody>
<tr>
<td>64</td>
<td>Systems &amp; Power Control</td>
<td>25 Udyog Nagar, New Delhi</td>
<td>Electrical Pannel Boards</td>
</tr>
<tr>
<td>65</td>
<td>M/s. Delhi Control Devices (P) Ltd</td>
<td>B-258, Naraina Industrial Area Phase -I, New Delhi</td>
<td>Electrical Motors</td>
</tr>
<tr>
<td>66</td>
<td>M/s. Sevenstar Electronics</td>
<td>B-70/57, Lawrence Road Industrial Complex, New Delhi</td>
<td>Electrical Goods</td>
</tr>
<tr>
<td>67</td>
<td>M/s. Khurana Engineering Corporation</td>
<td>S-81, Badli Industrial Area, Delhi</td>
<td>Reduction Gear Boxes</td>
</tr>
<tr>
<td>68</td>
<td>Nepra Pharmaceutical &amp; Chemical Industries</td>
<td>Palam - Delhi Road, Mahaveer Enclave, Delhi</td>
<td>Pharmaceutical Products</td>
</tr>
<tr>
<td>70</td>
<td>Krypton Power Control (India), Pvt. Ltd</td>
<td>135 Udyog Nagar, New Delhi</td>
<td>Electrical Pannel Boards</td>
</tr>
<tr>
<td>71</td>
<td>M/s. Chelsea Products</td>
<td>C-107, Naraina Industrial Area, New Delhi</td>
<td>Readymade Garments</td>
</tr>
<tr>
<td>72</td>
<td>M/s Beedu International</td>
<td>1661/15, Govind Puri, Kalkaji, New Delhi</td>
<td>Readymade Garments</td>
</tr>
<tr>
<td>73</td>
<td>M/s. Suman Engineering</td>
<td>A 70-G.T.K. Road, Industrial Area, Delhi</td>
<td>Auto-Electric Parts</td>
</tr>
<tr>
<td>74</td>
<td>M/s Malik Impex</td>
<td>225, Hauz Rani, Malviya Nagar, New Delhi</td>
<td>Garments</td>
</tr>
<tr>
<td>75</td>
<td>M/s. Bentex Switch Gears (P) Ltd.</td>
<td>B-63/3, Naraina Industrial Area Phase-II, New Delhi</td>
<td>Motor Starters &amp; Parts</td>
</tr>
<tr>
<td>76</td>
<td>M/s. Bharat Packaging &amp; Allied Industries</td>
<td>C-2/12, Mayapuri Industrial Area Phase-II, New Delhi</td>
<td>Corrugated Cardboard Sheets</td>
</tr>
<tr>
<td>77</td>
<td>M/s. Balajee International</td>
<td>A-136, Wazirpur Industrial Area, Delhi</td>
<td>Readymade Garments</td>
</tr>
</tbody>
</table>
SCHEDULE FOR EMPLOYEES

Name of the Unit/Factory ____________________________

I. FAMILY AND PERSONAL CHARACTERISTICS OF THE WORKER

E.1. Name _________________________________________

E.2. Age /___/ Years

E.3. Sex /___/ (Male-01; Female-02)

E.4. Caste _________________________________________

E.5. To what category of caste do you belong /___/ (SC-01; ST-02; BC-03; GC-04)

E.6. Religion /___/ (Hindu-01; Muslim-02; Christian-03; Others-04)

E.7. To what type of family do you belong ? /___/ (Nuclear-01; Joint-02)

E.8. Marital status /___/ (Married-01; Unmarried-02; Divorced-03; Widower-04; Widow-05)

E.9. Profiles of your children

<table>
<thead>
<tr>
<th>Sl. no.</th>
<th>Age (in years)</th>
<th>Sex</th>
<th>Educational status</th>
<th>If employed, name the job</th>
</tr>
</thead>
</table>

(Sex : Male-01; Female-02)
E.10. Family size
(number of family members)
Male /__/; Female /__/;
Total /__/;

E.11. What is the occupation
of your spouse?

E.12. If your spouse is employed,
name the job

E.13. What is the nature of his/her
job?
(Long-term regular-01;
Short-term regular-02;
Medium-term regular-03;
Temporary-04; Casual-05;
Contractual-06; Permanent-07;
Ad-hoc-08)

E.14. Place of origin (i.e.
address of your
birth place)

E.15. Place of birth
(Rural-01; Semi-urban-02;
Urban-03; Metropolis-04)

E.16. If you are a migrant, then
when did you come to Delhi?

E.17. Did you come to Delhi
alone or with your family?
(Alone-01; With family-02)

E.18. What is the number of earning
members in your family?
Male /__/; Female /__/;
Total /__/;

E.19. What is the educational status
of your parents?
Mother _______
Father _______

E.20. What is the occupational status
of your parents?
Father _______
Mother _______

E.21. What is the total average annual
income of your family?
Rs. _______
II. EDUCATIONAL BACKGROUND

E.22. Place of your schooling /__/__/ (Rural-01; Urban-2)

E.23. Type of school you attended /__/__/ (Govt.-01; Pvt. un-aided-02; Pvt. aided-03)

E.24. What was the medium of instructions at your school level? /__/__/ (English-01; Vernacular language-02)

E.25. Educational Achievements

| Exam. Passed | Course | Year | Division/Class | Place/Institution | Spec- 
|---|---|---|---|---|---
| Matriculation |
| Intermediate |
| Graduation |
| Post-Graduation |
| M.Phil |
| Ph.D. |
| Others ( ) |

(Course: Matriculation-00; Arts-01; Science-02; Commerce-03; Law-04; Management-05; Journalism-06; Computer-07; Engineering-08)

(Division: First Class-01; Second Class-02; Third Class-03; Failed-04)

E.26. Technical Educational Qualifications

<table>
<thead>
<tr>
<th>Exam. Passed</th>
<th>Year</th>
<th>Subject</th>
<th>Division/Class</th>
<th>Place/Institution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Degree</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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### E.27. Work Experiences

<table>
<thead>
<tr>
<th>Sl. No</th>
<th>Name of Job</th>
<th>Type of Job</th>
<th>Period</th>
<th>Reasons for Leaving the Job</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>2nd</td>
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<td>5th</td>
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</tr>
</tbody>
</table>

*Permanent; Temporary; Ad-hoc; Contract; Long-term regular; Medium-term regular; Short-term regular; Casual*

### E.28. On-the-job Training

<table>
<thead>
<tr>
<th>Sl. No</th>
<th>Nature of Training</th>
<th>Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st</td>
<td></td>
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<td>2nd</td>
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<tr>
<td>4th</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5th</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
III. JOB HISTORY

E.29. Name your first job? ________________

E.30. In which year did you join the first job? ________________

E.31. How did you come to know about your first job? /___/___/ (Family connections-01; caste or community contacts-02; other personal contacts-03; employment exchange-04; advertisement-05; direct approach to enterprise-06; employment bureaus-07; through thikadar (contractor)-08; through a friend-09; through one of the known persons from your native place-10; Others-11)

E.32. How did you get into your first job? /___/___/ (Through relatives-01; through caste or community contacts-02; other personal contact-03; through the employment bureau-04; had required qualifications-05; passed selection test or trial-06; former apprentice-07; through thikadar contractor-08; through a friend-09; through a person from your native place-10)

E.33. Did your educational qualifications help you in getting into your first job? /___/___/ (Yes-01; No-02)

E.34. What was your starting monthly wage/salary in your first job? Rs. ______

E.35. What was your monthly wage/salary when you left the first job? Rs. ______

E.36. Did there exist regular provisions for increments and other benefits such as DA to wage income in the first job stable? /___/___/ (Yes-01; keep your purchasing power No-02) in terms of its

E.37. How many increments did you have during the service period of your first job? /___/___/
E.38. **Subsequent Jobs**

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Name of the Job</th>
<th>Type of job</th>
<th>Wages/salary per month</th>
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<tr>
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<td>First Month</td>
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</table>

Type of job: temporary-01; permanent-02; medium-term regular-03; long-term regular-04; contract-05; casual-06; short-term regular-07; Other-08

**IV. PRESENT JOB**

E.39. What is your present job (Designation)?

E.40. In which year did you join this job?

E.41. What type of job is this?

(Temporary-01; permanent-02; medium-term regular-03; long-term regular-04; contractual-05; casual-06; short-term regular-07; Ad-hoc-08; other-09)

E.42. How did you get to know about the present job?

(Family connections-01; caste or community contacts-02; other personal contacts-03; employment exchange-04; advertisement-05; direct approach to enterprise-06; employment bureau-07; through thikadar contractor-08; through a friend-09; through a person from your native place-10; employee of the firm-11 Others-12)

E.43. How did you get into your present job?

(Through relation-01; through caste or community contacts-02; other personal contact-03; through the employment bureau-04; had required qualifications-05; passed selection test or trial-06; former apprentice-07; through promotion-08; through thikadar contractor-09; through promotion-10; others-11)

E.44. Did your educational achievements help you in getting into the present job?

(Yes-01; No-02)
E.45. What is the nature of your present job? /__/__/
(Nature of the job: involves decision-making independently-01; supervisory-02; shop-floor work-03; assemble job-04; does not involve independent decision-making-05; managerial-06; manual-07; other-08)

E.46. What was your starting monthly salary/wages in this job? Rs._______

E.47. What is your present monthly wages/salary in this job? Rs._______

E.48. Do there exist any regular provision of increments in salary/wages of your present job? /__/__/
(Yes-01; No-02)

E.49. Apart from the regular increments, does there exist any other provision such as DA to keep present job stable? /__/__/
(Yes-01; No-02)

E.50. How many increments have you received during your service period (i.e. upto now) in the present job? /__/__/
(Yes-01; No-02)

E.51. What is the mode of payment in your present job? (Salary-01; daily wages-02; piece-rate-03; contract payment-04) /__/__/

E.52. Have you been promoted to your present job? /__/__/
(Yes-01; No-02)

E.53. If yes, how many promotions have you been given in the present job? /__/__/

E.54. On an average, how many hours do you work daily in the present job? /__/__/

E.55. Is there exist any provision of automatic promotion (after a fixed period of service) in the present job? /__/__/
(Yes-01; No-02)

E.56. What is the prospect of promotion in the present job? /__/__/
(Higher-01; lower-02; not at all-03)

E.57. Do you have on-the-job training facility in the present job? /__/__/
(Yes-01; No-02)
E.58. Do you think that there exists any relationship between your educational achievements and the nature of your present job? (Yes-01; No-02)

E.59. If yes, do you think that the present job utilizes your educational and work experiences to the full extent? (Yes-01; No-02)

E.60. Are you satisfied with your present job? (Yes-01; No-02)

E.61. Do you plan to change the present job? (Yes-01; No-02)

E.62. Are you a member of any trade union? (Yes-01; No-02)

E.63. If yes, since when? __________

IV FUTURE JOB EXPECTATIONS

E.64. Do you plan to continue in your present job? (Yes-01; No-02)

E.65. If no, to which kind of job do you plan to shift? (Yes-01; Other-07)

(The job which would give you satisfaction-01; job having higher earnings potential-02; job which would utilize your education and work experience-03; job having greater promotional prospect-04; job in which you can take independent decisions about your work-05; job which is stable-06; Other-07).
SCHEDULE FOR EMPLOYERS

Code No. /___/___/___/

Name of the Unit/Factory  __________________________
Address  __________________________
Name of the Product  __________________________

I. BASIC DATA

P.1. Name  __________________________
P.2. Age  /___/ Years
P.3. Sex  /___/___/
(Male-01; Female-02)
P.4. Caste  __________________________
P.6. Religion  /___/___/
(Hindu-01; Muslim-02; Christian-03; Others-04)
P.7. Educational qualifications  __________
P.8. Professional qualifications  __________
P.9. When did you start the unit/faculty ?

P.10. What is the size of your faculty/Unit ?
(in terms of number of employees)

P.11 What is the annual total turnover of your faculty/unit ?
P.12. Categories of workers employed in your faculty

<table>
<thead>
<tr>
<th>Sl.No.</th>
<th>Type of Workers</th>
<th>Total Number</th>
<th>Male</th>
<th>Female</th>
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</table>

P.13. Are there migrant labourers/employees in your factory/unit? /___/___/ (Yes-01; No-02)

P.14. If Yes, what is their approximate number? ______

P.15. Do you prefer single migrants or migrants with family as your employees? ______

P.16. If you prefer migrants with family (i.e. permanent migrants) as your employees, then please mention the reasons.

P.17. Do you think that permanent migrants are more stable as your employees? /___/___/ (yes-01; No-02)

P.18. Do you prefer men to women as your employees? /___/___/ (Yes-01; No-02)

P.19. What type of product does your factory/unit manufacture?

P.20. What is the market of your product? /___/___/ (Good-01; Fairly good-02; Bad-03; Seasonal-04)

P.21. Do you face competition in the market in selling your product? /___/___/ (Yes-10; No-02)

P.22. Do you prefer to introduce modern technology in your factory/unit? /___/___/ (Yes-10; No-02)
P.23 Do you regularly update the existing technology adopted in your factory/unit? /__/__/_
(Yes-10; No-02)

P.24. What category of workers in your unit do you think are more productive? /__/__/_
(Local stable workers-01; migrant worker with family-02; single migrant workers-03; women-04; married women-05; unmarried women-06; and educated workers-07)

P.25. What kind of incentives do you give to your workers? ________________________________
_____________________________________
_____________________________________
_____________________________________

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