

## CONCLUSIONS AND SUGGESTIONS

The present doctoral work is a humble effort to focus on the issue of scheduled caste employment in Uttar Pradesh, a comparatively less developed state of India. No study of the development process could be completed without taking into account the contribution of scheduled caste employment, specially its rate and structure of employment. They account for 21.15 per cent of the total population of Uttar Pradesh, the most populous state of India. In fact, the contribution of this segment of population should be studied in seclusion as well as in association with the employment of total population so that a suitable plan could be made to improve the quality of their structure of employment and in the long run to achieve a balanced development.

The present study dealing with the regional trends and patterns of employment of scheduled caste population in Uttar Pradesh comes up with several significant conclusions. While analysing the results, it has been found that the scheduled caste people exhibit very high and high densities in smaller pockets of eastern and south eastern districts with an exception of three districts namely, Ghaziabad, Meerut and Agra in the west. When this result of population distribution is supplemented with the other results of population distribution like ratio of scheduled caste population and density of total population of the state, it is found that lower densities of scheduled caste population in few districts don't mean that their percentage in total population of the state is low but it is the result of lower densities of total population in those areas. For example Sonbhadra lies in the lowest density region of both the scheduled caste population as well as total population but it occupies the top most position as far as the ratio of scheduled caste population to total population is concerned.

Scheduled caste employment rate (34.7 per cent) in economically gainful activities is higher in comparison to the employment rate of total population (32.5 per cent) of Uttar Pradesh. It is mainly because of relatively high

incidence of female employment among the scheduled caste population. This could be attributed to the economic exigencies and social permissibility among this section of society. Moreover, the kinds of jobs taken up by this group of people do not have any demand on education or skill.

On comparing the data of employment rate in 2001 with 1991 census, it has been found that the net gain of 0.7 per cent of the employment rate of total population is observed in the decade 2001, whereas, the corresponding figure for scheduled caste population has declined to 0.3 per cent in the same decade. This may be the result of increase in the literacy rate of scheduled caste population. However, in tune with total population, their employment rates are high in rural areas than in urban areas because of the differences in demands of the society and economy of the two areas. The late entry into workforce also reduces scheduled caste employment rates in the urban areas. Moreover, various concessions offered by the state to the scheduled castes for their social and economic uplift have been utilized more in the urban areas and less in the rural area.

Scheduled caste employment rate is high both in rural as well as in urban areas in comparison to the employment rate of total population. In rural areas higher opportunities of full time agricultural work (marginal labour) broadens the base of scheduled caste employment, whereas in urban areas the increasing employment opportunities in menial service sector seems to be associated with their higher participation rate. The percentage of marginal workers have been continuously increasing in total population as well as in scheduled caste population but this increase is more pronounced in scheduled caste population. The greater increase of marginal workers among the scheduled caste population seems to be associated with the continuous increase in the growth rate of scheduled caste population in the selected decades and also due to advancement in agricultural techniques.

The variation in rural scheduled caste employment rate is much similar to that of total population. However, the range of variation is considerably wide (27.39 per cent to 48.03 per cent) in rural scheduled caste population, whereas, it is quite narrow (22.85 to 35.07) in urban scheduled caste population. The region of very high and high rural employment rates are concentrated in majority of southern district and smaller pockets of few eastern and few central districts. Its medium range is concentrated in the eastern districts in the form of a region, whereas, western districts of the study area represent low and very low level of scheduled caste employment. In case of their urban counter part very high and high rate of employment rate is confined to the southern districts and medium range is confined to the central districts forming a belt. With few exceptions, all the districts of western Uttar Pradesh lies in the category of low and very low rate of employment.

The variations in employment rate of rural scheduled caste population are significantly determined by the indicators  $X_5$  (per capita net sown area),  $X_6$  (cropping intensity),  $X_8$  (net irrigated area),  $X_{12}$  (per cent of scheduled caste urban population),  $X_{14}$  (total employment rate of scheduled caste population) and  $X_{17}$  (scheduled caste literacy rate). In urban population this variation is mainly caused by  $X_{12}$  (per cent of scheduled caste urban population) and  $X_{13}$  (per capita income).

Contrary to the whole rural employment rate of scheduled caste population, rural males are showing a very narrow range of variation in their employment rate. It varies from 42.4 per cent in Gautam Budha Nagar to 56.7 per cent in Shrawasti district. From the figure of its graded distribution, it is clear that maximum degree of scheduled caste male employment rate is observed in a compact pocket of central and eastern districts. High grade of employment is observed in a pocket of southern districts and it gradually decreases towards east as well as towards west. The urban scheduled caste employment rate varies from 38.7 (Deoria ) to 50.0 per cent ( Shrawasti district). However, the

distribution of various grades of urban employment is not displaying any regular pattern. Only one big region of low grade employment is observed in the eastern part of the state.

It may be concluded that the regional variation in employment rate of rural male scheduled caste population is mainly caused by the indicators, viz,  $X_{14}$  (total employment rate of scheduled caste population),  $X_{15}$  (rural employment rate of scheduled caste population),  $X_{29}$  (total male employment rate of scheduled caste population) and  $X_{31}$  (urban male employment rate of scheduled caste population). Thus, these are the chief determinants but the magnitude of their effects is not uniform. The analysis of correlation leads to the main conclusion that  $X_{16}$  (urban employment rate of scheduled caste population),  $X_{29}$  (scheduled caste total male employment rate) and  $X_{30}$  (scheduled caste rural male employment rate) have substantial impact on the distribution of employment rate of urban male scheduled caste population of Uttar Pradesh.

In case of rural scheduled caste female employment, the range of variation is observed between 5.9 per cent (Shahjahanpur district) to 42.1 per cent (Chitrakoot district). The participation of scheduled caste females in economic activities gradually decreases from southern to eastern and western districts reaching to its medium grade in the east and very low grade in majority of the districts of the western half of the state. This pattern gets slightly changed in the urban counter part of scheduled caste females. The urban female employment rate gradually decreases toward the east but the homogeneity of low grade of female scheduled caste employment is broken by other grades.

The results of coefficient of correlation of rural scheduled caste females with socio economic indicators lead to conclusion that  $X_{14}$  (total employment rate of scheduled caste population),  $X_{15}$  (rural employment rate of scheduled caste population),  $X_{16}$  (urban employment rate of scheduled caste population),  $X_{29}$

(total female employment rate of scheduled caste population) and  $X_{31}$  (urban female employment rate of scheduled caste population) are the chief determinants but the magnitude of their effects are not equal. It is analysed that regional variation in employment rate of urban female scheduled caste population is mainly caused by  $X_{14}$  (total employment rate of scheduled caste population),  $X_{15}$  (rural employment rate of scheduled caste population),  $X_{16}$  (urban employment rate of scheduled caste population),  $X_{29}$  (scheduled caste total female employment rate) and  $X_{30}$  (scheduled caste rural female employment rate) which are the chief determinants but with different magnitudes of their effects.

While studying the trends and structure of scheduled caste employment, it is observed that larger number of scheduled caste population of the nation and of the state joins the economic struggle in comparison to the total population of the state. This is actually associated with the larger share of scheduled caste rural females in the agricultural sector of economy than participation of females of total population. The sector wise analysis of employment indicates that majority of the scheduled caste workers are engaged in primary sector of economy. This is found to be associated with the poor socio-economic status of scheduled caste population. Within the primary sector, agricultural activities provide more and more avenues for scheduled caste workers. The gradual increase of scheduled caste workers in agriculture is due to the given reasons:

- The gradual decline in traditional services of the scheduled caste population.
- The growing agricultural sector leads the demand of more and more agricultural labourers.
- Allotment of the agricultural lands to the landless scheduled caste laborers.

Secondary and tertiary employment groups of occupation are more pronounced in urban population. Secondary group of employment rate surpasses the tertiary employment rate in rural areas whereas, the contrary to it, is observed in case of urban population. The reason for comparatively higher share of tertiary employment in urban areas is the diversification of economy which has increased the opportunities in tertiary sector ranging from high tech jobs to the menial kind jobs. The reason of higher percentage of secondary workers than tertiary workers in rural areas is the lesser development of tertiary sector in rural areas and comparatively larger percentage of household industry workers there.

The regional variations in the distribution of scheduled caste employment under major employment groups are quite noticeable. Primary group of employment of scheduled caste in rural areas are characterized by its very high and high grade in to compact pockets, one consist of the districts of few central and eastern districts and the other pocket comprised of majority of southern districts which gradually decreases towards east as well as towards the west. In case of urban population very high and high percentage of scheduled caste primary workers are confined in the central and few western districts whereas majority of southern, western and eastern districts lie in the category of low and very low percentage of urban primary workers. Secondary employment group of activities of scheduled caste rural population shows that its very high and high range are mostly concentrated in the western plain districts, whereas, its medium range is found in only widely scattered districts and low grade is found in the lower half of the state and very low grade is confined to the upper half of the state. In case of urban population this regularity is not maintained and distribution fails to form any regular pattern.

As far as the participation of scheduled caste population in tertiary group of activities is concerned, it gradually increases from east to west in rural

population. A pocket of its medium range is also visible in a pocket of eastern most districts, whereas, southern districts fall in the category of low and very low grades of scheduled caste rural tertiary employment rate. Urban scheduled caste tertiary workers show slightly different distributional pattern. Small pockets of very high and high grade of scheduled caste urban tertiary workers are found in western as well as in eastern districts. Majority of southern and central districts fall in the category of its low and very low grades. The western districts show relatively high participation of scheduled caste people in industries and service sectors because of diversification of economy. Some notable features are found to emerge when the primary, secondary and tertiary groups of economic activities are tested (Karl Pearson's correlation technique and factor analysis) with some demographic and non demographic determinants. The tests signify that industrialization, scheduled caste population growth, density of scheduled caste people, literacy rate of scheduled caste population and per cent of workers in secondary and tertiary occupations are correlated negatively with primary occupations of rural and urban scheduled caste population. The inverse of it is found in case of secondary and tertiary groups of rural and urban scheduled caste populations.

The factor analysis of 31X70 data matrix chosen for the study of the structure of employment of scheduled caste brings about the result that, the six factors which explain around 70 per cent of the total variance in rural scheduled caste population in their descending order of significance are infrastructure cum participation factor, demographic cum educational factor, employment factor, economic factor, cultural factor and infrastructural factor. For their urban counterpart these factors in their order of preference are factor of socio cultural development, factor of economic development, education cum demographic factor, employment cum infrastructure factor, medical cum agriculture factor and education factor.

The identified employment regions based on location quotient reveal that the districts located in northeastern and southern part of the state account for high employment force of scheduled caste whereas the majority of the western and central districts record low employment force. This regional pattern indicates that, barring a few exceptions, the districts with high industrial and urban development are under represented in scheduled caste employment force both in respect of total population and rural population. In urban population the region of low employment force is also observed in a belt covering few eastern and south eastern districts and a prominent region in western part. A belt of medium employment force comprising of central districts running from north to south exist between the region of very low work force in the west low work force in the east and the region of very high work force in the south west.

A general picture that emerged from the regional distribution of economic development shows a few smaller patches of high economic development of scheduled caste people mostly in western and southern part of the state, whereas, the eastern districts of the state record medium and low magnitude of economic development with a few exceptions.

So far as the social development of scheduled caste people is concerned, it shows comparatively regular pattern. High social development of scheduled caste people is observed mainly in the eastern, southern districts of the state. The overall picture of development exhibits a high level of socio-economic development in southern and few western districts of the state in the form of pockets of different sizes, whereas, low level of socio-economic development is found in north eastern districts in the form of a belt.

Establishing a relationship between scheduled caste employment rate and economic development, it is noticed that majority of the districts which record high level of scheduled caste employment with low level of economic development are concentrated in western part of the state. The combination of

high employment of scheduled caste with high economic development is found in few widely spaced districts of eastern, western and south western districts of the state. Medium level of employment with low economic development is observed in a tiny pocket of three eastern districts. The combination of medium level of employment with medium level of economic development covers most of the districts of eastern, southern and central part of the state. Low employment with high and medium economic development is observed in western districts only.

In case of scheduled caste employment rate versus social development, high level of scheduled caste employment with high and medium level of social development is mostly concentrated in southern plateau districts of the state. The high level of scheduled caste employment with low level of social development is identified in three adjacent eastern districts. A big pocket of medium level of employment with high social development is concentrated in the eastern districts. Medium level of scheduled caste employment with medium level of social development is observed in majority of the central and south eastern districts. Low level of scheduled caste employment rate with medium and low level of social development is found in western districts of the study area.

Taking an overall view of the spatial pattern of development, it may be stated in general terms that the pattern of the development of scheduled caste people is uneven. The eastern and southern districts which are relatively less socio-economically developed are providing better employment opportunities for the scheduled caste people. The majority of western districts are showing medium and low level of scheduled caste employment with high, medium and low level of scheduled caste socio-economic development.

## **SUGGESTIONS**

Scheduled caste people being the downtrodden segment of the society should be uplifted in order to bring them into main stream for a balanced regional development. The following measures are suggested for their development.

1. Though untouchability has been given a punishable offence in our constitution (article 17) yet we have been unable to eradicate it. It may be eliminated through absorbing the scheduled caste people in all the sectors of economy and by providing technical know how to them or through educating the masses at various levels. For this purpose Serve Shiksha Movement should be popularized in backward and rural areas where most of the scheduled caste people live.
2. Besides general education with academic training, a number of manual training programmes may be introduced so as to provide elementary means of production to all the scheduled caste students and to prepare them for employment in their traditional occupations through machines. This way the ill-conceived ideas of the society about these occupations may be changed and a sense of dignity of labor may be generated in people.
3. Development of piggeries, skin shearing, meat packing and processing industries in the scheduled caste dominated areas should be enhanced. For this purpose there is a need to improve the means of transportation, communication and storage system.
4. It would be advantageous if the government accentuates on the job training programmes primarily because through such training facilities trained manpower would be available at the lowest possible expenses.

5. In view of the lack of formal education and the large number of illiterate adults, the most important need of the agricultural population is to obtain a basic minimum level of education and literacy in order to understand better methods of crop production, livestock breeding, dairy farming, disease control and marketing.
6. As majority of the scheduled caste workers are working as agricultural labourers or marginal cultivators, so to meet out the problem of unemployment during the agricultural slack season for these persons piggeries and vermiculture should be developed along with the development of apiculture, sericulture, fisheries, poultry farming and dairy farming, horticulture, floriculture depending upon the environmental conditions of various districts. Thus this inter-sectoral diversification in labour force will be the right approach for eliminating poverty from rural scheduled caste population.
7. Employment prospects have to be expanded for women in both rural and urban areas through enhancement in the training facilities for self employment. In order to facilitate the maximum involvement of women in economically, socially and politically productive works, better technology, time and energy saving equipments and household industries should be opened in large number in all the industrially backward areas.
8. Apart from it, scheduled caste information centres should be developed and the people must be informed about the new development plans launched by the government for scheduled caste upliftment and benefits of government policies may percolates to the lowest stratum among the scheduled caste people.
9. Steps may be taken to accelerate the transfer of community lands and reclaimed lands to the small and marginal scheduled caste farmers and

agricultural labourers to minimize the economic gaps between the socially benefited and socially and culturally deprived segments of the society.

10. Due to socio cultural backwardness majority of the scheduled caste people waste a huge amount of money in their social customs and traditions. Thus they should be educated properly to utilize their precious money in various economically productive works.
11. Basic health facilities should be provided in all the areas of the study unit in general and in rural areas in particular where scheduled caste people reside.
12. Free medical and other health related facilities should be provided for poor, deprived and needy scheduled caste people. All the rural areas should be electrified at nominal charges or free of cost.
13. All the above measures will remain neutral and ineffective without having control over the exponential growth of population of scheduled caste people especially in rural areas.

In fine, the study reveals that the scheduled caste population continues to be socially and economically backward section of our society, despite of liberal constitutional provision. So the efforts should be made for the progress of this less developed segment of population. The improvement in their living conditions and educational status will be helpful in minimizing the regional imbalances. Apart from it, their development also requires some sort of social revolution for the creation of congenial atmosphere, where not only the traditionally hardened attitudes of various social groups towards each other are softened but also the entire socio-economic structure of our society is recovered in order to yield quick results on this front. The development of this social group will in turn lead to the development of the whole region by

filling the economic and social gaps between the general people and this backward social group in the state. Moreover the problems of every caste of scheduled castes population should be studied separately so the problem of their unequal development of can also be solved. The study of these castes according to the income levels of these peoples may be helpful in attaining the balanced regional development.

In the opinion of the researcher, development of planning regions should be demarcated objectively in terms of carefully selected groups of indicators pertaining to the significant aspects of scheduled caste employment force and levels of their development. The planning strategy should be formulated in such a way that maximum efforts can be directed towards the social group having low levels of development in the study area, so that they may come up at par with socio-economically developed social groups and the concept of planning with social justice is fulfilled.