CHAPTER 2

RESEARCH   DESIGN AND REVIEW OF LITERATURE

Methodology

In the present study, scheduled caste population of Uttar Pradesh has been selected for an enquiry into the trends and patterns of employment of scheduled caste population in Uttar Pradesh. All the seventy districts have been made the basis of the analysis of regional patterns of scheduled caste employment rate levels of socio-economic development.

Objectives

The present work has been under taken with the following objectives.

1. To show the trends and patterns of scheduled caste employment in Uttar Pradesh since 1971.

2. To compare 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.

3. To analyse the general patterns of scheduled caste employment at district level and to test differentials of employment rates (total, rural and urban) with various socio economic determinants.

4. To make a sector-wise analysis of scheduled caste employment i.e. major   employment groups in the state and analyse separately the determinants which may influence the differentials of major employment groups.

5. To demarcate the employment and development regions and show as to how they are related with each other.

Data Base

The entire study is based on secondary data, collected from different published and unpublished sources at districts level. Apart from the demographic data available from the Census of India, New Delhi, the relevant non-demographic data for the year 2001 pertaining to economic and social sectors have been obtained from the publication of the State Planning Institute, Lucknow and Ministry of Human Affairs, Govt. of India, New Delhi.

Study Area and Unit of Analysis

In the present study, the state of Uttar Pradesh is selected to enquire into the trends and patterns of scheduled caste employment. The administrative division of the state in the form of district is taken as a basic unit of analysis as most of the government data is available at this level. The number of districts of the study area is continuously increasing since the year 1971 (the year from which investigation has started. In the census year 1971, total districts were fifty four which increased to fifty six in next census year (1981) after that it further increased to sixty three in the year 1991 and finally it reached to seventy in the census year 2001. So far the area of Uttar Pradesh is concerned, it was 241,56,283 Km^2 uptil 1991, but remained only 240,92,800 Km^2 in 2001 due to the separation of northern mountainous region in the form of a separate state i.e., Uttarakhand.

Selection of Indicators

While dealing with the current problem, the selection of indicators constitutes the crux of methodology. It should be chosen in a way that is relevant to the nature of problem and easily available at different points of time. The indicators are not merely statistics, pure and simple, but the information both statistical and non statistical, which is transformed into indices for measuring the relationship between one and more sets of facts under an adopted

theoretical assumption. Rao has observed that economic and social indicators are not simply statistics and statistics are not *'ipso facto'* indicators unless some theory or assumption make them so by relating the indicator variable as a phenomenon, what is what it directly and fully measures.[1] Use of indicator is highly common and important in statistical analysis of problems of almost all the major disciplines of knowledge.[2] The importance of indicator can play pivotal role in the development of planning in two ways. Firstly they can help to analyse to preplan socio-economic conditions and secondly they can assist in monitoring progress towards the formulation of policy and programmes and the selection of priority areas. Therefore, an attempt has been made to select a set of socio-economic indicators suitable for the purpose of showing regional disparities in the existence of scheduled caste employment in Uttar Pradesh. However it may be mentioned here that most of economic indicators are only available for the total population of the state. Scheduled caste economic conditions are assessed with these indicators only whereas the most of indicators of social conditions are also available for the scheduled caste population also. These indicators are enlisted below.

Table2.1 List of Selected Independent Variables 2001

Category	Variables	Definition
Demographic	X_1	Growth Rate of Scheduled Caste Population
	X_2	Density of Scheduled Caste Population
	X_3	Percentage of Scheduled Caste Population to the Total Population
	X_4	Sex Ratio of Scheduled Caste Population
Economic	X_5	Per Capita Net Sown Area
	X_6	Cropping Intensity
	X_7	Net Sown Area to the Total Cultivated Area
	X_8	Percentage of Net irrigated Area.
	X_9	Irrigation Intensity
	X_{10}	Number of Working Industrial Units Per Lakh Population

Table 2.1 (Continued)

	X_{11}	Number of Persons Engaged in Registered Factories Per Lakh Population
	X_{12}	Per cent of Scheduled Caste Urban Population
	X_{13}	Per Capita Income
	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
Social	X_{17}	Literacy Rate of Scheduled Caste Population
	X_{18}	Number of Junior Basics Schools per Lakh Population
	X_{19}	Number of Senior Basic Schools per Lakh Population
	X_{20}	Number of Higher Secondary Schools per Lakh Population
	X_{21}	Junior Basic School's Teacher Student Ratio
	X_{22}	Senior Basic School's Teacher Student Ratio
	X_{23}	Higher Secondary School's Teacher Student Ratio
	X_{24}	Number of Hospitals per Lakh Population
	X_{25}	Number of Beds Per Lakh Population
	X_{26}	Number of Primary Health Care Centers Per Lakh Population
	X_{27}	Length of the Metalled Road Per Thousand Square Kilometers
	X_{28}	Percentage of Electrified Villages to the Total Inhabited Villages

One thing needs to be mention here is that the indicators from X_5 to X_{16} are considered as economic indicators whereas rest of the selected indicators i.e., from X_1 to X_4 and then X_{17} onwards are considered as social indicators.

Techniques Applied

For the analysis of data various statistical methods have been used, e.g., simple percentage method, Karl Pearson's Correlation Co-efficient (r), Student 't'test, Factor Analysis Location Quotient and Standard Score Additive Model also known as Z-Score which are discussed below in detail.

Simple Percentage Method

This method is mainly used for obtaining employment rates from the absolute figure of workers. On the basis of which trends and patterns of employment are obtained. This calculation has also provided the base for the application of higher statistical techniques like Karl Pearson's Correlation Co-efficient (r), Student 't'test, Factor Analysis Location Quotient and Z- score.

s. p = (n^{th}/n) 100

Where,

s. p = simple percentage.

n = the numerical value of the whole commodity

n^{th} = the part of that commodity n.

Correlation Analysis

Correlation is a statistical technique used for finding relationship between two variables. Here these variables are employment and its determinants. The correlation coefficient is either +1 or -1 in condition when all actual values are on the regression line, prediction is exact and relationship between the two variables is perfect. When it is not so then the relationship between the variables is not perfect. In such situations, the correlation coefficient is between – 1 and + 1.[3]

Now in the present doctoral thesis for measuring a relationship between dependent variables Y_1……Y_9 and a number of independent variables X_1, X_2………X_{28} in combination, the multiple correlation coefficients is needed.

Multiple Correlation Coefficients

The multiple correlation co-efficient is a useful measure to depict how well an estimated regression fits the observed yi. It measures the degree of joint linear association among all the variables both dependent and independent. It is

always greater than any simple correlation expressing the degree of linear association between the dependent variable Y and any of the independent variable the (X's). The multiple correlation (r) based on Karl Pearson's method is given below:

$$r = \frac{\Sigma xy - \Sigma x \Sigma y / n}{\sqrt{\Sigma x^2 - \frac{(\Sigma x^2)}{N}}\sqrt{\Sigma y^2 - \left(\frac{\Sigma y^2}{N}\right)}}$$

Where,

r = co-efficient of correlation

x, y = the two given variables

n = Number of observation

Student t-test

For analyzing the present data, correlation matrix has been used to assess the relationship between explanatory variables, and employment structure of scheduled caste population. The interrelationship of variables selected for the analysis of employment structure of scheduled caste population is primarily based on 31X70 correlation matrix. The correlation co-efficient is computed between the socio-economic determinants and employment structure, and the t-test is applied to find out the determinants which are significant at 1 per cent and 5 per cent level of significance. The formula of the student t test is given below.

$$t = r\sqrt{\frac{(n-2)}{1-r^2}}$$

Where,

t = calculated value of 't' in the test of significance,

n = number of observations,

r = computed value of coefficient correlation

Factor Analysis

Factor analysis is a technique which is helpful in dealing with large statistical aggregate, described by a number of variables. It helps in understanding the interrelationship between the variables. This technique reduces the original set of variables into smaller number of factors. It works on the assumption that the certain underlying factors common to the variables which are made up broadly of two parts, one is the general or common factor involved in each variable; the other is the unique factor involved in each variable. The unique factor indicates the extent to which correlations with other variables in the set do not count for the total variance of the variables. The common variables have been calculated for all the districts of Uttar Pradesh. They have been drawn from a component analysis of common variations of the set of thirty one variables relating to the characteristics of seventy districts of the state.[4]

In short, factor analysis is a multivariate statistical technique in which, sets of original unique data are replaced by a smaller number of sets of the determinants, which are significant at 1 per cent and 5 per cent levels of confidence.

Location Quotient

It provides an index of surplus and deficit in workers with reference to state average workers. The location quotients of the districts of Uttar Pradesh, each of which compares the ratio of the district share of workers to its share of all work force with the similar ratio for all districts combined.[6] Therefore, it is a ratio of ratio.[7] The operational equation used for the deviation of location quotients reads as:

LQ di = MD / OD

Where, L.Q. is the location quotient for work force i, in district d,

M.D. is the percentage of work force M in all districts D

O.D. is the percentage of work force O in the state D.

Location quotient, however, has certain limitations. It can be used for intra-occupational and inter-occupational comparisons between the districts, but not for inter-occupational comparisons within a district.[8] In inter districts or inter regional comparisons, if a district or region obtains a location quotient exceeding 1.00 it is considered as more than its share whereas if it obtains a quotient of less than 1.00 (the quotient can never be less than zero) it is taken as having less than its share. These two categories are also termed as over represented and under represented respectively. [9]

Z- Score Technique

In order to reach standardization, the raw data for each variable has been computed into standard score. It is commonly known as Z value or 'Z' score. The scores measure the departure of individual observation from the arithmetic mean of all observations; expressed in comparable form. This means it becomes a linear transformation of original data and this method was first used by Smith in 1968 in his study on inequality in Peru followed by D. Smith (1973) and D. Slater (1975). The formula is:

$$Z_i = \frac{X_i - \bar{X}}{SD}$$

Where,

Zi is the Standard Score,

Xi is the original or individual values for observation i,

$\bar{X}$ is the mean for the variable, and

SD is the standard deviation

The standard score additive model has been used to develop a composite economic and social indicators for each set of variables, and a general indicator including all criteria and variables.

For this purpose twelve economic indicators and sixteen social indicators require the addition of Z score for the individual variables taken to measure them. The model is thus:

$$I_j = \sum_{i=1}^{K} Z_{ij}k$$

Where, I_j is the magnitude of indicator for district j,

Z_{ij} is the standard score of variable i in the district j,

K is the number of variables measuring the criteria in question. [5]

Districts scores on different indicators can thus be directly compared, irrespective of the number of variables contributing to them. The overall general indicator of social and economic inequality (SEI) for any district will be

$$SEI_j = \sum_{i=1}^{m} \quad , or\ in\ this\ case$$

$$SEI_j = \sum_{i=1}^{70} Z_{ij},$$

Again these results can be transformed back into Z score, so that zero indicates average performance and unity (+or -) represents one standard deviation in either direction. plus (+) and minus (-) indicating high and low values respectively.

Cartographic Techniques

Advanced cartographic techniques and GIS-Arc View (Version 3.1) programmes have been adopted to represent the regional disparities of

employment rate and levels of socio-economic development among the districts of the state through maps. Besides these, other cartographic techniques used in the present doctoral work are line graph and bar graph. Line graph is a statistical technique used to show the trend of employment rate of scheduled caste population of the state and its comparison with the employment rate of total population of the study area and scheduled caste population of India. This line graph and bar graph also helps in giving legitimate references to past trends and to elucidate variation and change.

Review of Literature

It would not be out of place to mention certain popular research papers which have contributed immensely to the present doctoral thesis through their significant findings.

Related Work Done Abroad

Employment, one of the most important indicators of socio economic development of any region is continuously studied all over the world to assess the level of development in various countries. ILO and UNO through their recommendations have placed importance to the assessment of labour force which in turn leads to the development of the nation. The contributions of few foreign researchers in this field are mentioned below.

Hauser (1956) pointed out that there are a number of aspects of labour force which merit the special attention of the sociologist. First, because of the significant way in labour force data, broadly conceived can illuminated other cultural, institutional and personal phenomena. Besides it the contribution of sociologist can make better understanding of labour force, structure, process and problem.[10]

Wolfbin and Jaffe (1956) attempted to assess the relative importance of demographic factor in the changing size and composition of labour force over

a span of time. More specifically, how important have changes in age-sex, marital status, colour and nativity been with relation to changes in the rate of labour force participation.[11] Soloman (1962) used location coefficient method. He hypothesized that an ideal distribution of occupation in a region, workforce should bear the same ratio with the natural distribution of these occupation as does the region's work force with national workforce. If a region consists of ten per cent of total national workforce then the distribution of various occupations in this region should also be reckoned as a strong hold of agricultural occupation as compared with the nation.[12]

Wabe (1969) highlighted mainly the causes of variations in labour participation during the period of 1951-61. In the study the multiple regression analysis is applied to measure the impact of selected factors on labour participation rate.[13] Roger (1979) examined the determinants of labour shields for few communities and analysed comparability of several geographical and socio-economic characteristics of workers hired by pulp and paper mills recently established in north central British Columbia. The high employment rates experienced by North Central British Columbia in recent years will increase provincial government interest in manpower planning for future industrial development in the region. In this regard, it might be remarked that large scale expansions of pulp and paper industries are possible and infact are expected in north central British Columbia.[14] Alexander and Dawson (1979) examined the nature of the broad structural change within the industry, and also investigate their spatial consequences through the case study of employment generation within a system of sub-urban retail centers in Canberra, Australia. It is analysed that evolution of sub-urban centers particularly those of aregional variety has an important and enriching impact on the sub-urban labour market.[15]

Whitelegg (1981) attempted to correlate the three contexts of higher education in each country and labour market for highly qualified people. All three

countries are experiencing some degree of economic difficulty with the result that mismatched in the supply and demand for geography graduate are emerging in each case.[16] Ahnstrom (1982) has shown a new tendency in the regional development of the working population of the Stockholm region in 1970's, as an outcome of changes taking place much earlier change that can unfold by means of a disaggregation of the economically active population and by analysis of the constituent industries. The decade of 1970's undoubtedly brought about changes in many factors which effect the regional distribution of various types of activities e.g. stagnation in the growth of industrial production which has impaired the economy the economic means for further employment growth of public services in least central and least urban parts of the country.[17]

Green and Owen (1985) have attempted to study the spatial division of labour in Britain, through an investigation of changing structure of employment in the manufacturing sectors between 1971 and 1981. Data on the socio-economic composition of population employed in manufacturing from the small area statistics of the censuses of population for 1971-1981 are used to measure the impact of these processes at the local labour market area (L.L.M.A) scale, and to draw a fruitful conclusion for the future employment prospects of different parts of Great Britain.[18] Crush (1986) analysed that the South African gold mining industry has traditionally drawn its migrant labour force from the variety of domestic and foreign labour savior. Since 1970 the migrant labour system has undergone propounded change with considerable social and economic implications for foreign workers in their home communities and their governments.[19]

Nurul (1987) through his work pointed out that the female employment rate in informal sector appears to be very low in Dhaka. The major informal occupation sector in which women participate is construction, where they account for twenty percent of the total working females. But out of the total

sample of 337 'location specific enterprises' only three were headed by women.[20] Naylor (1994) in his study investigates the welfare of women engaged in agricultural activities in Java. The analysis focuses specifically on the major rice-producing region of Java where women are employed extensively both as hired and unpaid family labour. Within the rice sector, a wide range of labour hiring and payment practices have traditionally determined the employment and wage levels of unskilled women. These practices include deferred payment for preharvest tasks, unpaid labour exchange among households, and piece work, labour contracts.[21]

Khalid (1996) analysed the sector-wise and spatial pattern of working force in Iran and tried to find out structural shift in this context. The study was carried out to province level and it covers three points of time, 1976, 1986 and 1991. The index of structural change was used to work out structural transformation of working force over time. It is found that the diversification of the Iranian economy since 1976 has resulted in structural change in working force over time. On the whole the pattern of change of working force is towards tertiary sector rather than secondary sector of economy.[22]

It is inferred from the work of Jou-Jou Chu (2000) that late 1980's of Taiwanese society had bred a sizeable aggregate of new labour market entrants. This group of labour market entrants was mostly engaged in lower level administrative jobs in the finance, insurance and banking sectors. Here the determinant that made these lower level white collar employees stand out as the paragon of the new working class instead of the model of the new middle class, was their active participation in union action to protect their rights and interests. He presented a clear picture of social and political traits of the new working class in Taiwan through this article.[23]

Johnson-Webb (2002) examined that the North Carolina Hispanic population has grown at a rapid rate in recent years. Before 1980, the majority of Hispanics in North Carolina were engaged in primarily in-migrant agricultural

work. Hispanics who are part of the new influx are arriving in urban areas and are working in non agricultural persuits. Labour migration occurs in response to demand for labour, and labour demand is mediated by employer's preferences and hiring practices.[24]

Edward L. Jackie Wiez (2003) is meant to study the social space of self employment in Havana, Cuba. This is to uncover the deeply conflicting and contradictory values that comprise the diatecties of state-society relations. Through detailed research into one form of self-employment; Paladares (small in home restaurants), this article also examined that how paladares have come to reflect the struggle for society and state to mediatwe the multitude of external and internal pressure amongst the current geopolitical climate. Using interviews conducted during several visits in 1999 and 2000, he demonstrated that paladares do not necessarily represent a capitalist tradition.[25]

Related work in India

Indian researchers had laid emphasis in this field mainly after independence. This was the period when the need of socio economic development was realized. Consequently various government and non government bodies became active to collect a comprehensive data on this aspect of population. Now the slogan of regional planning and regional development has fetch the attention of researchers of various disciplines (sociology, demography and economics) to study the various aspects of the employment of all social groups including the scheduled caste population. Here the contributions of few Indian researchers of the same field are highlighted.

Hullur (1973) discussed the distribution pattern of persons engaged in transport and communication in Mysore state and concluded a positive relationship between percentage of workers in this category and the degree of urbanization. A negative, though fable relationship was discovered between percentage of workers in this category and percentage of workers in the total

population. It means that majority of the workers are engaged in tertiary economic sector which is enhancing the rate of urbanization.[26]

Krishan and Chandna (1974), made a detailed study of Haryana's working force and its occupational structure and observed that Haryana had the lowest proportion of workers in the country due to a very high proportion of children between 0-14 age groups. Two third of its working force is dependent directly on agriculture. Some shift from agricultural to non-agricultural activity was observed in the densely populated and more urbanized parts of the state.[27] Vishwanath (1974) in his study observed that the state-wise women were employed more in primary sector in rural areas and in tertiary sector in urban areas. The proportion of female workers in secondary activities was low in both rural and urban areas.[28]

Rafiullah and Siddiqui (1981) observed that the analysis of occupational composition of the population formed an important foundation for the social stratification of a society. In this paper authors have given a detailed account of analysis and correlates of occupation regions of Uttar Pradesh. The occupational composition is one of the most effective indicators of the level of economic development particularly for those areas which are facing economic and population problems.[29]

One of the most important contributions in this field is made by Gosal (1991). He observed that majority of scheduled caste people are employed in primary economic sector both at the national level as well as in the state of Uttar Pradesh. Scheduled caste female employment rate is more than the employment rate of general females both at the national level as well as at state level. This is an outcome of poor socio-economic status which compels the scheduled caste female to join economic struggle. Percentage of scheduled caste workforce is more than that of the work force of general population. It is actually the result of comparatively larger proportion of females and children in the employment sector. The rate of employment of scheduled caste people

is low both in eastern and western Uttar Pradesh as compared to the peninsular India. In western Uttar Pradesh, strong taboos against female participation in outdoor activities lead to the overall low percentage of workers. In the eastern Uttar Pradesh lack of avenues of employment, poor resources and out migration, exploitation of the weaker sections of the population by the mighty landlords causes the low proportion of workers among the scheduled caste people.[30]

Kailash in (1993) assessed that economic progress implied an abundance of goods and services for the economic and social welfare of the people. The value of goods and services in any country increases through the trained and skilled manpower equipped with the modern technological base. Developed countries have acquired high per capita income with very insignificant proportion of labour force in agriculture and high percentage of labour force in manufacturing and service sector. On the contrary, in developing countries like India, engagement of labour force in agriculture is higher than rest of the two sectors. Since long back it has been experienced that the agricultural sector in India is overpopulated, with low labour productivity and disguised unemployment. Moreover, the growing share of agriculture over the years also apprehended the problem of unemployment. The secondary and tertiary sectors have failed to register significant labour force diversification even after four decades of our planned efforts. However, the structural changes have enhanced the volume of production and the variety of goods and services with the investment of huge amounts on the up gradation of technical know how and human resource development over a period of time.[31]

Tripathi (1999) stated that the inherent problems of scheduled caste are poverty, ignorance, lack of options in employment opportunities and non-existence of organization which can fight for their right and facilitate the continuance of age old exploitations. The involvement of scheduled caste people is more in primary sector than the involvement of general population.

Majority of scheduled caste people do not hold productive assets or land and constitute the bulk of agricultural workers and work in the unorganized or informal sector. They do not come under the perview of the protective laws like Minimum Wages Act and Prevention of Land Alienation Act.[32]

Tiwari (1999) observed that around 37 per cent of the total scheduled caste people are working which is equal to the general workforce in Jharkhand. Among the scheduled caste people main workers account for 32.3 per cent whereas marginal workers account for 4.7 per cent of total workers. Sex ratio of workers reveals that job opportunity among females should be enhanced in six districts of Jharkhand where sex ratio is lower than the average.[33]

Shafiqullah and Siddiqui (2001) observed that workforce and level of socio-economic development are interrelated; they depend upon each other and also affect each other. The test of simple linear correlation analyses that urbanization, agriculture, industrialization, literacy rate and medical amenities are the chief variables which have substantial impact on the distribution of workforce, and they have handsome share in the levels of socio-economic development of the state.[34]

Khan and Shafiqullah (2001) explain that high rate of male work participation is found in more developed western districts of Uttar Pradesh. They are generally working in urban areas. Female work participation rate is comparatively low in eastern districts.[35]

Mohammad (2001) has studied that in spite of all privileges and constitutional securities, development and modernization, scheduled caste people still continue to be in the same occupation. They being poor and down trodden, flock for their livelihood all around, and wherever any occupation is available they are permitted to do so. They work as agricultural labour in rural areas or as labourer in construction and manufacturing in towns and cities. He has also explained that small as well as marginal farmers among them have got land

under land ceiling act. They are putting all their financial and manual resource on it but due to low yield a time is likely to come very soon when they will return back to labour and service.[36]

Laletha (2002) presented a detailed analysis of the functioning of unorganized manufacturing sector of industrially developed state of Gujarat. The employment in this sector has increased from 700000 in 1978-79 to 1814561 in 1994-95. He analysed that the employment in urban areas grew at the higher rate than in rural areas.[37]

Siddiqui and Naseer (2004) observes that the level of educational development and employment provide information about the quality of human resource and the nature as well as the extent of their utilization. Within the western Uttar Pradesh, peoples in primary sector increase from west (more developed) to the east (less developed), while in the secondary economic sector, the situation is reverse. People's participation in the secondary sector decreases from west to east in the western Uttar Pradesh. Thus, it can be safely said that the types of employment is an index of development.[38]

Malhotra and Sharma (2005) found that the basic objective of economic reforms in India is to attain high and sustained growth of output and employment raising efficiency and competitiveness of Indian economy. But in terms of employment growth, the performance of Indian economy during the post reform period is decimal. Unemployment has increased in size as well as in rate of growth. As per 55th round of NSSO (1999-2000) the number of employed males in urban India is 942 per thousand which is higher than employed males in rural India, i.e. 897 per thousand and the number of urban employed female, 791 per thousand (1999-2000) is also higher than rural employed female, i.e. 676 per thousand (1999-2000). The number of urban unemployed male is 53 per thousand and that of rural unemployed female is 41 per thousand (1999-2000) which again is higher than urban female unemployed, that was 22 per thousand in 1999-2000).[39]

Hirway (2005) observed that the recently drafted unorganized sector workers social security bill proposes a universal coverage for the unorganized workers which is a welcome step to improve the socio-economic status of all the poor workers including the scheduled caste workers.[40]

Kapoor (2006) found that the females from socially deprived group such as scheduled caste, scheduled tribe and muslims very actively participate in both domestic and marketed work, though they are not well-educated and trained for highly paid skilled jobs. Their poor socio-economic and demographic conditions, poverty and illiteracy force them to join labour market. Basically they are more and more engaged in marginal and sub-marginal works. It is generally found that there is no taboo against women working outside the home in the scheduled caste and scheduled tribe population groups and in rural agricultural families.[41]

Chaundhary (2007) observed that the share of national capital in Gross Domestic Product and contribution to employment generation has increased over the time in all the states of India. Rising urbanization process has increased the employment more in service sector especially in urban areas. Female employment in the service sector is rising at the higher rate than male.[42]

Khan and Mustaquim (2007) studied that the share of rural female main workers in non agricultural sector is higher than the agricultural sector in West Bengal. In the northern plain districts the percentage of agricultural female workers are high whereas non agricultural female workers are high in southern districts. Socio-economic status of rural female main workers is high in districts where majority of them are engaged in non agricultural persuits.[43]

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