# LIST OF TABLES

<table>
<thead>
<tr>
<th>Table</th>
<th>Title</th>
<th>Page No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.1</td>
<td>Distribution of Scientific and Technical Personnel According to Level of Qualification and Sex - All India, 1981</td>
<td>9</td>
</tr>
<tr>
<td>1.2</td>
<td>Distribution of Scientific and Technical Personnel According to Field of Specialisation and Sex - All India, 1981</td>
<td>9</td>
</tr>
<tr>
<td>1.3</td>
<td>Distribution of Scientific and Technical Personnel According to Present Status and Sex - All India, 1981</td>
<td>11</td>
</tr>
<tr>
<td>1.4</td>
<td>Distribution of Scientific and Technical Personnel According to Sector of Employment and Sex - All India, 1981</td>
<td>11</td>
</tr>
<tr>
<td>1.5</td>
<td>The Proportion of Employed and Unemployed Male and Female Scientific and Technical Manpower, State-wise, 1981</td>
<td>12</td>
</tr>
<tr>
<td>1.6</td>
<td>Average Duration of Unemployment (in months) by Level of Qualification and Sex Among the Scientific and Technical Manpower, State-wise, 1981</td>
<td>13</td>
</tr>
<tr>
<td>1.7</td>
<td>Distribution of Scientific and Technical Personnel According to Length of Experience and Sex - All India, 1981</td>
<td>15</td>
</tr>
<tr>
<td>1.8</td>
<td>Distribution of Scientific and Technical Personnel According to Age Group and Sex - All India, 1981</td>
<td>15</td>
</tr>
<tr>
<td>1.9</td>
<td>Distribution of Scientific and Technical Personnel According to Salary Slab and Sex - All India, 1981</td>
<td>16</td>
</tr>
<tr>
<td>1.10</td>
<td>Female-Male Ratio of Earnings by Level of Qualifications among the Scientific and Technical Manpower, State-wise, 1981</td>
<td>16</td>
</tr>
<tr>
<td>1.11</td>
<td>SC/ST-Non-SC/ST Ratio of Earnings by Level of Qualifications among the Scientific and Technical Manpower, State-wise, 1981</td>
<td>17</td>
</tr>
</tbody>
</table>
1.12 Average Monthly Salary of Scientific and Technical Manpower According to Age, Sex and Sector, All India, 1981

1.13 Definition and Measurement of Variables

2.1 Returns to Investment in Education by Level of Education - Full Method

2.2 Coefficient on Years of Schooling: Mincerian Rate of Return

2.3 Returns to Education by Level of Education and Gender

2.4 Effect of Selectivity Correction on the Returns to Education by Gender

2.5 Returns to Higher Education by Faculty

2.6 Returns to Education by Sector

2.7 Rates of Return to Higher Education in India

2.8 Distribution of Employed Science Graduates According to Present Monthly Earnings, Sex and Level of Education

2.9 Distribution of Employed Science Graduates According to Present Monthly Earnings, Sector of Employment and Level of Education

2.10 Mean Monthly Earnings by Level of Education, Sex, Community, Marital Status, Country of Graduation and Division obtained in the Examination

2.11 Mean Monthly Earnings by Sex, Community and Sector Across Types of Education

2.12 Mean Monthly Earnings by Sex, Community and Sector Across Region

2.13 Mean Monthly Earnings by Occupation

2.14 Age-Earnings Profile by Gender, Caste and Sector
2.15 Experience-Earnings Profile by Gender, Caste and Sector 60

2.16 Present Discounted Value of Life Time Earnings by Level and Type of Education 61

2.17 Definition and Range of Inequality Measures 62

2.18 Measures of Income Inequality by Sex, Caste, Sector, Level and Type of Education, Occupation and Region 64

2.19 Summary of Likelihood Ratio Tests 66

2.20 Box-Cox Non-Linear Regression Estimates of Earnings Function, Males, Southern Region, India 68

2.21 Mean Square Error of Residual by Schooling 69

2.22 Regression Estimates of First Earnings 73

2.23 Descriptive Statistics of the Main Variables in the Earnings Function 76

2.24 Earnings Functions by Sex, Caste and Sector - Basic Human Capital Model 77

2.25 Rates of Return to Education - Basic Human capital Model 79

2.26 (i) Earnings Functions by Sex, Caste and Sector - Expanded Human Capital Model with Level of Education - Selectivity Uncorrected Equation 80

(ii) Earnings Functions by Sex, Caste and Sector - Expanded Human Capital Model with Level of Education - Selectivity Corrected Equation 81

2.27 (i) Earnings Functions by Sex, Caste and Sector - Expanded Human Capital Model with Type of Education - Selectivity Uncorrected Equation 82

(ii) Earnings Functions by Sex, Caste and Sector - Expanded Human Capital Model with Type of Education - Selectivity Corrected Equation 83

2.28 Percentage Increase in Earnings 84
2.29 Rates of Return to Education - Expanded Human capital Model

2.30 Estimates of Earnings Function Including Vintage Variables

2.31 Impact of Vintage Effect on Experience-Earnings Profile

2.32 Regression Analysis of Growth Rate of Earnings

3.1 (i) Coefficient of Education on Agricultural Production

(ii) Non-formal Education and Agricultural Productivity in Selected Countries in Asia

3.2 Review of Studies on Screening Hypothesis

3.3 Descriptive Statistics of the Variables in the Screening Model

3.4 Earnings Function for Public Sector, Private Sector, Wage-employed, Self-Employed and Total Sample

3.5 Present Discounted Value of Life Time Earnings in Public Sector, Private Sector and Self-Employment

3.6 Percentage Contribution of the Variables for the Private Sector-Self-Employed Earnings Differential

3.7 Mid-to-Early Career Earnings Ratio by Level of Education and Sector

4.1 Percentage Distribution of Scientific and Technical Personnel by Present Status, All India

4.2 Percentage Distribution of Scientific and Technical Personnel by Nature of Work, All India

4.3 Relative Earnings of Science Graduates by Age, Experience and Occupation - Female-Male Earnings Ratio

4.4 A Survey of Female-Male Earnings Ratio in Different Countries
4.5 Survey of Empirical Findings on Sources of Earnings Differentials by Sex - Oaxaca Method

4.6 Review of Studies Using Cotton, Neumark and Reimer Approaches

4.7 Review of Studies Using Brown, et.al., Approach

4.8 Percentage Distribution and Growth Rate of Degree Holders and Technical Personnel by Sex, All India, 1971-1981

4.9 Probability of Graduate Employment by Specialisation All India, 1971-1981

4.10 (i) Probit Estimates of Labour Force Participation for Males and Females with Level of Education

(ii) Probit Estimates of Labour Force Participation for Males and Females with Type of Education

4.11 Predicted Probability for Labour Force Participation of Women

4.12 Descriptive Statistics of the Main Variables in the Earnings Function

4.13 (i) Earnings Functions for Males and Females with Level of Education - Selectivity Uncorrected and Corrected Equations

(ii) Earnings Functions for Males and Females with Type of Education - Selectivity Uncorrected and Corrected Equations

4.14 Decomposition Results for Sex - Oaxaca Decomposition

4.15 Oaxaca Decomposition of Earnings Differentials by Sex - Money Values

4.16 Sector-wise Decomposition Result by Sex - Oaxaca Method

4.17 Relative Contribution of Specific Variables to the Decomposition - Male-Female Earnings Differentials
4.18 (i) The Decomposition of Earnings Differentials by Sex - Cotton Approach 184
(ii) The Decomposition of Earnings Differentials by Sex - Neumark Approach 184

4.19 Sector-wise Earnings Differential by Sex - Cotton Approach 186

4.20 Decomposition of Male-Female Earnings Differentials - A Comparison 186

4.21 Multinomial Logit Estimates of Occupational Attainment for Males 187

4.22 Occupation Specific Earnings Functions with Multinomial Selection for Males and Females 190

4.23 Full Decomposition of Gross Earnings Differential by Sex - Brown, et.al., Approach 192


4.25 Mean Values of Earnings and Characteristics of Non SC/ST and SC/ST 200

4.26 Relative Earnings of Science Graduates by Age, Experience and Occupation - SC/ST - Non SC/ST Ratio 200

4.27 (i) Earnings Functions for Non-SC/ST and SC/ST with Level of Education - Selectivity Uncorrected and Corrected Equations 201
(ii) Earnings Functions for Non-SC/ST and SC/ST with Type of Education - Selectivity Uncorrected and Corrected Equations 202

4.28 Decomposition Results by Caste - Oaxaca Decomposition 204

4.29 Oaxaca Decomposition of Earnings Differentials by Caste - Money Values 204

4.30 Relative Contribution of Specific Variables to the Decomposition - Non-SC/ST - SC/ST Earnings Differentials 205
4.31 Sector-wise Decomposition Results by Caste - Oaxaca Method

4.32 Decomposition of Earnings Differentials by Caste - Cotton Approach

4.33 Sector-wise Earnings Differentials by Caste - Cotton Approach

4.34 Multinomial Logit Estimates of Occupational Attainment for Non-SC/ST

4.35 Occupation Specific Earnings Functions with Multinomial Selection for Non-SC/ST and SC/ST

4.36 Full Decomposition of Gross Earnings Differential by Caste - Brown, et.al., Approach


5.2 State-wise Employment in Organised Sector - Public and Private Sectors

5.3 Distribution of Employed Scientific and Technical Personnel by Sector of Employment across Level and Type of Education

5.4 Distribution of Employed Scientific and Technical Personnel by Primary Activity and Sector

5.5 Review of Studies on Public-Private Wage Differentials

5.6 Review of Studies on Public-Private Sector Earnings Differential Decomposition - Oaxaca Method

5.7 Relative Earnings by Age and Experience (Public-Private Ratio)

5.8 Descriptive Statistics for the Main Variables used in the Analysis of Sector Earnings Functions

5.9 (i) Earnings Function for Public and Private Sectors with Level of Education - Total Sample, Males, Females - Selectivity Uncorrected and Corrected Equations
(ii) Earnings Function for Public and Private Sectors with Level of Education - Total Sample, Males, Females, Non-SC/ST, SC/ST - Selectivity Uncorrected and Corrected Equations 241

5.10 Decomposition of Earnings Differentials by Sector - Oaxaca Method 243

5.11 Decomposition of Earnings Differentials by Sector - Oaxaca Method - Money Values 244

5.12 Relative Contribution of Variables to the Earnings Differentials by Sector - Selectivity Uncorrected Equation 246

5.13 Regression Estimates of First Earnings for Public and Private Sector 249

5.14 Contribution of Variables to First and Current Earnings 249

5.15 Decomposition of Sectoral Earnings Differentials - Reimer's Approach 250

5.16 (i) Two-Stage Probit Estimates of Sector Choice with Level of Education 251

(ii) Two-Stage Probit Estimates of Sector Choice with Type of Education 252

5.17 Switching Regression Estimates: Public and Private Sector Earnings Equations and Sector Selection Function 255

5.18 Predicted Average Public and Private Sector Earnings - Money Values 258

1.1A Expenditure on Education, All India, 1951-1986 A3

1.2A Number of Educational Institutions, All India, 1951-1993 A4

1.3A (i) Enrollment of Boys and Girls by Stages of Education, All India, 1951-87 A5

(ii) Enrollment of Boys and Girls by Level and Type of Education, All India A6
(iii) Enrollment of Girls as percentage of Total Enrollment in University Education by Faculty, All India, A9

1.4A Elasticity of Substitution among Educated Labour A10

1.5A DHTP - Survey - Distribution of Schedules Received A11

1.6A Sex-wise Percentage Distribution of Level by Type of Education, All India, 1981 A12

1.7A (i) Sex-wise Percentage Distribution of Present Employment by Level of Education, All India, 1981 A13

(ii) Sex-wise Percentage Distribution of Present Employment by Type of Education, All India, 1981 A14

1.8A Incidence of Unemployment (percentage) A15

1.9A State-wise Mean Monthly Earnings of Male and Female Scientific and Technical Personnel, 1981 A16


2.1A Returns to Higher Education by Subject A23

2.2A Bivariate Selectivity Equation for Females A20

2.3A Double Selectivity Earnings Function for Males and Females - Work Status and Sector Choice A22

2.4A Probit Estimates for Gender, Caste and Sector A26

2.5A (i) Earnings Function by Sex and Caste - Scientific and Technical Personnel, All India, 1981 A27


(iii) State-wise Earnings Function by Caste - Scientific and Technical Personnel, 1981 A32


2.6A Rates of Return to Education for Scientific and Technical Personnel, All India, 1981 A40
2.7A Regression Estimates for Education Specific Earnings Function with Vintage Variables A41

4.1A Maximum Likelihood Estimates of Earnings Frontier for Males and Females A47

4.2A Parameter Estimates of Two-Tiered Earnings Frontier for Science Graduates A52

4.3A Employee and Employer Ignorance - Asymmetric Information in the Labour Market A54

4.4A State-wise Occupational Dissimilarity Index A56

4.5A Earnings Function for Males and Females with Occupation - Selectivity Uncorrected and Corrected Equations A57

4.6A State-wise Decomposition of Earnings Differential by Sex, All Scientific and Technical Personnel - Oaxaca and Cotton Methods A58

4.7A Sector-wise Relative Contribution of Specific Variables to the Decomposition of Male-Female Earnings Differentials A59

4.8A Multinomial Logit Estimates for Occupational Attainment Females A60

4.9A State-wise Decomposition of Earnings Differential by Caste, All Scientific and Technical Personnel - Oaxaca Method A61

4.10A Sector-wise Relative contribution of Specific Variables to the Decomposition Non-SC/ST - SC/ST Earnings Differentials A62

4.11A Multinomial Logit Estimates for Occupational Attainment for SC/ST A63

5.1A Relative Contribution of Variables to the Earnings Differential by Sector - Total, Males, Females, Non SC/ST, and SC/ST Samples - with Level and Type of Education A67

5.2A Mean Earnings by Sector with Level of Education - Sex and Caste A71