

ABSTRACT

Employment, a complex concept is one of the most significant aspects of population composition of a region. It has multilateral involvement in the production of goods and services and in turn provides information about the human resources and the nature and extent of their utilization. There is a direct relationship between employment and socio-economic development of a region. If the employment rate increases the level of socio-economic development also increases and vice versa. However, the level of employment and structure of employment in any area depend upon a variety of physical, economic, demographic, social, cultural and political factors. Development of socio-economic infrastructure facilities may be considered as a function of economic development as these represent those services without which primary, secondary and tertiary economic activities cannot function. The quantities of employment available in the region, its outlook, mobility etc, all have bearing on the development of socio-economic infrastructure facilities of that region. Thus it may easily be interpreted that the magnitude of participation in economically gainful activities is an index of socio-economic status of any segment of the society including the scheduled caste population. Scheduled caste people are socio-economically backward and they account for 21.14 percent of the total population of Uttar Pradesh, the most populous state of India. They exhibit a relatively high employment rate (34.7 percent) in comparison to the total population (32.5 percent) of Uttar Pradesh but they are living in extreme poverty, deprivation and social discrimination. Nearly 87.67 percent of the total scheduled caste population dwell in country side and they are still directly or indirectly dependent upon the primary sector of economy. Thus the researcher aims at bringing scheduled caste employment (rate and structure) into a sharper focus so that the importance of efficient use of all the available human resources for the poverty alleviation, reduction of inequalities between various social and cultural groups, and high pace of

socio-economic growth can be highlighted. In this regard an attempt has been made to analyse the 'regional trends and patterns of employment of scheduled caste population in Uttar Pradesh' with certain major objectives. First of all it has been intended to show the trends and patterns of scheduled caste employment in Uttar Pradesh since 1971. Secondly it compares the scheduled caste employment trends in Uttar Pradesh with the employment trend of total population of the state and scheduled caste population of the country, after that the analysis of the general patterns of scheduled caste employment at district level is made and differentials of employment rates (total, rural and urban) are tested with various selected socio economic determinants. Next, the study focuses upon the sector-wise analysis of scheduled caste employment i.e., major employment groups in the state and analyses separately the determinants which may influence the differentials of major employment groups and lastly it is meant to demarcate the employment and development regions and as to how they are related with each other. The present research work is divided into six chapters, excluding introduction and conclusion. The first three chapters are fully theoretical, whereas, the last three are mainly analytical. The first chapter explains the concept of employment given by many national, international organizations, reports, geographers, demographers, sociologists, economists, planners, thinkers and researchers etc. Moreover this chapter also takes into account a brief description of various determinants of employment. Chapter two is explaining various techniques used for the completion of this work and a brief review of the related studies done in India as well as abroad. In the chapter three, the physical and cultural settings of the study area is discussed. Fourth chapter explains the general trends and patterns of scheduled caste employment. At the same time it is also meant to test the differentials of employment with various socio-economic determinants. Fifth chapter analyses the employment structure as well as employment regions of scheduled caste population. The significance of selected socio-economic indicators is tested with the statistical

techniques of (Karl Pearson coefficient of correlation and factor analysis). The sixth and the last chapter assess the levels of socio-economic development and employment rate verses socio-economic development. The broader conclusions of the present study need to be highlighted here.

The study regarding the working population of scheduled caste clearly indicates that scheduled caste population of the state presents a comparatively higher percentage of workers than the percentage of workers of the total population of the state. The comparatively high employment rate among the scheduled caste population may be associated with relatively high incidence of female employment among them. This could be attributed to the economic exigencies and social permissibility in this section of society. Moreover, the kinds of jobs taken up by this group of people especially the females do not have any demand on education or skill.

The scheduled caste people also display relatively higher employment rate in rural areas (35.8 percent) than in urban areas (27.1 percent). The bulk of the scheduled caste workers in the countryside are engaged in either agricultural sector, covering cultivators, agricultural labours etc, or in the household industry (covering the traditional occupation), construction or in menial service sector where literacy or education is not an occupational necessity. In case of urban areas, education and literacy are prerequisites for certain employment; this not only delays but also reduces the employment rate. The percentage of marginal workers have been continuously increasing in total population as well as in scheduled caste population and this increase is more pronounced in scheduled caste population. The gradual 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 which has replaced the human labour with machineries and full time work has been replaced by seasonal work. Besides these the increased opportunities in

construction sector (a form of seasonal work) due to privatization is also pulling the rural scheduled caste people in urban areas for this seasonal work.

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. In rural population of scheduled caste, the regions of very high and high rate of employment is observed in the southern districts of the state, whereas, a compact pocket of low employment rate is observed in eastern districts and majority of the western districts are showing very low level of employment rate. In its urban counter part the very high and high employment rate is observed in majority of south western districts of the state. A belt of its medium grade, consists of central districts running from south to north, separate the discontinuous region of very low grade in the west and low grade in the east.

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 total male employment rate of scheduled caste population, rural males are showing a very narrow range of variation in their employment. 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 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 this gradually decreases towards east as well as towards west. 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 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) are the chief determinants though the magnitude of their effect is different. The analysis of linear 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 5.9 per cent (Shahjahanpur district) to 42.1 per cent (Chitrakoot district), i.e., very close to variation of total females of scheduled caste population. The participation of scheduled caste females gradually decreases from southern to eastern and western districts reaching to its medium grade in the east and very low grade in 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 correlation of rural scheduled caste females 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} (total female employment rate of scheduled caste) and X_{30} (rural female employment rate of scheduled caste population) which are the chief determinants but with different magnitude.

The results clearly indicate that the scheduled caste population is still overwhelmingly engaged in primary activities. As many as 16.21 percent of the scheduled caste workers in Uttar Pradesh are engaged in primary activities. In rural areas about 18.1 percent of the scheduled caste workers are engaged in primary activities. Even in urban areas 2.68 percent scheduled caste workers are in primary activities. Next in importance to primary activities are the tertiary occupations such as trade and commerce, transport, storage, communication, financial intermediation, real estate, renting and business activities, public administration and defence, compulsory social security, education, health and social work, other community, social and personal service activities, private households with employed persons, extra territorial organization and bodies. The regional variation in the distribution of scheduled caste employment under major occupation groups is quite notable. Primary occupations of scheduled caste is characterized by a gradual increase from eastern to central and south western part of the state and then it started decreasing towards the west and south eastern part of the state. As far as the secondary group of economic activities is concerned, they are showing an irregular pattern, whereas, the tertiary group of economic activities increase from east to west.

The test of correlation signifies that industrialization, scheduled caste population growth rate, density, percentage of workers in secondary and tertiary occupation is showing a significant negative relationship with primary occupations of both the rural and urban population of scheduled caste. The inverse of it is observed in case of secondary and tertiary groups of rural and

urban populations. The overall assessment of employment force regions based on the location quotient reveals that eastern and southern districts account for high magnitude of scheduled caste employment force, whereas, majority of the western and central districts record the low magnitude of employment force. The general picture that emerged from the regional distribution of economic development shows, few smaller patches of high economic development of scheduled caste people which is mostly confined to the western and southern districts of the state. The eastern districts of the state record either medium or low magnitude of economic development with fewer exceptions. Social development of scheduled caste shows comparatively regular pattern. High magnitude of social development is confined mainly to the southern and eastern districts of the state, whereas, western districts are lagging behind in terms of social development. The overall development (socio-economic development) exhibits its high index in southern and in few western districts in the form of pockets of different sizes, whereas, the low level of socio-economic development is observed in north eastern districts in the form of a belt. The relationship between economic development and employment rate indicates that the districts of the combination of high level of scheduled caste employment with low level of economic development are concentrated in western part of the state. The districts with the combination of high employment rate with high economic development are widely spaced. Medium employment rate with low economic development is observed in a tiny pocket of three eastern districts. Medium level of employment force with medium level of economic development is observed in the eastern southern and central districts. Low employment region with high medium and low economic development is observed only in the western districts.

The spatial distribution of employment rate versus social development indicates that, the districts of high employment rate with high and medium social development are concentrated in the southern plateau districts of the state, the high level of scheduled caste employment rate with low level of

social development is observed in these eastern districts. The combination of medium level of employment rate with high social development is seen in the eastern districts. The combination of medium level of employment rate with medium level of social development is observed in majority of the central and south eastern districts. Low level of employment rate with low and medium level of social development is identified in the 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. Majority of western districts are showing either medium or low level of scheduled caste employment rate with high, medium or low level of scheduled caste socio-economic development.