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CONCLUSION AND SUGGESTIONS

As we notice, the Indian social structure is undergoing change in every sphere. Urbanization, industrialization, modern education, westernization and other factors are responsible for the occupational changes. Besides, these Government Welfare Policies are most responsible for the occupational changes among all the Backward Classes; especially Scheduled Castes in Kolhapur city.

7.1. Conclusion

After independence, the Constitution of India and the Government of Maharashtra made special provisions in education, employment and political spheres for the SCs. As well as they protected them from social injustice and all forms of exploitation.

The Government of India has played a crucial role for the educational upliftment of the SCs. Since independence, the educational facilities have been provided to the SCs. Thus educational ratio among SCs has been increasing day by day. In 1961 the ratio was 10.27 % but in the recent period it is 76.56%. Besides these, the role of social reformers like Jotiba Phule and Shahu Maharaja highly motivated to them. Many SC members, who are aware about education, have taken Dr. Ambedkar as a model for their educational development and it is seen that, their educational mobility is very high.
Generally, occupations and economic positions are correlated with education. The 1991 and 2001 literacy rate of SCs was 37.41% and 54.7% respectively. Thus many of them are illiterate. Therefore, the majority of SCs are working in agriculture, non-agricultural and non-skilled occupation. Sizeable numbers of SCs have migrated to urban areas. They left their traditional occupations and taken the new one. They are holding higher position; it is due to Government welfare policy, especially Reservation Policy. However, the mentality of upper castes yet not changed, because many times they criticize and speak against Government welfare policies.

In the present study, an attempt has been made to study the inter-generational occupational mobility among three generations of SCs: these are, the respondent's Father, the Respondent and the respondent's Son. Apart from this, the intra-generational occupational mobility is discussed in Kolhapur city, too. The dependent and independent variables have been treated as determinants of occupational mobility, such as education, economic background, reservation policy, migration and Dr. Ambedkar as a model.

7.1.1. Inter-generational occupational mobility among SCs

In this study, out of 186 respondents, 64 (34.4%) and 122 (65.6%) respondents have been involved in teaching and non-teaching professional categories. Among them 168 (90.3%) are male respondents and 18 (9.7%) are female. The researcher found that, Buddhists have taken benefit of job-reservation policy in educational institutions better than any other Community of SCs. Those who are converted as a Buddhist, among them, 40 (65.5%) and
21(34.42%) have occupied in the teaching and non-teaching jobs. From Buddhist community, there are in majority, 40 (62.5%) respondents are in teaching field as compared to other seven SCs. At the same time, Out of 54, 48 respondents are contributed in non-teaching professional category in Mahar community, and are the highest community occupied in the non-teaching professional category. As compared to other SCs, Buddhists are on the top in occupational category.

It is also observed that, the respondents in teaching field have acquired higher education. As a result, it encourages occupational changes. Here, the notable point is that, the Reservation Policy helped to the SCs because, out of 186, 176 (94.62 %) respondents have been appointed under the Reservation. Only 4 (2.2%) have been appointed through open competition on open posts. Therefore, Reservation Policy is the main factor for inter-generational occupational mobility for SCs. In the inter-generational occupational mobility 160 (86.1%) respondents are related to Vertical and 26 (14.0%) are at Horizontal mobility. When considered about Vertical mobility, it is found that, 148 (92.5%) respondents are having upward and 12 (7.5%) are having downward mobility. However, those who are subjected to downward mobility have a lot of scope for vertical mobility but at present they have just started their career.

The researcher has found that, the inter-generational occupational mobility of respondents is very high than their fathers. The respondents' children are taking their education in various fields. As a result, the occupational mobility
of their children is very poor. Thus, the majority of the respondents, 81 (43.5%) have the ambition to impart the professional education to their children like medical, engineering etc.

The migration factor is also co-related with (a key-point) the inter-generational vertical occupational mobility. The data shows that, 122 (65.6%) respondents are migrated and 47 (25.3%) traveling up and down from their native places daily. Of them, the majority respondents of higher class, out of 71, 57 (80.2%) have migrated to their working places.

The researcher has found that, 26 (42.6 %) and 20 (32.8%) Buddhists respondents are more educated i. e. up to Medium and Higher level of education. There is a greater level of educational achievement as compared to their fathers. The data shows that, out of 64 respondents of teaching category, the majority, 40 (62.5%) respondents are Buddhists. Another point is that, out of 70, 32 (52.5%) respondents of Buddhists are self migrated in Kolhapur. Migration is closely related to inter-generational occupational mobility and the migration ratio of Buddhists is higher than other

7.1.2. Intra-generational Occupational mobility among SCs

For the intra-generation occupational mobility, the continuity in education is necessary. Here, the trend of intra-generation occupational mobility of respondents is 77 (41.4%) related with 14 (8.18%) teaching and 63 (81.8%) non-teaching professions. Here, notable point is that, the mobility of teaching profession has occurred due to the selection process. And the mobility of non-
teaching profession has the promotion base. The promotion of non-teaching profession depends on skill and experience. However, the intra-generational occupational mobility of teaching profession is less than non-teaching profession.

At the same time researcher has found that, if we look category wise intra-generational occupational mobility, the ratio of medium category is very high. It depends on education and career achievements. Therefore, 13 respondents have entered in the high-category jobs. The high occupational category job is related with the profession, such as Reader, Principal and Professor. The teaching professional category relates with migration. The data shows that, 49 (40.16%) migrated respondents are mostly concerned with the intra-generational occupational mobility.

Out of 186 respondents, 82 (44.08%) have experienced the various types of discriminations in the educational institutions. The 34 (41.46%) Buddhist and 24 (29.26%) Mahar respondents are aware about discrimination in their respective offices.

Researcher observed, the Buddhists are more aware about upward intra-generational occupational mobility as compared to others. Out of 48, majority, 28 (58.3%) respondents are Buddhists, who have continued their education after marriage and are very much interested in achieving their education even after marriage because they realize that, education is the key of social change.
7.1.3. The Roots of inter and intra-generational occupational mobility among SCs

The researcher has found the factors of inter and intra-generational occupational mobility are education, Government's job-reservation policy, migration, parents' educational awareness and the sources of motivation and Dr. Ambedkar's appeal to leave traditional occupation. These factors are closely associated and very effective during the process of inter and intra-generational occupational mobility among SCs.

The researcher has found the inter and intra-generational upward vertical occupational mobility of Buddhists is very high as compared to other SCs. It shows that, conversion in Buddhism has played an important role. So their conversion is responsible for social, educational and economical development. Finally, it is concluded that, a lot of changes observed in the upward occupational mobility among the SCs in the last few generations. The Reservation Policy has proved to be vital to abolish the economical and social disabilities. Therefore, this Reservation Policy should be continued and must be implemented thoroughly.

It is also observed that, the SC communities are segregated in their residential localities. It is affected their social and psychological developments. Therefore, they must be given opportunities to live and mingle with the other communities. It will help to develop confidence and courage among them. The Government should take prompt action to educate the SCs and simultaneously
should introduce orientation programmers to change the mentality of the upper castes.

7.2. Suggestions

In India, amongst the disadvantaged groups, SCs remain the most backward, as they continue to suffer from various forms of social disabilities as well as economic deprivation. Therefore the Government should adopt the three-pronged strategy of empowering the SCs.

7.2.1. Educational empowerment

The Education being the best means, not only to empower the disadvantaged but also to provide the essential base for all developmental pursuits. Therefore, the Govt. should focus on the education to all SCs especially, to Women and girls.

7.2.2. Economic empowerment:

Though the communities like, Chambhar and Dhor, who earlier lived in rural area and later migrated to urban areas, they continued their traditional occupations. They did not change their traditional occupations because they are still quite profitable in their occupation. But the Buddhists, Mahar and other communities who migrated to urban area gave the greater importance to achieve new occupations and also economic freedom.

Therefore, the Govt. should motivate the SCs through employment, such as job-reservation policy, policy-cum income activities (Mahatma Phule and
Annabhau Sathe Development Corporations) with an ultimate objective of making them economically independent and self-reliant.

The majority of SC population is engaged in private sector. They do not have job-security. In the present era of globalization and privatization, the job opportunities in public sector have been declined day by day. Therefore it is a need of them, that Government should implement Reservation Policy in the private sector, too.

7.2.3. Social empowerment and social justice

The removal of all the existing inequalities, disparities and other persisting problems, besides providing easy access to basic minimum services, the elimination of all types of discrimination against the socially disadvantaged groups with the strength of constitutional commitments, legislative support, affirmative action and awareness of generation target groups are changed the mind-set of people.

The Non-SCs must come forward to treat the SCs on equal footing. For achieving this, the prejudices of Non-SCs and their mental set-up need to be changed.

7.3. My Contribution *

There are very few studies in the Sociology on the Development of Scheduled Castes, especially on occupational mobility.

* Vide University of Mumbai ordinance no. 0.771 for Ph.D. degree.
After 1960, Maharashtra Govt. has made an attempt to initiate multidimensional (Educational, social and economical) policies in order to bring about radical changes in the position of SCs. However, after 50 year of independence, the time has come to evaluate the extent of which policies have been successful in eradicating the inequality in society.

This study is discussing about the educational achievements of SCs in Maharashtra. The present study is focused on inter-generational occupational mobility trends among the SCs, those who are working in higher educational institutions in the Kolhapur city, Maharashtra.

This study is also attempted to measure the impact of Reservation Policy, besides it, what are the major responsible factors for bringing occupational mobility among the SCs. The leading caste as an occupational mobility is concerned.

After the religious conversion, the Buddhists people threw their traditional attitudes, beliefs and customs. Therefore, their life style has undergone changed. But various researchers have treated Buddhist as Mahar. In this research, researcher found that, Govt. has treated SC as Buddhist. But Govt. has not given any separate identity to them. Buddhists community is more aware about the educational and occupational development and their rights than other communities in the schedule. Hence, the development of the Buddhists could be treated as an ideal model for other Backward Classes.