A STUDY OF THE PROBLEMS IN WORK PARTICIPATION OF SC/STS IN SOME SELECTED PRIVATE INDUSTRIAL UNITS WITH SPECIAL REFERENCE TO NASHIK CITY

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CERTIFICATE

This is to certify that the Ph.D. thesis titled **"A study of problems in work participation of SC/STs in some selected private industrial units with reference to Nashik City"**is an original and authentic work of *Ms. Pratibha B Pagar,* Research Scholar, registered at Tilak Maharashtra Vidyapeeth, Pune. TheResearch work was carried out by the candidate under my guidance and supervisionfor the award of Ph.D. Degree in Social Work. The review content has been obtainedfrom various sources has been duly acknowledged in the thesis.

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DECLARATION

I do hereby declare that the work incorporated in the thesis titled **"A study of problems in work participation of SC/STs in some selected private industrial units with reference to Nashik City"**is an original work done byme and submitted for the degree of Doctor of Philosophy in Social Work. No part of thethesis has been published, formed the basis for the award of any degree or diploma orsimilar title from any other University or Institution. Such material as has beenobtained from various sources has been duly acknowledged in the thesis.

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Chapter 1
Introduction

1.1 Introduction:-

This chapter covers various points regarding the introduction of the research subject. It covers introduction, History of Industrialization in India and Maharashtra, The Caste System in India, Theories of discrimination, Concept, meaning of Work Participation, Concept and definition of Scheduled Caste (Constitutional Identity of SC), Concept and definition of Scheduled Tribe (Constitutional Identity of ST), Caste based division of labour in India, Work participation of SC and STs in India since Independence, Components of Administration (POSDCORB), Current scenario of work participation of SC and STs in India and Maharashtra, Causes of under representation of SC /STs in industrial employment, Problems in work participation of SC/STs in private industrial sector, State initiatives for improving the work participation of SC/STs in India, Statutory and non-statutory provisions for industrial workers, Present situation of SC/ST employees in selected industries in Nashik city, Industrial Profile of Nashik city, Summary, References.

Caste is a value concept. There is always a correlation between Caste and Social position of a person. Unlike in the capitalist and socialist societies caste plays an important role in the Indian mixed society. Unlike in a casteless society caste plays a key role in a caste based society in determining the social, political and economic status of a person. Karl Marx dream of a classless and casteless society became a distant dream. In the Indian social system one can witness numerous religions, castes, races, communities, cultures and languages. In such a society importance of caste in the developmental process cannot be ignored. At the same time total reliance on caste to secure social justice to low caste people through positive discrimination programs generated a feeling of frustration among the higher castes. It is really a difficult task for the policy makers to synthesize the conflicting interests of the caste groups. Caste occupies a key role in the arena of protective discrimination in the Indian context. Any studies about the economic development of SC /STs requires a brief study of the caste system and its impact on the Indian social order. As such an attempt is made in this chapter to trace briefly the caste system and its impact on the socio-economic conditions of the Indian society. Further, the constitutional attempts to improve the work participation of SC/ STs discussed.

The caste system in India excludes some castes purposively from undertaking certain occupations/ employment. On the issues Dr. Ambedkar and Akerl of draw attention towards employment of socially deprived sections. Dr. Ambedkar draw attention to the fact of particular notion of social status or prestige to an occupation. The Country faces the problem of caste based discrimination from all the times. The book of Manusmruti had given specific jobs to specific castes. The country had a long history of such discrimination. The mindset of the people has also not much more changed yet in the 21st century. For the improvement of the conditions various social reformers had given their contribution which includes Chhatrapati Shahu Maharaj, Mahatma Jyotiba Phule, and Dr. Babasaheb Ambedkar.

Dr. Ambedkar made efforts for the reservation policy beginning from 1919 and the policy was finally accepted in its present form in 1947. Dr. Ambedkar had studied Constitutions of various countries like Latin America, England, Norway, Ireland, Greek etc. for giving concrete structure to the policy. He also suggested for separate administrative division to deal issues of SC/STs.

The caste system in India is one of the unique social hierarchy showing the race and occupational aspects. This concept of caste was introduced by a Portuguese colonist through which he wants to focus on the racial segregation in the society. Otherwise the people in India uses the terms of Varna and Jati for caste.

The economic theories of caste system show that there is provision of unequal opportunities to discriminated groups. These theories says that the discrimination adversely affects the prosperity.

It is found in various states in India and in different sectors that the access to the productive employment and decent jobs are in the hands of few sections of the workforce due to which the other sections found in informal economy doing the jobs which does not pay even living wage.

Even in the urban areas, the urban industrial labour, which are plain and apparent, the fact is that there is the lines of division between those who are "included" in good jobs and those who are "excluded" run deep. These lines are divisions of caste, religion, region, all of which overlap with class and gender, such that even within the small section of the labour force which is productively employed in decent jobs, some

groups are better represented than others, some groups are placed higher than others, while some castes and religious groups are practically absent in the top positions of the private corporate sector.

1.2 History of Industrialization in India and Maharashtra

Industrialization is the process by which manufacturing industries develop from within a primarily agricultural society.

Industrialization is the process of social and economic change whereby a society is converted from a pre-industrial society into an industrial one.

Industrialization is the process of converting to a socio-economic order in which industry is dominant. It is an economic and social system based on the development of large-scale industries and marked by the production of large quantities of cheap manufactured goods and the concentration of employment in urban factories. We can say it is an economic system built on large industries rather than on agriculture or artistry.

It is a part of modernization process, where social change and economic development are closely related with technological invention, particularly with the development of large-scale energy and metallurgy production.

The Industrial Revolution was largely limited to Britain from 1760 to 1830 and then spread to Belgium and France. Other nations lagged behind, but, once Germany, the U.S., and Japan achieved industrial power, they surpassed Britain's initial successes. The Industrial Revolution spread to China and India around the mid-20th century. Industrialization resulted in many changes in Economic, political, and social organization.

According to a survey of countries in Africa, Asia, the Middle East, and Latin America and the Caribbean in the late 20th century found that high levels of structural differentiation, functional specialization, and autonomy of economic systems from government contributed greatly to industrial-commercial growth and prosperity. The open trading systems with zero or low duties on goods imports tended to stimulate industrial cost-efficiency and innovation.

As industrialization grew labourers from feudal and agriculture system started migrating towards cities with industrial growth. The industries got cheap labour. Free and flexible labour, positive work ethics combined with skills started quick utilization of new technologies and scientific discoveries this boosted production and income

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levels. As the income levels rose, markets for consumer goods and services of all kinds started to expand and provide opportunity for industrial investment and economic growth.

According to S. Howard Patterson, "Industrial revolution may be defined as changes in methods of production brought about by the invention of power machinery and the consequent development of factory system." The term 'revolution' denotes a turning away from movement or any sweeping and sudden changes.

The word 'industry' is derived from the Latin word 'industria' which means dexterity and resourcefulness.

Industry basically indicates the practice to do anything efficiently and smoothly with the use of machinery and raw material etc. in an economic way.

The history of industrialization can be divided into 3 periods:

(i) Ancient period
(ii) Medieval period
(iii) Modern period.

i. Ancient Period:

This is the period when early man existed in the Stone Age. Food and Protection was the most important concerns for man in the Stone Age. The industrious nature of man was signified by his efforts to fulfill these two needs. Man during this period use bow and arrow and sharpened stones tied to Wooden Sticks for hunting animals, which were the innovative weapons, man made for his primitive life needs. Use of fire and discovery of wheel and its use was the next step man took towards industrialization.

ii. Medieval Period:

During this period the development of industries was witnessed by fabrication and use of many manually operated machines in the field of Agriculture. Stocking of products and later exchange of this goods with another were the next steps man took towards industrialization. It is observed that setting up of a few small industries by carpenters, blacksmiths and weavers etc. during this period.

iii. Modern Period:

This is the pre-colonial period during this period India had a stable economy, Self-sufficient agriculture, flourishing trade and rich handicraft industries. This made Indian artisans famous for their skills all over the world. It is observed during this

period that in India large scale manufacture of cotton and silk fabrics, sugar, jute, dyestuffs, mineral and metallic products like arms metal wares and oil were started.

It is also observed during this period that there was extensive trade both within the country and with other countries of Asia and Europe in India. The main items exported from India were cotton textiles. Besides cotton textiles which were famous all over the world, India also exported raw silk, indigo opium rice, wheat, sugar, pepper and other spices precious stones and drugs.

Towards the end of the 18th century India was one of the main centers of world trade and industry. There were many centers of textiles industry and ship building industry. Many European companies were brought ships made in India for their use. Regarding the level of prosperity of Indian economy Lord Curzon wrote: "India is the pivot of Europe if the empire loses any other part of the Dominion we can survive, but if we lose India the sun of our Empire will have set".

This status of India was destroyed under colonial period and it coincided with the industrial revolution in England. The machine-made cloth of England began to replace indigenous manufacture, which made Indian artisans jobless. The pressure from British goods, led to the decline of India's traditional centers of economic activity.

In the first stage of the colonial rule there was no basic changes in the colony in administration, the judicial system, transport and communication, methods of agricultural or industrial production, forms of business management or economic organization, education culture and social organization. In the second stage of colonialism the colony was made into a subordinate trading partner and started exporting raw materials and import manufacture and in the third stage of colonialism control over the colony was renewed more intensively.

In eighteenth century India had a very low level of commerce and capital accumulation due to poor political unity. British conquered India as it was underdeveloped. The British provided political unity; developed a system of roads and rail transport which had a positive impact on the economic development of India. They also developed irrigation and other public works which facilitated the growth of agriculture, commerce and manufacturing activities in India.

The pre-industrial British instead of making 'investments' buy Indian commodities for profitable exports and earned revenue. Towards the beginning of the 19th century the emphasis shifted from revenue collection and trade. Earlier Indian raw material

were provided to industries of England. Later on India became the market for readymade British manufactured industrial goods. Indian resources were continuously drained out to England.

After 1857, the British government took on direct control of India, some British capital started pouring into the Indian market, along with the manufactured goods. Now England needed India, not only as a market for their goods but also as a fertile ground for the investment of their capital. This resulted that India started getting industrialized but only on foreign capital. All the major industries like Railways, Jute, Iron and Steel except cotton textiles were run by British Capital. Because of this wealth drain from India, as all the profits made by British capital which go back to England.

Till the end of nineteenth century during the British rule India became the captive market for British goods made from Indian raw materials. Therefore, the enrichment and industrial development took place in Britain and not in India.

During the First Word War, the British faced a big setback, the sea routes were blocked, they could not export raw material from and import the finished goods into India. After the World War 1, the British setup industries in India and after the Second World War and Post-Independence period Indian Industry actually began to progress. At the independence, India inherited an economy that had the worst features of both the feudal and the industrial ages without any advantages.

After independence, India became tried to be self-sufficient in manufacturing a variety of basic and capital goods including aircraft, ships, cars, locomotives, heavy electrical machinery, construction equipment, power generation and transmission equipment, chemicals, precision instruments, communication equipment and computers. Early planners in free India had kept in mind two aims: all-round development and generation of large-scale job opportunities. Economic development strategies were evolved with these two objectives.

Though agriculture has been the main occupation of the majority of the Indian population, India tries to become a prosperous and Modern State with a good industrial base. In independent India programs were formulated to build an adequate infrastructure for rapid industrialization. With industrialization there has been considerable growth of the organized sector though the unorganized sector remains much larger in size.

Industrial Development and Progress after Independence in India:

In India considerable economic progress is seen since Independence, especially the expansion and diversification in industry and agriculture. Industrial investment is observed in a large variety of new industries. Modern management techniques were introduced.

Government also supported entrepreneurs and a large number of new industrial centers have developed in almost all parts of the country. Over the years, the Government has built the infrastructure required by the industry and made massive investments to provide the much-needed facilities of power, communications, roads etc.

Various institutions were promoted to help entrepreneurship development, provide finance for industry and to facilitate development of a variety of skills required by the industry as well as agriculture. The Government formulated policy for encouraging indigenous industries and also provided facilities and encouragement. We now have a widely diversified base of industry and an increased domestic production of a wide range of goods and services.

Government followed many promotional policies to achieve this success. In the early years, Indian industry prospered within protective tariff walls. The policy was to encourage Indian industries and though foreign technical collaborations were encouraged, direct foreign investment in any corporate body was restricted to 40%.

In 1991, the policy was completely changed and the doors of the Indian economy were opened for foreign competition. Foreign majority investment was allowed in a variety of industries, import restrictions removed, customs tariff was brought down to improve the industrial growth. The year 1991 is regarded as a landmark in the economic history of India.

After economic reforms since 1991 and their renewal in the 2000s, India has progress towards a free market economy. The year 1991 brought a new era of economic liberalization. These liberalization decisions were taken to improve the performance of the industrial sector. The average annual growth rate of the industry which was close to 8% in the post-reform period fell to 6% in the 1990s. The period since the new millennium witnessed a sharp recovery and revival of the industrial sector. The tenth and eleventh plan witnessed a high growth rate of industrial production.

The rate of growth of the industrial sector was 5 percent during the initial years of the Tenth Plan. The growth picked in 2003-04 reached 7%, 8% in 2004-05 and 11% in

2006-07. For the plan as a whole, the growth rate was 8.2 percent. After growing at more than 8 percent, the growth collapsed to 2.8 percent in the year 2008-09 due to Global Financial crisis that hit the World.

The industrial growth started recovering in the year 2009-10 and touched a high of 10 percent. The industrial growth after some setbacks again recovered in the year 2010-11 to reach 8.2 percent. The period starting from 2011-12 saw a severe slowdown in the industrial growth and production.

Industrialization in Maharashtra

Maharashtra was formed in 1960 after the old state of Bombay was split along linguistic lines into two states of Gujarat and Maharashtra. With the advent of factory-based manufacturing in India during colonial period Maharashtra with Mumbai as not emerged as the most industrialized part of the country. The state has maintained its leading position till recently. It is still regarded as the industrial powerhouse of the country.

MIDC established in 1962, under M.I.D. Act 1961, the premier industrial infrastructure development agency of Government of Maharashtra. Up to date 233 industrial areas are developed by MIDC in Maharashtra on 53120 hectors. With the experience of 45 years, MIDC observed that certain industries are required to be provided some specialized facilities. For the growth of industries and specialized parks/industrial clusters are developed with specialized infrastructure facilities. In this way IT & BT Parks, Wine Parks, Textile Parks, Chemical Zones, Food Parks, Leather Park, Floriculture Park and Electronic Zone etc. are developed by the MIDC.

In the state, MIDC has demarcated 57,650 plots and allotted 48,701 plots to entrepreneurs. There are 28918 industries in production. MIDC has provided the water supply scheme 2240.83 MLD capacity and water consumption is 1314.73 MLD in the MIDC areas in the state. MIDC has provided water supply pipelines of 3238.60 km to cater the demand of the industries in Maharashtra. The annual revenue generated from the water supply is Rs.432.00 crores. 2422.82 km of roads are constructed by MIDC for providing good quality approach to the industries. The development expenditure of Rs.3096.75 crores is incurred for the infrastructure works by MIDC.

1.3 The Caste System in India

The caste system in India is around 3000 years old and is one of the oldest form of social stratification in the world. This caste system divides the Hindus into fix hierarchical groups based on the concepts of karma and dharma. The caste is visible in the corporate sector as it is visible in other areas of social landscape in India.

Manusmriti one of the oldest, most important and authoritative book on Hindu law, acknowledges and justifies the caste system as the basis of order and regularity of society. The caste system divides Hindus into four main categories - Brahmins, Kshatriyas, Vaishyas and the Shudras. It is belief that these groups originated from Brahma, the Hindu God of creation.

Brahmins are kept at the top of the hierarchy who were mainly teachers and intellectuals and it is believed that they come from Brahma's head. Then the Kshatriyas, the warriors and rulers, are supposedly come from his arms. At the third position are the Vaishyas, they are mostly the traders, who were believed to be created from thighs of Brahma. The Shudras were kept at the lowest position, and it is belief that they came from Brahma's feet and so did all the menial jobs.

It is found that the main castes were further divided into 3000 castes and 25000 sub castes on the basis of occupation.

The caste have an impact on human life for centuries. It affected almost every aspect of Hindu religious and social life. Various studies shows that the rural communities were segregated into colonies on the basis of castes. They had separate water wells also. The upper castes were given many privileges while the lower castes were repressed. This system remained unchanged for centuries. The social orders were so rigid that one could not been able escape from the trap. However few people from the so called lower caste groups, despite of the obstacles became literate and hold prestigious positions in the Indian polity, such as Dr. B.R. Ambedkar who authored the Indian Constitution and K.R. Narayanan who became the nation's first Dalit President.

The Constitution was accepted in 1950 after independence through which various reformative steps were taken to change the discriminatory scenario about castes. It includes provisions to ban discrimination on the basis of caste, announced quotas in government jobs and education for scheduled castes and scheduled tribes, who were at the lowest in the caste hierarchy.

The quotas were extended to the OBCs (Other Backward Classes) in 1989, the group which positioned between the traditional upper castes and the lowest. It is observed in recent decades that due to the spread of secular education and growing urbanization, the influence of the castes is reduced at some level in cities. People of different castes live side by side and inter-caste marriages are common. Many people from various parts of the country began to use single name after social reforms. Though there are so many changes took place, the identity of the caste remain strong because the last name indicates the caste of the person.

There are many theories which helps to explain the caste system in India. These theories includes traditional, racial, political, occupational, evolutionary theories.

1. Traditional Theory

As per the traditional theory caste system is the extension of the Varna system, which were originated from the body of Brahma. The four Varna's include Brahmins, Kshatriyas, Vaishyas and the Shidras. These Varna's were came from different body parts of Brahma and so got the specific position in the hierarchy.

The Brahmins got the top most position as they came from head of Brahma and mainly became teachers and intellectuals. The Kshatriyas came from arms of Brahma and so became warriors and rulers. The Vaishyas are at the third position as they came from the thighs of Brahma and are traders. The Shudras are at the bottom of hierarchy and came from the feet of Brahma, so they have to serve all the others. The mouth signifies its use for preaching, learning etc, the arms – protections, thighs – to cultivate or business, feet – helps the whole body, so the duty of the Shudras is to serve all the others. The sub-castes emerged later due to intermarriages between the 4 Varna's.

The proponents of this theory gives reference of Purushasukta of Rig-Veda, and Manusmriti to support their opinion.

2. Racial Theory

This theory says that the caste system in India is originated from the chaturvarna system which includes Brahmins, Kshatriyas, Vaishyas and shudras. Varna is the Sanskrit word for caste which means color. According to Indian sociologist D. N. Majumdar, caste system took its birth after the arrival of Aryans in India.

Difference between Arya and non-Aryans is given in Rig Veda regarding their complexion, their speech, religious practices, and physical features.

It is found in the Vedas that the Verna system was prevalent and was based on the division of labour and occupation. Rig Veda mention about the three Vernas, Brahma, Kshatra and Vis. As per Rig Veda the Brahma and Kshatra represented the Piet- priest and the warrior-chief. Vis includes all common people. The fourth verna is mentioned only once in Rig veda and it states that Sudra represented domestic servants.

3. Political Theory

According to this theory, the caste system is invented by the Brahmins in order to place themselves on the highest position of social hierarchy.

Dr. Ghurye states, "Caste is a Brahminic child of Indo-Aryan culture cradled in the land of the Ganges and then transferred to other parts of India."

As per the theory Brahmins even added the concept of spiritual merit of the king, through the priest in order to get the support of the ruler of the land.

4. Occupational Theory

This theory supports that Caste hierarchy is according to the occupations prevalent in the society. Those professions which were considered as better and respectable made the persons who performed them superior to those who were engaged in dirty professions.

According to Newfield, "Function and function alone is responsible for the origin of caste structure in India." Functional differentiation creates occupational differentiation and numerous sub-castes such as Lohar (blacksmith), Chamar (tanner), and Teli (oil-pressers).

5. Evolution Theory

According to this theory, the caste system is the result of a long process of social evolution.

1.4 Theories of discrimination –
Discrimination manifests itself in multiple ways that range in form from overt and intentional to subtle and ambiguous, as well as from personal to institutional, whether through statistical discrimination and profiling or organizational processes. Discrimination also operates differently in different domains and may cumulate over time within and across domains. Regardless of which form it takes, discrimination can create barriers to equal treatment and opportunity and can have adverse effects on various outcomes. Clear theories about how discriminatory behavior may occur are important in order to develop models that help identify and measure discrimination's effects.

Although discrimination is sometimes still practiced openly, it has become increasingly socially undesirable to do so. Consequently, such discrimination as exists today is more likely to take more subtle and complex forms. Subtler forms of discrimination can occur spontaneously and ambiguously and go undetected, particularly at the institutional level. Although legal standards address specific forms of unlawful intentional or statistical discrimination, subtler forms are more difficult to address within the law. Thus, shifts in kinds of discriminatory behavior have implications for the measurement of discrimination. As we discuss in the next chapter, some types of discrimination may be more difficult to identify and may require collecting new and different data and the further development of new methods of analysis.

Figure1 A Map of the Potential Points of Discrimination within Five Domains

Source Points for Discrimination	Labour Markets	Education	Housing/ Mortgage Lending	Criminal Justice	Health Care
Access to institutions or procedures	Hiring Interviewing Unemployment	Acceptance Into college Into special education programs Financial aid	Steering Mortgage redlining	Policing behaviors Arrests	Access to care Insurance
While functioning within a domain	Wages Evaluation Work environment	Track placement Ability grouping Grades and evaluations Learning environment Per-pupil expenditure Special education placement	Loan pricing	Police treatment Quality of legal representation	Quality of care Price
Movement through a domain	Promotion Layoffs Rehiring	Promotion and graduation Retention	Resale value Wealth accumulation	Parole Sentencing	Referrals
Key actors	Employers Customers Coworkers	Teachers Administrators Fellow students	Landlords Sellers Lenders Neighbors	Police Prosecutors Judges Juries Parole boards	Health care workers Administrators Insurance companies

Economic models of discrimination can broadly be classified into two classes: (i) competitive models in which agents act individually, and (ii) collective models in which groups act collectively against each other (Altonji and Blank 1999:3168). In general, economic analysis has focused on competitive models which underline two broad types of discrimination. The first is "taste-based discrimination" and the second, "statistical discrimination". Becker (1957) in his pioneering work introduced thefirst economic model of discrimination which explains discrimination by a "taste for discrimination". What it implies is that discriminators are willing to forgo an extra pay in order to have the group they preferred compared to an equally productive unfavorable group. Becker identified three distinct forms of discrimination in a competitive framework: employer, employee (or coworker) and customer. Some employers hold a taste for discrimination, they think that women (or minority group) are less productive. The discriminating employer in this case is unwilling to hire them unless women or minority workers themselves 'compensate' employers by accepting a lower wage (a wage below the wage paid to men) for identical productivity or by being more productive at a given wage. Employee discrimination exists when employers discriminate in a situation when other employees do not prefer to work with colleague of the opposite sex or minority workers. Consumer discrimination occurs when consumers are not willing to purchase goods and service (for example, stores) from members of ascertain group and instead prefer to pay a higher price. In this case employers discriminate not because of their own tastes but because of their customers' tastes. One of the important results emerging from Becker's work is that in the long run discrimination by employers should decline since it is not economically efficient. His theory suggests that competition will increase the relative demand for minority workers only in the economies where employers have a taste for discrimination. The statistical discrimination models have been advanced by Arrow (1972), Phelps (1972), and Aigner and Cain(1977). Contrary to the 'taste-based' discrimination, these models assume no prejudice by employers. Rather women (and minority group) earn lower wages because these groups on average have lower productivity. Statistical models are based on the assumption that firms have limited information about the skills of applicants. Employers make decision in the absence of full information, since it is costly and difficult to acquire full information on job applicants. Thus, the firms use observable characteristics (such as gender or race) as a

signal of productivity provided that these characteristics are correlated with productivity. In other words, if employers believe that women (or minority group) are on average less productive than men, they use gender or race as a screening device to which an individual belongs while hiring or pay decisions. In turn, they pay minority group a lower wage rate than majority group with identical observable skills. The literature on statistical discrimination has two main strands (Altonji and Blank 1999: 3180–3181). The first strand of literature looks how prior beliefs about the productivity of group members can influence hiring and pay decisions. This issue is addressed by Arrow (1973). The second strand of literature analyzes the consequences of group differences in the precision of the information that employers have about individual productivity. This issue is addressed by Aigner and Cain (1977).

1.5 Concept, meaning of Work Participation

Work participation is one of the most significant features of a population of a nation as it has multilateral involvement in the economic production and planning. It provides information about the human resources and the nature and extent of their utilization (Agrawal, 1971). Work Participation has great subjective significance with growing emphasis on regional planning and regional approach to the population policy and utilization of human resources (Franklin, 1958). It is an important indicator of the economic composition of a region. The degree of employment or unemployment exerts its influence as one of the chief determinants of several socio-economic and demographic characteristics of the population (Ray, 1978). The socio-economic development of any region is mainly related to degree of work participation and the proportion of workers in different sectors of economy (Chaudhary, 2007). Work participation refers to economic activities in which workers are differentiated (Jaffe and Stewart, 1951).

Work participation helps the employees to participate in the decision making process and business activities of the organization. It is the key factor for employee empowerment process. It encourages employees to make decisions for themselves in line and as team. It is also a part of quality movement in the organization through which employees are allowed to take responsibility for carrying out activities. The employees can participate in work by various ways such as working in a team, suggestion scheme, consultation and meetings, delegation of responsibility, multi-channel decision making process.

1.6 Concept and definition of Scheduled Caste (Constitutional Identity of SC)

Sachchidananda (1974) has said that it has not been possible to enlarge the concept of Scheduled Caste or to discuss the question of their origin the criteria for scheduling are not clear, the Scheduled Castes being a constitutional and not a sociological concept.

S.K. Gupta (1985) define the term scheduled castes primarily as an administrative category, used in the constitution of India. They are castes identified by the President of India under article 341 and put under a scheduled.

The British Government in the Government of India Act. 1935, used the term for the first time before this, some of these classes were labeled as 'depressed classes' and the term was used for the 1st time in the beginning of this century. Thus, in the present time, according to the provision of Article 341 and342 of the constitution, the president will notify the list of Scheduled castes and Scheduled tribes. The Scheduled caste and Scheduled tribes wherever they live are faced with many diverse problems, which are of social, economic, political and educational in nature. The term of scheduled castes is firstly used by Simon Commission in 1927.

1.7 Concept and definition of Scheduled Tribe (Constitutional Identity of ST)

G.S. Ghurye, in his book The Scheduled Tribes (1963), writes: "The Scheduled Tribes are neither called the 'Aborigines', nor the 'Adivasis', nor are they treated as a category by themselves. By and large, they are treated together with the Scheduled Castes and further envisaged as one group of the Backward Classes."

Article 366 (25) of the Constitution of India refers to Scheduled Tribes as those communities, who are scheduled in accordance with Article 342 of the Constitution. This Article says that only those communities who have been declared as such by the President through an initial public notification or through a subsequent amending Act of Parliament will be considered to be Scheduled Tribes. Article 342 provides for specification of tribes or tribal communities or parts of or groups within tribes or tribal communities which are deemed to be for the purposes of the Constitution the Scheduled Tribes in relation to that State or Union Territory. In pursuance of these provisions, the list of Scheduled Tribes are notified for each State or Union Territory and are valid only within the jurisdiction of that State or Union Territory and not outside.

1.8 Caste based division of labour in India

The caste system, as it actually works in India is called jati. The term jati appears in almost all Indian languages and is related to the idea of lineage or kinship group. There are perhaps more than 3000 jatis in India and there is no one all-Indian system of ranking them in order of status. Yet in each local area jati ranking exists and is very much related to purity and pollution. Each jati has some unique job, but not everyone in the jati performs it. Thus there are barbers who do not shave, carpenters who do not build, and Brahmins who do not act as priests. A jati is identified in a local setting by whom its members will accept food and water from and to which jatis its members will give food and water. People will try to marry their sons and daughters to members of their same jati and will give their major loyalty to their jati. A jati will usually be organized into a biradari (a brotherhood), and this organization carries out the business and oversees the working of the jati and has the power to exclude an offender from the jati.

The Hindu social order is based on caste system. This social order divides the mankind into four Varna's Brahmin, Kshatriya, Vysya and Shudra. According to this hierarchical caste system a man's/woman's position and values are determined by his/her birth in a particular caste and not by worth. The Brahmin has a right to priesthood and knowledge, the Kshatriya to fight and Vysya to indulge in business and serve the upper two castes while the Shudras have none of these rights. They are expected to serve the upper three 'Varna's so that they are born in the higher caste in the next birth, through their karmas (actions). The doctrine of Karma, the central theme of Hindu philosophical system, was the source which upheld the privileged ranks. It answered the need of the caste Hindus to justify their existence and legitimized exploitation of the repressed Classes. In addition to the Shudras, there are Ati Sudras, Scheduled Castes or untouchables and Scheduled Tribes who are outside this fourfold classification of this caste system.

The caste system is a unique structure, but it is not the only social structure which divides the society between priests, noble, soldiers and craftsmen. Before the enlightenment and industrialization ages it was common for the whole world societies to have such social divisions. We seldom, if ever, see our caste as what we do. "You'll never get rid of caste in India," pronounce our sociologists and political

pundits. In this view caste is seen as an immutable state, unchanging and unchangeable.

Hindu society in India was historically divided into endogamous sub-groups that were ranked hierarchically in a complex system of social stratification. This system had its roots in the ancient Hindu system of 'Varna,' which divided people into four categories based on their occupations. While historians are divided on when caste became strictly hereditary and how stable the rankings within the hierarchy were, by the early modern period, each region of India had a social structure that involved a complex web of castes and sub-castes related to each other by economic and patronage links that had both horizontal and vertical divisions. The caste system is complex, as a huge literature in social anthropology attests to (Dumont, 1970; Ghurye, 1961; Srinivasan, 1957; and Beteille, 1969are classic social-anthropological works on the caste system in India, while Beteille, 1992is a major recent works on the topic).

Caste is an economical concept on one hand and religious and social concept on the other. Under the big umbrella of the four castes the Brahmins (priests), the Kshatriya (nobles, soldiers), the Vaishyas (craftsmen, merchants) and the Sudras (labour force) there are hundreds and hundreds of sub-castes. The separation system of the sub-castes within is very different from the separation system of the upper castes. Those sub castes are in reality groups of professions where the job is inherited from father to the son. These lower separation system is called Jati where the upper separation is called Varna.

Varna is an interesting word used within Sanskrit to define the caste. This word means color where it reminds the colors of the races when the first Aryan Tribes arrived in India. The Shudra caste, the fourth and lowest caste is obliged to another separation within the four castes where the first three castes Brahman, Kshatriya and Vaishya are called twice born, making the Shudra the lowest caste in the separation.

The people of these classes derive their livelihood from specific occupations and the children born in their families follow the suit, acquiring the appropriate occupation as per their caste or jati, thus, maintaining the hierarchical ranking of occupations and hereditary occupational specialization.

In the ancient period of India, the backward castes and tribes had been denied all kinds of social and economic endowments. Hence they had been lagging behind in the process of development. The social and economic deprivation among the scheduled castes and scheduled tribes had been most common during pre and post-Independence.

The sudras were classified as inferior and the last Varna to other three Varna's, in ancient social system in India. Along with this several social, economic and political restrictions were imposed on them.

This castes' hierarchy is coupled with work conception, human behavior and the person's way of life, which is measured in function of it purity. This way, the Brahman, which practices a religious and intellectual activity and is vegan, is supposed purer than a person from the warriors' caste, as the latter eats meat, fights and kills. But the latter is also purer than a fabric trader for example, as this one belongs to an inferior caste.

At the other end of the hierarchy, a heterogeneous group of castes were historically treated as 'untouchable' by the upper castes, and some such caste groups existed everywhere in India, constituting about 16.6 per cent of the population as of the last available estimates (Registrar General & Census Commissioner, India, 2011). These groups were historically considered 'unclean' and not permitted to use public facilities such as wells, schools, temples, etc., and forced to live in specific parts of the village or town in order to minimize contact between them and the upper castes. Occupational segregation and denial of access to education were key features of the discrimination faced by these groups, who were consigned to perform those jobs that upper caste Hindus considered 'unclean,' such as working with dead animals or human bodies, garbage disposal, and the manual disposal of human excrement. Discrimination against members of these groups, commonly referred to by the term 'Scheduled Castes' (SCs), was officially made illegal by the Constitution of independent India in 1950.Indeed, reservations of places in higher education institutions, jobs in the public sector, and seats in regional and national legislatures, which are constitutionally mandated as a corrective for historical discrimination, have led to a sizeable and growing educated middle class among these caste groups. Still, both educational and economic indices for SCs remain below the national average,

and little is known about occupational patterns by caste in the private sector. SCs are thus one of the groups an obvious social group whose members might be expected to face systematic disadvantages in the job market even if they are able to acquire the necessary skills. Similar considerations and legal provisions apply to India's indigenous tribal groups, known as the Scheduled Tribes, who are a much smaller share of the population but also have access to the proportional reservation like the Scheduled Castes. STs continue to have the lowest educational and social indicators of all of India's social groups, and it has been argued that geographical isolation and lack of political success are in some major responsible factors for this.

Caste discrimination is not permitted in gaining employment and access to educational and other opportunities. But this does not mean that caste is illegal or has faded away. Caste groups as political pressure groups work very well in a democratic system. Caste may provide psychological support that people seem to need. Economists and political scientists are finding that caste is no real barrier to economic development or political democracy.

There is greater socio-economic diversity in the workforce at all levels of employment, by which we mean greater representation or inclusion of groups which have been traditionally marginalized and under-represented in organized employment, will not only have extremely positive effects for society as a whole, but more importantly, would make good business sense.

The Constitution of India also guarantees rights to equality and equal opportunity to all its citizens. Since there is no affirmative action in the private sector and caste affiliation is not a legal category, there is very little hard data on the kinds of jobs that SC/STs do in the private sector and to what extent SC/STs are represented in the higher ends of the occupational spectrum.

Eradication of caste discrimination is a big public policy issue in India, and positive discrimination policies in relation to education and employment are in place, made possible through active 'caste monitoring', with those people designated as belonging to the lower castes given certain preferences. As a social system, it is breaking down due to the spread of more moderate views, but some of the ideological aspects are alive and kicking and increasingly expressed in very elusive ways.

The nature of the workplace as a form of competitive environment means caste discrimination has the potential to play an insidious role in day-to-day decision-making, in the recruitment process, in considering promotions and management – and just like prejudice based on religion, gender and or ethnicity, is entirely unacceptable.

Nowadays the caste system is slowly fading away and people are no longer sticking to their ancestral avenues of work just because they happened to be born in a particular caste. We are beginning to break away from the age old traditions and western education has brought in newer skills, latest technologies and scientific advancements and awareness have ensured that the present day Indians cannot hold on rigidly to the philosophies of the past and relegate themselves to a particular school of thought and ideology that was in the past.

In reality, this ideology on heredity and mutual dependence has been altered with time. Nowadays, Even if one belongs to the traders' caste, it doesn't have to be a trader. It can practice a more qualified job. There isn't any radical match between job and caste. Social mobility had led to disparities between a caste and its associated profession, which has totally shaken the castes' mutual dependence and its hierarchy.

1.9 Work participation of SC and STs in India since Independence

Castes or jatis were originally occupational units and individuals remained within their caste's traditional vocation, from one generation to the next, prior to the arrival of the British. With colonial rule came overseas trade and, subsequently, industrial manufacturing. The accompanying growth of cities resulted in the demand for labour in non-traditional occupations, in the mills, docks, and factories. A second new source of labour demand came from mines and plantations, both in India and overseas. Historical accounts indicate that networks organized around the jati played an important role in supplying labour to cities and plantations. We have seen that commercial activity under the British was centered on the cities of Bombay and Calcutta. Bombay's textile mill owners and factory owners appear to have adjusted their level of output and employment to demand shocks, periodically bearing the cost of idle capacity (Chandavarkar 1994). Similar fluctuations in the demand for labour have been documented on the docks, in the shipping industry, and in general labouring jobs. These are precisely the conditions under which labour networks will emerge, with incumbent workers

providing referrals for new hires from their social group. Social connections within the community provide the incumbent workers with information about the quality of new hires. The same connections ensure that new workers will not shirk even if they are hired temporarily, to maintain the community's reputation in the labour market (and the incumbent worker's reputation in his firm). In Bombay, the labour networks appear to have been organized around the mukadam or jobber, a foreman who was in charge of a work gang in the mill, factory, dockyard, or construction site, and, more importantly, also in charge of labour recruitment.12 In an environment with frequent fluctuations in labour demand, we would expect the jobber to have recruited from his social group, which in the Indian context would be the jati, and this is precisely what appears to have happened. As Morris (1965: 76) argues, "I am using the term [caste] to refer to what are precisely called sub castes (jati) ... for any analysis of labour recruitment and the study of the behavior of rural recruits in an industrial environment ... it is entirely inappropriate to lump into larger groups because of similarity of name, function, social status, or region-of-origin sub castes that are not endogamous." The same pattern of caste-based recruitment appears to have emerged in Calcutta and in the mines and plantations. While business in Bombay was controlled by outsiders, labour was drawn mostly from the Maharashtra hinterland. In contrast, labour in Calcutta's jute mills and factories was drawn from far away; from the western districts of Bihar, the adjoining eastern districts of Uttar Pradesh, and two Orissa districts, Cuttack and Balasore (Das Gupta 1981). Once again a foreman or sardar was in charge of labour recruitment, and once again he appears to have drawn on his caste back home to fill new jobs. The same source districts in Bihar and Uttar Pradesh supplied the bulk of the labour to overseas sugar colonies – Mauritius, the West Indies, and Fiji – during the latter part of the nineteenth century, and while the recruitment of indentured labour to these colonies was heavily controlled by the colonial government, the concentration of particular castes among the migrants indicates that there was, nevertheless, an endogenous aspect to the labour supply. Within India, caste-based recruitment emerged wherever labour was needed in large numbers. For example, caste-based recruitment was also observed in southern tea plantations. A particular feature of the caste system in South India was the institution of agrestic slavery in which the members of certain castes (and their progeny) were owned by upper caste masters

(Alexander 1989, Kooiman 1989). The abolition of slavery in India by the colonial government in 1861 coincided with the opening up of the plantations in South India and Sri Lanka. These plantations were located in previously uninhabited hills and so labour had to be transported from the plains in Tamil Nadu. Initially, the British planters sent their own agents to recruit workers, but within a short time, workers began to migrate independently, in gangs drawn from the foreman or kangany's jati. Our dynamic model tells us that once a network has formed, it will strengthen most rapidly in communities with the weakest outside options, which in this context would have been the former slave castes. Luke and Munshi (2011) surveyed a sample of South Indian plantation workers three generations later and found that 68% of the workers belonged to the former slave castes (Pallars and Paraiyars) highlighting the role played by caste networks in supporting mobility, not only into business but also into non-agricultural labour occupations. Luke and Munshi show how caste networks in the plantations were refreshed and reinforced by new arrivals from the plains, through marriage, from one generation to the next. Networks that formed in the city were similarly reinforced over the course of many generations by the arrival of new workers from the rural origin. Focusing on a single caste, Dandekar (1986) traces the evolution of a network of Jadhavs (a particular caste) from a single village in interior Maharashtra to one jobber who went to Bombay in the 1930's, working first on the docks and later in the textile mills. In 1942, 67% of the Jadhav migrants from that village were working in the textile mills and 4% in other factories. In 1977, their descendants and new arrivals from the village over the next generation were still in the same occupations, with 58% in the textile mills and 10% in other manufacturing industries. De Haan (1997) similarly traces the evolution of a network of Khandait migrants in Calcutta to a single sardar. This individual brought an initial group of 20 workers with him from Orissa at the beginning of the twentieth century, and this group was presumably large enough to jump-start a new network that persisted and grew in size over the next century. The model of network formation and the preceding case studies emphasize the importance of initial conditions. When the model is extended to multiple destination locations or occupations, it generates the additional prediction that the community could get locked into those destinations where it (sometimes fortuitously) first established itself. Caste clusters have been documented among

Bombay's dock workers (Cholia 1941), construction workers, and in the railway workshops (Burnett-Hurst 1925), the leather and dyeing industries, and in the Bombay Municipal Corporation and the Bombay Electric Supply and Transportation Company (Chandavarkar 1994). Castes sometimes found niches even within occupations; Gokhale's (1957) survey of textile workers in the 1950's found that particular castes were concentrated in particular departments within the mills, with different castes dominating a given department in different mills. De Haan (1997) documents similar caste segmentation in Calcutta's jute mills. Urban jobs did not necessarily relate to traditional rural occupations; indeed, castes that were traditionally weavers ended up in the spinning section of the jute mills by historical accident, emphasizing the importance of initial conditions in determining long-term outcomes when networks are active.

1.10 Components of Administration (POSDCORB)

POSDCORB is an acronym widely used in the field of management and public administration that reflects the classic view of organizational theory. This concept appeared most prominently in a 1937 paper by Luther Gulick. He first presented the concept in 1935. Initially, the concept of POSDCORB was envisioned in an effort to develop public service professionals. In Gulick's words, the elements are as follows: **P**lanning, **O**rganizing, **S**taffing, **D**irecting, **C**o-**O**rdinating, **R**eporting and **B**udgeting.

Gulick further defines the patterns of POSDCORB in "Notes on the Theory of Organization". In these notes Gulick explained how portions of an executive's workload may be delegated, and that some of the elements can be organized as subdivisions of the executive depending on the size and complexity of the enterprise/ organization.

Under **Organizing**, Gulick emphasized the division and specialization of labor in a manner that would increase efficiency. Gulick observed that there were limitations. Based on his practical experience, he carefully articulated the many factors.

Gulick described how the organization of workers could be done in four ways. According to him, these are related and may be multi-level. Specifically, they are:

- By the *purpose* the workers are serving, such as furnishing water, providing education, or controlling crime. Gulick lists these in his organizational tables as vertical organizations.

- By the *process* the workers are using, such as engineering, doctoring, lawyering, or statistics. Gulick lists these in his organizational tables as horizontal organizations.

- By the *clientele* or *material*: the persons or things being dealt with, such as immigrants, veterans, forests, mines, or parks in government; or such as a department store's furniture department, clothing department, hardware department, or shoe department in the private sector.

- By the *place* where the workers do their work.

Gulick stresses how these modes of organization often cross, forming interrelated structures. Organizations like schools may include workers and professionals not in the field of education such as nurses. How they are combined or carefully aggregated into a school — or a school system — is of concern. But the early work of Gulick was not limited to small organizations

Under **Coordination**, Gulick notes that two methods can be used to achieve coordination of divided labor. The first is by organization, or placing workers under managers who coordinate their efforts. The second is by dominance of an idea, where a clear idea of what needs to be done is developed in each worker, and each worker fits their work to the needs of the whole.

Gulick notes that any manager will have a finite amount of time and energy, and discusses span of control under **coordination**. Drawing from the work of Henri Fayol, Gulick notes that the number of subordinates that can be handled under any single manager will depend on factors such as organizational stability and the specialization of the subordinates. Gulick stops short of giving a definite number of subordinates that any one manager can control, but authors such as Sir Ian Hamilton and Lyndall Urwick have settled on numbers between three and six. Span of control was later expanded upon and defended in depth by Lyndall Urwick in his 1956 piece *The Manager's Span of Control*.

Under **coordination**, as well as **organization**, Gulick emphasizes the theory of unity of command: that each worker should only have one direct superior so as to avoid confusion and inefficiency.

1.11 Current scenario of work participation of SC and STs in India and Maharashtra

If we look at the employment scenario at all India level it is clear that the deprived and disadvantaged sections like SC/STs and minorities are not properly represented in our workforce. The following table shows the condition of employment of SC/STs in the India.

Figure 2 Private (Corporate) sector employment of SC / STs in various states in India

State	Industry in rank	SC/STs in industry	SC/STs in population	Gap
Tamil Nadu	1	17.9	20	2.1
Maharashtra	2	5	19.1	14.1
Andhra Pradesh	3	17.1	22.8	5.7
Gujarat	4	9	21.9	12.9
Uttar Pradesh	5	17	21.2	4.2
Punjab	6	21	28.9	7.9
Karnataka	7	8.9	22.8	13.9
Rajasthan	8	14	29.8	15.8
West Bengal	9	20	28.5	8.5
Kerala	10	14.2	10.94	-3.26
Haryana	11	19	19.3	0.3
Madhya Pradesh	12	11	35.5	24.5
Delhi	13	15	16.9	1.9
Uttarakhand	17	22	20.9	-1.1
Himachal Pradesh	21	12	28.7	16.7
Pondicherry	23	13.2	16.2	3

Source – Industry survey 2008-09 by National Sample Survey Organisation[9]

Data from the India Human Development Survey (IHDS) provides greater clarity on the nature of employment of different caste groups. The analysis of the IHDS employment data is based on a job classification methodology used by Mehtabul Azam of Oklahoma State University in a 2013 paper. The classification splits regular jobs into four categories: white-collar skilled; skilled or semi-skilled; unskilled and

farmers. To give an example, the classification would treat an engineer as a white collar worker; a typist as a semi-skilled worker; and a sweeper as an unskilled worker. The data shows that non-Muslim upper castes have a much higher share among white collar employees, while Dalits and Adivasis (SCs/STs) have a much greater share among unskilled workers in comparison to OBCs. Thus, even though SCs and OBCs might have a similar share among regular workers, the nature of jobs SCs (and STs) are engaged in is qualitatively different.

A total of 17% of the country's work force are SCs while 10% are STs. The worker participation rate for both SCs and STs is above the national average (39.8%) with 40% and 48%, respectively.

Both communities are doing better than the national average when it comes to the worker participation rate (WPR) for females too, especially in urban areas. The worker participation rate among ST females is 43.2% whereas the national average is 25%. In the rural areas, it is 45.6% while the national average is 30%.

According to the 2009-10 poverty estimates of the Planning Commission, STs have the highest level of poverty in rural areas among all social groups with 47.4% of the population below the poverty line. This is followed by SCs with 42.3%. In urban areas, 34.1% of SCs are below the poverty line while for STs it is 30.4%.

Figure 3 Share in jobs by social category

Upper castes have the highest share in white collar jobs

SC-ST groups have a much higher share in unskilled workers, while they have a less than average share in white collar jobs
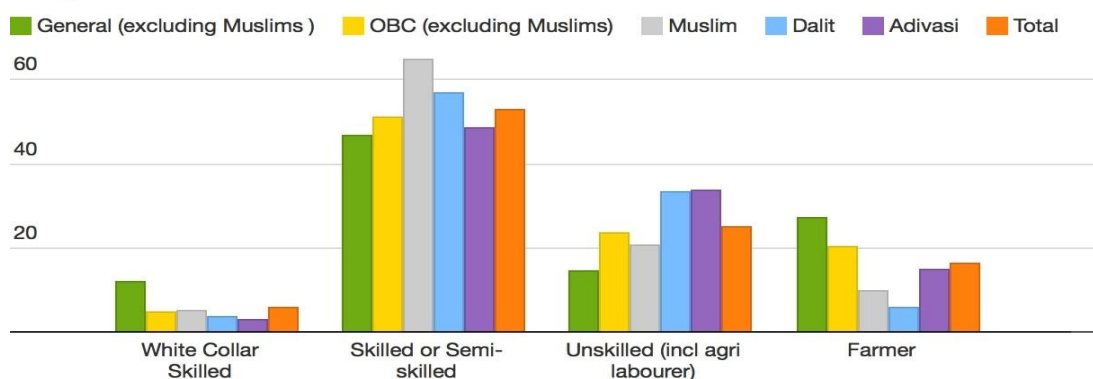
In the methodology which has been used to classify jobs, an engineer; typist and sweeper would come under White Collar Skilled; Skilled or Semi-skilled and Unskilled worker. For a detailed explanation see story

Source: Desai, Sonaide, Reeve Vanneman and National Council of Applied Economic Research, New Delhi, India and Human Development Survey- II (HDS II) 2011-12 and Mint calculations

Figure 4 Public and private sector employment (in 000 thousands)
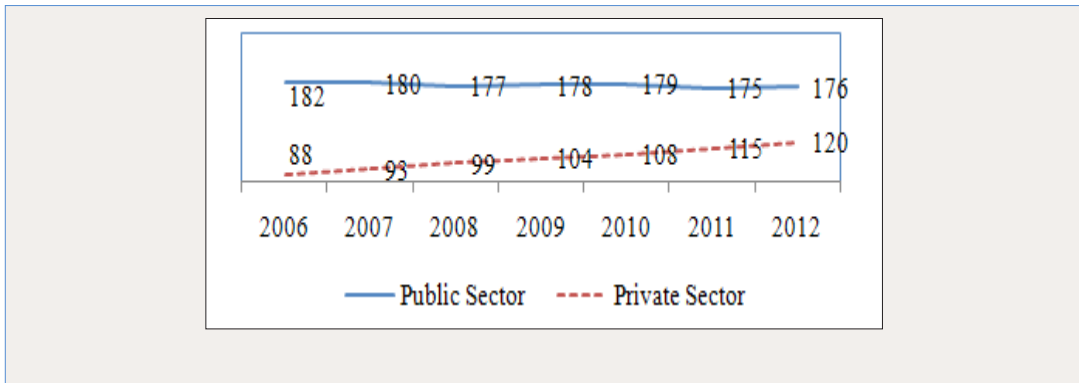
Source: Economic Survey 2016-17, Ministry of Finance, GoI

Employment in the public sector has stagnated at 17-18 million and the private sector employment has increased from 8.8 million to 12 million from 2006 to 2012 as shown in fig. 1.2 also the fig 1.3 reveals the current employment status of marginalized groups. As per the survey the marginalized groups are involved in low paid irregular jobs and the other groups are involved in regular or well paid jobs. (Balwant Singh Mehta 2018)

Figure 5 Employment status of workers by social groups
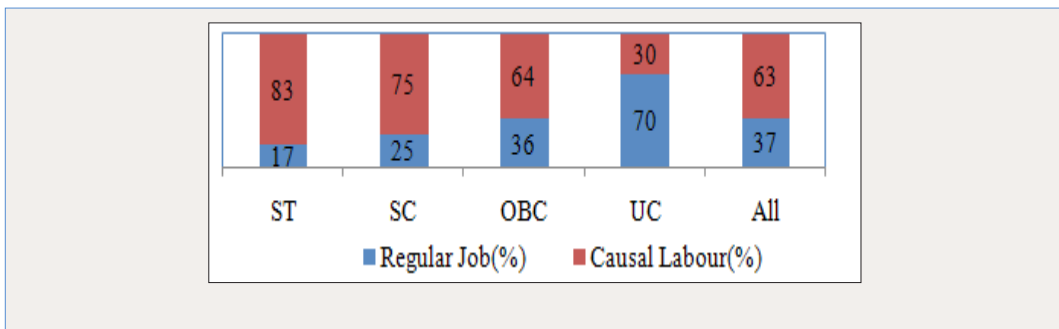
Source: Economic Survey 2016-17, Ministry of Finance, GoI

Figure 6 Share of Jobs in public and private sector by social groups
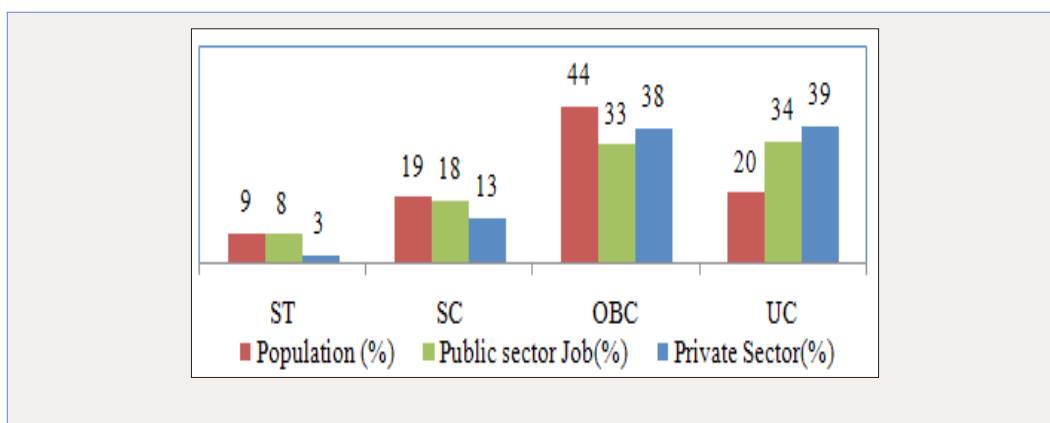
Source: Economic Survey 2016-17, Ministry of Finance, GoI

Fig. 1.4 shows the share of public and private sector jobs by social categories. The share of the SC/ST/OBC is 10-15% as compared to 39% of the upper caste in private sector.

1.12 Causes of under representation of SC /STs in industrial employment

Many experts and Protestants of social discrimination put forth that there are various causes of under representation of SC/ST in industrial employment. Few of the causes are listed as follows –

1) Lack of access to quality education at the early stages.
2) Lack of awareness about higher, technical and professional education.
3) Historical lack of opportunity for employment.
4) Lack of Skills required for the job.
5) Lack of fluency in English communication and writing.
6) Lack of proper physical conditions for the job.

The large difference in educational attainment between caste groups is an important cause of inequality in employment status (Ito 2009).Though the occupational structure has undergone a profound change over time, caste divisions have remained more or less the same (Deshpande 2000). A major section of the SC/ST population is concentrated in the primary occupations such as farm, fish, hunt and log (Deshpande 2001). These two groups are disproportionately clustered in the lower ladder of occupations: casual labour, agricultural labour and unemployed whereas the upper

castes dominate the more prestigious and better-paying occupations (Deshpande 2011).

Confederation of Indian Industries (CII) President Sunil Kant Munjal said 'Merit cannot be compromised. We are not quiet (on the issue of Reservation in private sector) ... we cannot afford to compromise competitiveness in corporations. Rather than a patchwork approach, government should try to upgrade the skills of the backward section' (2003)

Causes of under representation of SC/ST in private sector employment in a report of Dalit Solidarity Network, UK (2005)

1. Dalits are not seen as acceptable to be in a public leadership role – their authority will be under mined/ignored.

2. Discrimination is visible in the public sector. e.g. a qualified Dalit journalist was not given the opportunity to undertake television work.

3. There is under-employment of Dalits after achieving degrees at University level.

4. In recruitment processes personal interaction is crucial, people recruit from their own caste groups.

5. In interviews candidates are asked indirect questions related to caste, e.g their full name, whether they are vegetarian, where exactly they are from, their parents' occupation, etc.

6. There is always a fear of the issue of caste being raised which intimidates potential applicants.

7. If a Dalit is employed through an affirmative action/reservation system – the assumption is always made that s/he is unfit for the job on basis of merit and education.

1.13 Problems in work participation of SC/STs in private industrial sector

The Indian society is socio-politically stratified. Caste system has prevailed for ages and arranges the people into social strata or classes. Though this system is similar to the concept of racism that prevails in western countries where people are discriminated on the basis of their skin color, in India, people are socially differentiated on the basis of tribe, region, class, and religion. This means that when a child is born their status on the social hierarchy gets fixed on the basis of the caste he/she is born into. Caste system becomes an obstruction in the growth of the people and nation.

A very necessary ingredient for promoting industrialization and technological change is the investment in human capital. India's current average adult literacy rate is low at 52%. There are large inequalities between males (literacy: 64%) and females (literacy: 39%), between urban and rural areas, and between different social classes. Illiteracy is widespread not only in older groups, but also among young boys and girls, particularly in rural areas. The remarkable neglect of elementary education in India is all the more striking given the widespread recognition, in the contemporary world, of the importance of basic education for economic development. Primary education in India is now compulsory. However those who receive primary education and make it through secondary school 5 of 13 have an excellent chance of getting a high-class University education. India has a huge supply of people with more education than they can use. Dr. Amartya Sen argued that there were deep-seated class biases in the pressures that have determined Indian educational priorities, and that the inequalities in education are, in fact, a reflection of the inequalities of economic and social powers of different groups in India. India's hierarchical, Brahmin-dominated society has been noticeably casual about primary education; resources have been poured into the higher education that benefits the upper class. The persistence of endemic illiteracy and educational background in India generally limits the freedom and well-being of the Indian masses and has a direct role in the relative deprivation of SC/ST and women in particular. Elementary education is extremely important for a successful integration in the world market and if the process of growth were more 'participatory' it could raise the income-earning power of large parts of the nation. Even if India's high technology industries, such as modern computer software or engineering products had an accelerated growth, the bulk of the Indian population would benefit only marginally.

There is wage gap between higher castes and the scheduled castes/tribes in the regular salaried urban labour market (Paul Attewell, S Madheswaran, 2007). The main conclusions they draw are (a) discrimination causes 15 per cent lower wages for SC/STs as compared to equally qualified others; (b) SC/ST workers are discriminated against both in the public and private sectors, but the discrimination effect is

much larger in the private sector; (c) discrimination accounts for a large part of the gross earnings difference between the two social groups in the regular salaried urban labour market, with occupational discrimination - unequal access to jobs - being considerably more important than wage discrimination - unequal pay in the same job; and (d) the endowment difference is larger than the discrimination component.

The lower castes, particularly the SC's, were socially disadvantaged for centuries. They were originally assigned the lowest status occupations, requiring little investment in human capital, and even when they managed to achieve occupational mobility under the British, they typically ended up in low-skill industrial jobs. We have noted that caste networks remain active in the Indian labour market. Once the upper caste networks had established a presence in particular sections of the labour market, they would have ensured that outsiders were subsequently excluded from those jobs. Persistent differences in occupations between SC's and non-SC could thus be determined by historical circumstances, rather than by discriminatory practices by upper caste employers today.(Munshi, 2016)

1.14 State initiatives for improving the work participation of SC/STs in India

The Convention concerning Discrimination in Respect of Employment and Occupation or Discrimination (Employment and Occupation) Convention (ILO Convention No.111) is an International Labour Organization Convention on anti-discrimination. It is one of eight ILO fundamental conventions. The convention requires states to enable legislation which prohibits all discrimination and exclusion on any basis including of race or colour, sex, religion, political opinion, national or social origin in employment and repeal legislation that is not based on equal opportunities.

This Convention is cited by International Convention on the Elimination of All Forms of Racial Discrimination in 1969 and the ILO Workers with Famility Responsibilities Convention in 1981.

There are various conventions of ILO for the protection of the employees. As the member of ILO India had ratified some conventions. India ratified this convention to improve the conditions of industrial workers. These initiatives are discussed as follows.

International initiatives

International Labour Organization had adopted a convention to prohibit the workplace discrimination. This Convention no.111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) is adopted in 1958 and came into force in1960. The convention contains following provisions.

Preamble - The General Conference of the International Labour Organization, Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-second Session on 4 June 1958, and

Having decided upon the adoption of certain proposals with regard to discrimination in the field of employment and occupation, which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention, and Considering that the Declaration of Philadelphia affirms that all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity, and Considering further that discrimination constitutes a violation of rights enunciated by the Universal Declaration of Human Rights,

Adopts this twenty-fifth day of June of the year one thousand nine hundred and fifty-eight the following Convention, which may be cited as the Discrimination (Employment and Occupation) Convention, 1958;

Article 1

1. For the purpose of this Convention the term *discrimination* includes--

(a) any distinction, exclusion or preference made on the basis of race, color, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation;

(b) Such other distinction, exclusion or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation as may

be determined by the Member concerned after consultation with representative employers' and workers' organizations, where such exist, and with other appropriate bodies.

2. Any distinction, exclusion or preference in respect of a particular job based on the inherent requirements thereof shall not be deemed to be discrimination.

3. For the purpose of this Convention the terms *employment* and *occupation* include access to vocational training, access to employment and to particular occupations, and terms and conditions of employment.

Article 2

Each Member for which this Convention is in force undertakes to declare and pursue a national policy designed to promote, by methods appropriate to national conditions and practice, equality of opportunity and treatment in respect of employment and occupation, with a view to eliminating any discrimination in respect thereof.

Article 3

Each Member for which this Convention is in force undertakes, by methods appropriate to national conditions and practice--

(a) to seek the co-operation of employers' and workers' organizations and other appropriate bodies in promoting the acceptance and observance of this policy;

(b) to enact such legislation and to promote such educational programs as may be calculated to secure the acceptance and observance of the policy;

(c) to repeal any statutory provisions and modify any administrative instructions or practices which are inconsistent with the policy;

(d) to pursue the policy in respect of employment under the direct control of a national authority;

(e) to ensure observance of the policy in the activities of vocational guidance, vocational training and placement services under the direction of a national authority;

(f) to indicate in its annual reports on the application of the Convention the action taken in pursuance of the policy and the results secured by such action.

Article 4

Any measures affecting an individual who is justifiably suspected of, or engaged in, activities prejudicial to the security of the State shall not be deemed to be discrimination, provided that the individual concerned shall have the right to appeal to a competent body established in accordance with national practice.

Article 5

1. Special measures of protection or assistance provided for in other Conventions or Recommendations adopted by the International Labour Conference shall not be deemed to be discrimination.

2. Any Member may, after consultation with representative employers' and workers' organizations, where such exist, determine that other special measures designed to meet the particular requirements of persons who, for reasons such as sex, age, disablement, family responsibilities or social or cultural status, are generally recognized to require special protection or assistance, shall not be deemed to be discrimination

The Ambedkar Principles

Employment Principles to Assist Foreign Investors to Address Caste Discrimination in South Asia

The Signatories of these Principles, building on existing national anti-discrimination laws and policies, and, in the spirit of internationally recognized human rights will:

1. Include in any statement of employment policy a reference to the unacceptability of caste discrimination and a commitment to seeking to eliminate it;

2. Develop and implement a plan of affirmative action, where appropriate with specific reference to Dalit women, particularly where Dalit's are under-represented as employees in relation to the local population;

3. Avoid any form of bonded or indentured labour and, as the victims of these are mostly Dalit's, pay specific attention to the role that caste relations might play in legitimizing or covering up such forms of labour;

4. Use fair recruitment, selection and career development processes, with clear objective criteria, and ensure that these processes are open to scrutiny from Dalit themselves as well as other civil society groups;

5. Take full responsibility for their workforce, both direct and sub-contracted, seeking to detect and remedy any caste discrimination in employment conditions, wages, and benefits or job security;

6. Evolve comprehensive training opportunities for employees and potential recruits from Dalit communities, integrated with other staff where appropriate but separate if not, and with the aim of enabling them to full their potential;

7. Designate a manager at appropriate level to carry out the policy, aimed at meeting business needs, maximizing the benefits of a diverse workforce, and ensuring the policy, its monitoring and the related practices are carried through;

8. Develop effective monitoring and verification mechanisms of progress with effect to the above at the level of the individual company, and also co-operate in monitoring at the levels of sector and the state, involving Dalit representatives, including women, in these mechanisms;

9. Publish annually a report on progress in implementing these Principles – preferably in relation to an appropriate section of the Annual Report and appoint a specific board member with responsibility for oversight of this policy area.

10. Ensure that all corporate support to community development programs and other charitable activities in caste-affected countries or areas includes the participation of Dalit's and assures their at least equal share in any benefits. (Dalit Solidarity Network UK Report 2005)

Global Compact - Labour Standards

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.(Dalit Solidarity Network UK Report 2005)

ISO 26000 Paragraph on Caste Discrimination

Caste discrimination has now been highlighted by the widely recognized standard --- the ISO 26000 on social responsibility.

The International Standard ISO 26000:2010, *Guidance on social responsibility*, provides harmonized, globally relevant guidance for private and public sector organizations of all types based on international consensus among expert representatives of the main stakeholder groups, and so encourage the implementation of best practice in social responsibility worldwide.

The following paragraph is included in the ISO 26000 standard:

"Hundreds of millions of people are discriminated against because of their hereditary status or descent. This form of discrimination is based on a history of rights abuse justified by the wrongful notion that some people are considered unclean or less worthy because of the group into which they are born. An organization should avoid such practices and, where feasible, seek to contribute to eliminating these prejudices.''

Constitutional mechanism for upliftment of SC/ST

The deep concern of the framers of the Constitution for the uplift of the Scheduled Castes and Scheduled Tribes and Other Backward Classes is reflected in the elaborate constitutional mechanism set-up for their uplift.

- Article 17 abolishes Untouchability.
- Article 46 requires the State 'to promote with special care the educational and economic interests of the weaker sections of the people, and, in particular, of the Scheduled Castes and the Scheduled Tribes, and to protect them from social injustice and all forms of exploitation.
- Article 335 provides that the claims of the members of the Scheduled Castes and the Scheduled Tribes shall be taken into consideration, consistently with the maintenance of efficiency of administration, in the making of appointments to services and posts in connection with the affairs of the Union or of a State.
- Article 15(4) refers to the special provisions for their advancement.
- Article 16(4A) speaks of "reservation in matters of promotion to any class or classes of posts in the services under the State in favor of SCs/STs, which are not adequately represented in the services under the State'.
- Article 338 provides for a National Commission for the Scheduled Castes and Scheduled Tribes with duties to investigate and monitor all matters relating to safeguards provided for them, to inquire into specific complaints and to participate and advise on the planning process of their socio-economic development etc.
- Article 330 and Article 332 of the Constitution respectively provide for reservation of seats in favor of the Scheduled Castes and the Scheduled Tribes in the House of the People and in the legislative assemblies of the States. Under Part IX relating to the Panchayats and Part IXA of the Constitution relating to the Municipalities, reservation for Scheduled Castes and Scheduled Tribes in local bodies has been envisaged and provided.

The Constitution of India has prescribed, protection and safeguards for the Scheduled Castes (SCs), Scheduled Tribes (STs) and other weaker sections; either specially or the way of insisting on their general rights as citizens; with the object of promoting their educational and economic interests and removing social disabilities. These social

groups have also been provided institutionalized commitments through the statutory body, the National Commission of SCs. The Ministry of Social Justice & Empowerment is the nodal Ministry to oversee the interests of the Scheduled Castes.

1.15 Statutory and non-statutory provisions for industrial workers

Organizations provide welfare facilities to their employees to keep their motivation levels high. The employee welfare schemes can be classified into two categories viz. statutory and non-statutory welfare schemes. The statutory schemes are those schemes that are compulsory to provide by an organization as compliance to the laws governing employee health and safety. These include provisions provided in industrial acts like Factories Act 1948. The non-statutory schemes differ from organization to organization and from industry to industry.

The statutory welfare schemes include the following provisions:

1. **Drinking Water:** At all the working places safe hygienic drinking water should be provided.
2. **Facilities for sitting:** In every organization, especially factories, suitable seating arrangements are to be provided.
3. **First aid appliances:** First aid appliances are to be provided and should be readily assessable so that in case of any minor accident initial medication can be provided to the needed employee.
4. **Latrines and Urinals:** A sufficient number of latrines and urinals are to be provided in the office and factory premises and are also to be maintained in a neat and clean condition.
5. **Canteen facilities:** Cafeteria or canteens are to be provided by the employer so as to provide hygienic and nutritious food to the employees.
6. **Spittoons:** In every work place, such as ware houses, store places, in the dock area and office premises spittoons are to be provided in convenient places and same are to be maintained in a hygienic condition.

7. **Lighting:**

   Proper and sufficient lights are to be provided for employees so that they can work safely during the night shifts.

8. **Washing places:** Adequate washing places such as bathrooms, wash basins with tap and tap on the stand pipe are provided in the port area in the vicinity of the work places.

9. **Changing rooms:** Adequate changing rooms are to be provided for workers to change their cloth in the factory area and office premises. Adequate lockers are also provided to the workers to keep their clothes and belongings.

10. **Rest rooms:** Adequate numbers of restrooms are provided to the workers with provisions of water supply, wash basins, toilets, bathrooms, etc.

   Many non-statutory welfare schemes may include the following schemes:

1. **Personal Health Care (Regular medical check-ups):** Some of the companies provide the facility for extensive health check-up

2. **Flexi-time:** The main objective of the flextime policy is to provide opportunity to employees to work with flexible working schedules. Flexible work schedules are initiated by employees and approved by management to meet business commitments while supporting employee personal life needs

3. **Employee Assistance Programs:** Various assistant programs are arranged like external counseling service so that employees or members of their immediate family can get counseling on various matters.

4. **Harassment Policy:** To protect an employee from harassments of any kind, guidelines are provided for proper action and also for protecting the aggrieved employee.

5. **Maternity & Adoption Leave** – Employees can avail maternity or adoption leaves. Paternity leave policies have also been introduced by various companies.

6. **Medi-claim Insurance Scheme:** This insurance scheme provides adequate insurance coverage of employees for expenses related to hospitalization due to illness, disease or injury or pregnancy.

7. **Employee Referral Scheme:** In several companies employee referral scheme is implemented to encourage employees to refer friends and relatives for employment in the organization.

1.16 Present situation of SC/ST employees in selected industries in Nashik city

It is necessary to discuss the present scenario of SC/STs in private industrial sector in study area that is Nashik city. While taking interviews of the respondents some of the facts are known to the researcher. One should try to know the current scenario. During the process of data collection researcher had some observations and got information about following facts.

1) Opportunities of education

   During the discussion with the respondents it is been observed that most of the respondents are not much aware about the opportunities of education. Most of the respondents did not get the information about various fields of education which could help them to get better jobs. Now a day the picture is that they are educating their children to get entry into Government jobs. And some are of the view that after 10th or 12th you should join ITI which is a way to enter private sector.

2) Opportunities of employment

   Employment is the major decision in one's life and we choose employment very carefully. For the persons from SC/ST category it's a crucial thing to get a good job which pays a faire salary to them. As the person gets educational opportunities, he/she gets the opportunities for employment. The respondent's observation concludes that many of them have to get the job and secure it for the sake of family. They did not made efforts for searching other jobs which may pay them more than the current job.

3) Approach towards Government jobs

   Most of the respondents had not got employment opportunities in Government sector so now they are trying to educate their children for this purpose. But the fact is that they are also aware about the thing that the employment opportunities in government are shrinking, so they try to educate their children

for professional courses. The observation shows that they SC/STs have accepted the fact about government job opportunities. They are making their children ready for the future in either private sector or for self-employment.

4) Lack of awareness about labour laws

The labour laws and the rights are the essentials for a person working in private industry. The respondents are aware about labour laws at some extent but not much. Many of them are just the member of the trade union but not active members. The knowledge about the labour laws and rights helps one to fight against unfair activities. Many times respondents ignore these unfair activities to secure the job and themselves. In very few instances they fight against any unfair activity or person.

5) Lack of awareness about current policies for the industries and labour

The policies of the Government many times affect the work place. The industrial and labour policies of the government are the guidelines to do activities and to take decisions. So one should be aware about such policies, who are working in the industries. Many respondents are lacking in this awareness. They ignore the awareness about the economic and industrial policies. Nowadays the industrial policies of the government allowed management to take drastic decisions regarding the reduction in the workforce.

6) Working conditions

The respondents are quite satisfied about the working conditions in their organizations. Working conditions includes the facilities at workplace, work environment, the behavior of the superiors and colleagues etc. In most of the cases respondents said that they have been provided with health, welfare and safety facilities. They had given social security, leaves. Other necessary actions has been taken by the management as and when needed.

7) Workplace discrimination

Workplace discrimination is one of the worst form of discrimination. It is treated beyond hiring and firing. Workplace discrimination can be observed in various forms in India, because of the social conditions. Regarding the respondents very few respondents faced such instances of workplace

discrimination. It includes unwelcoming behavior from the colleagues, denying participation in certain activities of the company due to prejudiced mindset.

8) Interpersonal relations between the employees and superiors

While discussing about the interpersonal relations, the respondents were quite thoughtful. It is observed that they were discussed this very carefully. The relationship between superior and the worker is most interesting part of discussion. These relations are either encouraging the employee or it destroys the career of a person. In the study area it is found that at most of the workplaces the employees are having good interpersonal relations with their superiors.

9) Teamwork

Teamwork is the collaborative effort of a group to achieve a common goal or to complete a task in efficient way. This helps the employees to organize themselves and complete the work together. This gives job satisfaction and improves relations among employees. It is observed that respondents were very eager to discuss about their teamwork. They were satisfied with the opportunity of getting teamwork.

10) Work participation

The participation of the employees in the activities of the organization refers to the work participation. At a large scale work participation is one of the most significant features of a population of a nation as it has multilateral involvement in the economic production and planning. It is also refers to business activities that employees take part in together to achieve a common goal. Work participation allows employees to do work in team and on their own skills. It helps to improve the team building and interrelations among employees. The respondents are getting ample opportunities for the work participation. As per discussion with the respondents it is found that the SC/STs are getting sufficient opportunities for work participation. They are getting employment opportunities also. At the work place employees are allowed to take part in decision making, quality improvement, suggestion for

production and process, sharing ideas, delegating responsibilities etc. It is observed that there is rare incidences of work place discrimination in the study area.

1.17 Industrial Profile of Nashik city.

Nasik is one of the fast-growing cities of India and has been included in Smart city project by Central Government of India along with The Igatpuri- Nashik- Sinnar investment region as an important node in the US$90 billion Delhi Mumbai Industrial Corridor Project. Economy of the city is mainly driven by manufacturing and engineering industry and highly progressive agriculture in the areas surrounding the Nasik city. Many Large scale industry giants have their manufacturing plants and units in the city with presence of companies such as Atlas Copco, Robert Bosch GmbH, CEAT Limited, Crompton Greaves, Graphite India, Schneider Electric, ThyssenKrupp, Epcos, Everest Industries, Gabriel India, GlaxoSmithKline, Hindustan Coca-Cola, Hindustan Unilever Limited, Jindal Polyester, Jyoti Structures, Kirloskar Oil Engines, KSB Pumps, Larsen & Toubro, Mahindra and Mahindra, Mahindra Sona, United Spirits Limited, Perfect Circle Industries, Mahindra UgineSteel, Samsonite, Shalimar Paints, Siemens, VIP Industries, Indian Oil Corporation, XLO India Limited and Jindal Saw.

Apart from manufacturing, Nashik is also emerging as an investment destination for Information Technology companies. Tata Consultancy Services has invested in Nashik under the Government of India BPO promotion scheme (IBPS). Also, WNS, ACRES, Accenture, ICOMET technologies TCS has set up Digital Impact Square, or DISQ, which is a social innovation center.

Nashik has a textile industry. National Bank for Agriculture and Rural industry Development has selected Yeola Block for development of Paithani Cluster. To with presence facilitate exports, a container freight station was started at MIDC Ambad by the Central Government. The city also have pharmaceutical of Mylan, Holden, fem and Glaxo Smith Kline. There are main five industrial zones under Maharashtra Industrial Development Corporation (MIDC) in the city which are Satpur, Ambad, Sinnar, Igatpuri, Dindori, and Vinchur. The proposed additional areas are Sinnar, Malegaon and Rajur Bahula. Lately, Nasik has emerged as Wine Capital of India with 45 local wineries and vineyards lead by brands such as Sula Vineyards,

Yorkwinery, Zampa and Soma which have international recognition as Nashik Valley wines these vineyards are also developing the tourism related to wine testing and vineyards. Nashik is also known as a main exporter of pomegranates, grapes and onions.

Nashik is a defense and aerospace manufacturing hub with Hindustan Aeronautics Limited aircraft manufacturing plant and DRDO located at Ozar. Artillery Centre in Nashik is the biggest in Asia Nashik is also among the two cities selected by the Central Government for establishing defense innovation Centre other being in Coimbatore. The city is also home to The Currency Note Press and India Security Press, where Indian currency and government stamp papers are printed respectively.

Figure 7 Nashik District at a glance:

Sr. No.	Particulars	Year	Unit	Nashik
1	**Area** a) Geographical Area b) Forest Area		Th. Hect Th. Hect.	1506 260
2	**Population** a) Rural b) Urban c) Total d) Schedule Caste e) Schedule Tribe f) Density	2001	In '000's In '000's In '000's In '000's In '000's Per Sq. Km.	3056 1938 4994 427 1194 322
3	**Administrative Set Up**		Nos.	15
	a) Tehsils		Nos.	15
	b) Panchayat Samities		Nos.	15
	c) Cities		Nos.	18
	d) Villages		Nos.	1931
	e) Area		Sq. Kms.	15530
	f) Mahanagar Palika		Nos.	2
	g) Nagar Parishad		Nos.	8
	h) Gram Panchayat		Nos.	1373
4	**Rate of Literacy** a) Male b) Female c) Total	2001	Percentage Percentage Percentage.	83.37 64.16 74.15
5	**Roads** a) National Highway b) State Highway c) District roads	2010-11	Km. Km. Km. Km.	112 1655 4622 7582

	d) Village Roads e) Total Road Length		Km	13971
6	**Railway Route**	2010-11	Km.	287
7	**Agriculture**	2009-10		"000" Hectares
	a) Non-agricultural land	2009-10	- do -	16
	b) Barren uncultivated land	2009-10	- do -	128
	c) Land useful for cultivation, but not cultivated	2009-10	- do -	123
	d) Permanent Pasture growing land	2009-10	- do -	128
	e) Land under miscellaneous tree crops	2009-10	- do -	16
	f) Current fallow land	2009-10	- do -	67
	g) Other follow land	2009-10	- do -	56
	h) Net area sown	2009-10	- do -	865
	i) Irrigated area	2009-10	- do -	244
	j) Gross cropped area	2009-10	- do -	874
8	**Cattle Population & Poultry Birds**	2003		
	a) Cows & Buffalos	2003	In 000's	1077
	b) Sheeps & Goats	2003	In 000's	1025
	c) Other cattle	2003	In 000's	212
	d) Total Cattle Population	2003	In 000's	2314
	e) Poultry Birds	2003	In 000's	4043
	f) Slaughter Houses	2009-10	Nos.	12
9	**Communication**			
	a) No. of Post Offices	2009-10	Nos.	688
	b) No. of Telegraph Offices	2009-10	Nos.	95
	c) No. of Telephone Exchanges	2009-10	Nos.	177
	d) Telephone connections	2007	Nos.	201688
10	**Bank Branches**	500		
	a) Commercial Banks	2010-11	Nos.	273
	b) NDCC	2010-11	Nos.	213
	c) MSCARD	2010-11	Nos.	13
	d) MSFC	2010-11	Nos.	1
11	**Education**			
	a) Primary School	2009-10	Nos.	3368
	b) Secondary School	2009-10	Nos.	801
	c) Higher Secondary School	2009-10	Nos.	136
	d) Degree Colleges	2009-10	Nos.	40
	e) Industrial Training Institutes	2009-10	Nos.	45
12	Existing Industrial. Estates.		Nos.	6
13	Entrepreneur Memorandum filed by MSMEs (Part-II): a) Micro b) Small c) Medium	July 2012	Nos. Nos. Nos.	9331 5228 33

| 14 | Large Scale Units | Nos. | 178 |
| 15 | Cottage & Village Units | Nos. | 26216 |

Source: Brief Industrial Profile of Nashik District,MSME,2014

Figure 8 Status of Industrial Areas in Nashik district:

Name of area	Area (in Hect.)	No. of plots developed	No. of plots allotted	Industrial Rate per Sq. feet (In Rs)	Commercial Rate per Sq. feet (In Rs)
Satpur	635.73	975	963	2660/-	7980/-
Ambad	515.50	1246	1185	2660/-	7980/-
Sinnar	510.08	802	647	865/-	1730/-
Dindori	32.72	44	43	195/-	385/-
Vinchur	133.99	94	64	90/-	175/-
Peth	5.46	44	30	40/-	80/-

Source: Brief Industrial Profile of Nashik District, MSME, 2014

Figure 9 Industrial Scenario of Nashik district

Sr. No.	Category	Cumulative figures upto July 2012					
		Number of enterprises			Employment generation		
		Mfg.	Service	Total	Mfg.	Service	Total
1	Micro	5634	3697	9331	44105	16216	60321
2	Small	2732	2496	5228	34691	14761	49452
3	Medium	29	4	33	3549	366	3915
	Total	8395	6197	14592	82345	31343	113688
4	Large scale Projects	178	0	178	34397	0	34397

Source: DIC, Nashik

Industrial Growth in Nashik

Pre-independence Period

During this period the whole district was humming with handicraft activities mainly in engraving on gold, silver, copper and brass utensils, manufacturing locks, making paper and weaving textile items like colored sarees, Paithanee, carpets, blankets, silk cloth etc. Nearly 35000 artisans were engaged in these cottage-industrial activities. The first sign of modern industry as such in this region can be traced back to1882 when a Paper Mill at Yeola with an employment of 200 workers was started. The work of India Security Press, with a capital investment of Rs. 28 lacs was started in 1923 and printing work was commenced in 1925. The printing of currency notes

began in 1928.Encouraged by the favorable conditions conducive to the industrial growth, the private sector also stepped in. The era of modern industrialization started during the 4th decade of the 20th century with the establishment of the Walchand Group at Ravalgaon. In 1933 the first sugar factory was founded in Nashik District. That very year the first foundry was also started. In 1936 the first soap factory was witnessed by the Nashikites, coinciding with the emergence of power loom sector in Malegaon.

Nashik's contribution in Service Industrial Field, particularly in insurance sector has been a pioneering one. The first Insurance Company, the Sahyadri Insurance Company was commenced in 1936 at Nashik. In 1943, the first Cement Tiles Factory was started at Nashik. During pre-independence period only Nashik entered into a very special cottage industry activity namely Beedi manufacturing. In the absence of its main raw material i.e. Tendu leaves, it is indeed a great achievement that this industry took a solid base and shape at Sinnar. It provided employment to thousands of illiterate and poor adivasis, especially women, in the drought-prone areas. Still this industry assumes a great importance in the rural economy not only in the district but even in the whole State of Maharashtra.

Post-Independence period

We may, briefly note the major industrial happenings during the first two decades after India got independence. A government printing press, with an investment of Rs. Two cores, was established. Small units mainly related to consumer items, like ice, soap, agricultural implements, pharmacies, textile, processing and packing food and other agricultural products etc. were started. During this period, Malegaon in the District, came up as a growing center for power looms and principally for weaving colored sarees. During the first decade of the post-independence period the number of power looms doubled i.e. from 4000 to 8000 and by the end of1970, the authentic number of power looms reached the incredible 25000.

Modern Industrialization

Nashik is one of the fastest growing cities of India; the credit hugely goes to its industrialization and development since 2002 with malls, new urban areas, infrastructure, educational institutions etc. It is also a pharmaceutical hub with presence of Glaxo SmithKline, Glenmark and Fem. In recent years, Nasik has also carved a niche for itself as India's "Napa Valley" and locally established wine brands

such as "Sula" and "Zampa" have attained international acclaim. The natural benefits of geography and climate and abundant availability of water catalyzed this growth.

The industrial development of Nashik area may be thought of mainly in two periods, namely pre-independence and post-independence period.

The systematic, scientific and channelized process of the modern industrial development of Nashik, in the true sense of the term, started in 1962when Satpur M.I.D.C. was declared to have come into existence with some land being handed over to Nashik Industrial Co-Op. Estate Limited; popularly called as NICE Area. During the first decade 50 units, mainly pertaining to consumer products and ancillary units, investing about Rs. 25 crores and giving jobs to3000unemployedwerestarted. These include few large units also like MICO, Taparia, VIP etc. During this period, MSEB started Thermal Power Unit at Eklahare near Nashik Road. Other few large units like Citric, Vindhya papers, Kirloskar Tractors etc. Were established in private corporate sector.

Nashik was placed on the world industrial and defense map of India as MIG Air-Craft Unit of the famous Hindustan Aeronautics Ltd (HAL) was started at Ozar in 1964. It is located 10 miles (16 km) from Nashik employing about 7000 people. The major transformation of Nashik took place during the last nineteen years. The Satpur MIDC Area (636.98 hectares) was flooded with industrial ctivities. An additional MIDC Area of 520.55 hectares at Ambad was declared in 1980 and at Malegaon near Sinnar an area of 587 hectares was added in 1988.

Figure 10 Map of the Study Area:

Source: Maps of India, https://www.mapsofindia.com/maps/maharashtra/nasik.html
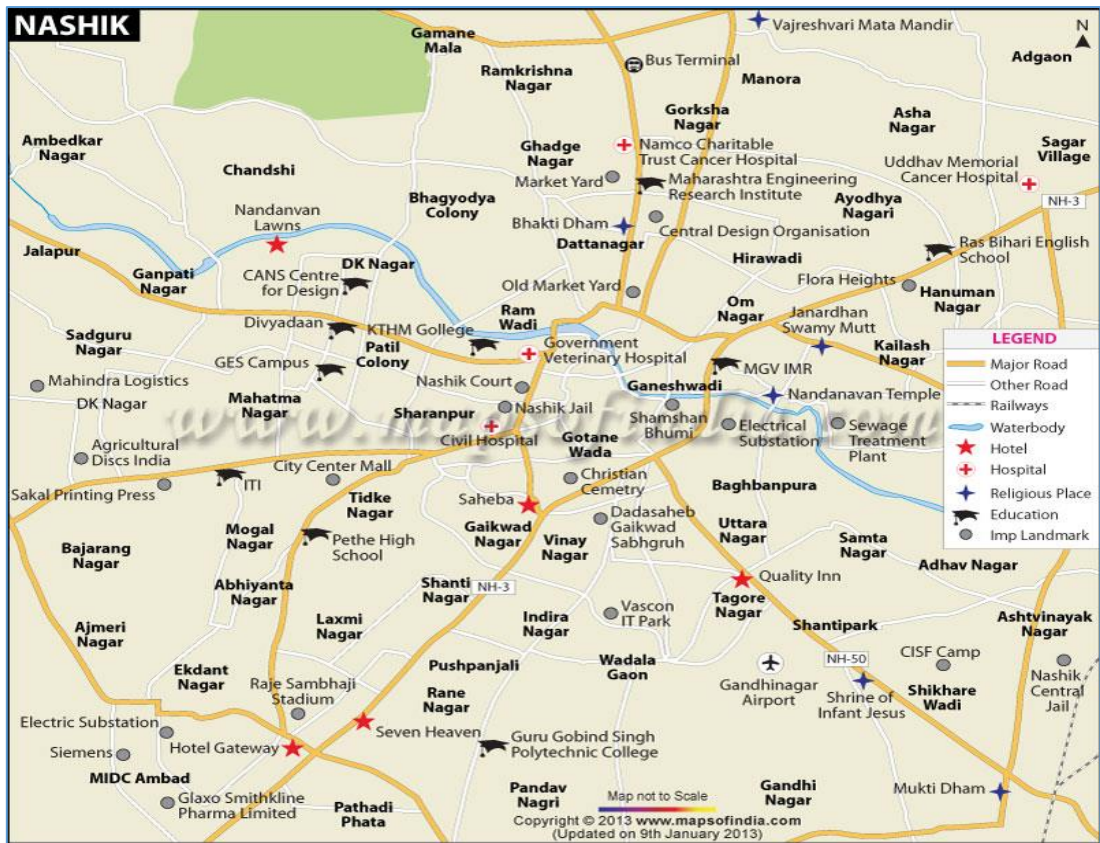
1.18 Summary

This chapter introduces the research subject. In this chapter the history of industrialization has been studied. The caste system in India, Theories of discrimination, and caste based division of labour has been discussed. The concept of work participation is explained in this chapter. Also the constitutional identity of the Scheduled Caste and Scheduled Tribe is described. Review of work participation of SC and STs in India since Independence has taken also Current scenario of work participation of SC and STs in India and Maharashtra has been reviewed. Causes of under representation of SC /STs in industrial employment and Problems in work participation of SC/STs in private industrial sector are enumerated in this chapter. This chapter also deals with the State initiatives for improving the work participation of SC/STs in private sector in India. The statutory and non-statutory facilities for industrial workers are discussed in the chapter. At last the industrial profile of the study area that is Nashik city is given. At the end the observations of the researcher about the respondents are noted regarding the current scenario of SC/STs in study area.

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Chapter II

Chapter II

Review of Related Literature

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Chapter II

Review of literature

2.1 Introduction

In this chapter, an attempt has been made to review the past studies pertaining to the research questions, objectives and hypothesis.Here the review about history of Industrialization in India has taken, studies pertaining to SC/ST in labor force, studies about Social discrimination in labor market have been reviewed, and studies on work participation, casteand economic discrimination had reviewed extensively to find out the research gaps.

2.2 History of Industrialization in India

While studying about the history of industrialization in India **Jana Hambrock and Sebastian Hauptmann (2018)**[1]provide a detailed analysis of the Indian economy, referring to its historical and theoretical context, as well as to its future prospects in their article **"Industrialization in India".**As per their studies the development of India into a modern industrialized country is a slow but continuing process.

Kalota, Dheera& Khan, Mohammad Firoz. (2011)[2],analyzed spatial imbalances in thepattern of industrialization in one of the most industrialized states ofIndia. The analysis undertakes significance in view of the Report of theCommission on Centre-State Relations, 2010 which has pointed outclearly that extreme regional disparities in developmentespecially in industrialization still persist in the country. This fact takeson added significance because of the World Bank's 2009report emphasized that development is bound to be unequal over spaceas the world is highly heterogeneous. Since the World Bank yieldsconsiderable influence on the economic policies of the developingcountries and also the fact that the MNCs ignore a country altogetherif not allowed their operations on their preferred places (Streeten 1976;Paul 2006; Walker 2010), it is rational to assume that industrializationand therefore overall economic development may be highly skewedover the country's space in near future. As a

consequence, gap betweendeveloped   and backward regions would increase instead ofminimizing.

2.3 Issues related to Caste in India

Srinvas (1962)[3]described that the caste system as the central feature of Hinduism and Indian social organization, and, therefore it gets a very important place in the discussion of the Indian Social Structure. In the essay "Caste in Modern India" author has dealt with the problem of political sociology. He haddefined the role played by caste in the political life of modern India. The importance of caste in modern India is stressed in this essay. According to the author, it is necessary to bear in mind caste as a functioning reality, rather than the structural principle. In his essay "Varna and Caste" he forcefully pointed out the necessity of studying the caste situation in its local setting. According to the author the Varna frame of reference is not very useful for understanding the local variations. As such it is very necessary to emphasize Jati rather than Varna for one to understand the caste as a functioning reality. In his essay "A Note on Sanskritization and Westernization" the author emphasized the dynamics of the caste. He stressed, the assumptions about the lack of mobility in caste, that there are always avenues for mobility in caste

Sekhon, Joti (2000)[4]described that India in its modern state and the history of thecountry has shaped it into what it is today. She provides insight on the history ofthe country, its religions, and its social stratification system, its economic status androle in the global economy, gender relations, its political institutes, and socialchanges that have taken place in India.

A.Sailja Devi (2005)[5]have analyzed the socio-economic, cultural, religious, and living conditions of different tribes in Srikakulam District. Sheportrayedthe evaluation and analysis of tribal agriculture, employment conditions, income expenditure patterns, poverty level estimation, indebtedness and credit patterns of the tribal's from the area. She also studied the impact of tribal planning and tribal

transformation. From the study she revealed that the tribal population in the area is basically involved in agriculture related employment.

Subodhkant Mishra (2010)[6]critically examined the implications of the development of Dalits. Author provide a perspective that though social mobility, economic development and political recognition benefited few Dalits, but there are certain drawbacks of the changes. According to author these changes created polarization among Dalits, who have benefitted are in constant danger of being coopted by the traditional upper castes. He further gave a brief history of development of caste in India. Author have described about the development of SC and ST in India in the light of the reservation policy, he found that there is disparity in the implementation of the reservation policy in India. The rate of disparity is high at higher positions in Government services. There are serious consequences of the disparity. The constitutional provisions and reservation policy has been neglected by the concerned authorities.

Ranjan Kumar Biswas (2008)[7]described the occupational association of caste in India. He further states that the hereditary association of a caste with an occupation has been so striking that it has occasionally been argued that caste is nothing more than the classification of occupational differentiation. He had also argued on the caste perspective in relation to society, the hallmarks and economic inequality. He further discussed on Dumont's viewpoints about the caste.

Dumont, L. (1970)[8] does a brilliant job in going into the depths of the caste system and specifically the Indian caste system. He discussed the definition of the word "caste" and continues to explain the necessity and undeniable need to have the caste system in relation to Hinduism in India. He also explained the caste system and the role it plays in the division of labor in the Indian society.

Manali Deshpande (2010)[9] provides about the history of caste system in India and its impact on society. She found that the Indian caste system plays an important role in shaping the occupations and roles as well as values of Indian society. Indians continue to be in the grip of caste consciousness. Historically, India has been surviving as a nation for millennia with closed groups divided by

caste, creed and language. Work was divided and each had his allotted work since birth, and heredity of occupations was a rule that played an important role in the economics of the urban and rural life. The present Indian society is moving from its closed system towards a state of change and progression marked by the assertion of the human spirit irrespective of caste and creeds. Different movements associated with the caste system have encouraged individuals in India to be more civil with other caste groups. Many people from lower castes have benefitted from the partial elimination of the caste system.

Priyanka Pandey, Sandeep Pandey (2018)[10]had examined the academic performance of students of one of the top engineering institutes, the Indian Institute of Technology (IIT) at Banaras Hindu University (BHU) from SC/ST and other caste groups. They compared the academic performance of these students and found that there is significant gap in the performance of SC/ST students and students from general category. Caste discrimination faced by SC/STs is undeniably the worst. They also found the gap even after controlling for different socio-economic backgrounds of students.

JodhkaSurendra S. (2015)[11]basically draws attention towards the Dalit's situation in today's India specifically the Northern part. He investigates the upsurge of atrocities against dalits in Punjab and Haryana as well as the politicization of caste and the emergence of Dalit movement. He also deal with the question of Caste inNeo-liberal Economy, focus on the persisting weight of caste in the expanding private sector. He showed the scenario of Dalit entrepreneurs and corporate world the recruitment process used, the inclusion process is far from actual experience. He demonstrates that the hiring managers underlined the merit as the sole criteria in the selection process, the standard for judging the soft skills of the candidates drew from their cultural prejudices about the communities and regions the candidates came from. Caste blindness is a rhetoric; reality as per the author. Author also discuss about the Mobility and Mobilizations of Dalits in Punjab and Delhi.

In another book**SurendraJodhka (2012)**[12] stated that the meaning and experience of caste changes, depending upon whose experience of caste is given priority. According to him Caste till 1990's was considered as a tradition or a formof power is now should be looked as a system that institutionalizes humiliation as a social and cultural practice.

ShrikantNityanath, Dr. SP. Melkeri (2016)[13] have studied the issues relating to the reservation in private sector for SC/ST/OBC. They tried to create a sense of awareness of equal life to all and equal share in all. According to them still we are living in a life of contradictions because in politics there is equality and in social-economic life inequality. According to the authors,we recognize the principle of one man one vote and one vote one value in politics and at the same time we denied this principle in social-economic life. So author emphasized that, to extend the reservation to the private sector, there is need for improvementin the Indian Constitution.

Dr. N. Veemaraja (2015)[14]have studied the origin and evolution of caste system in India, impact of caste system on the day to day activities of the common people and on the democratic system in the country. Caste system does not allow upward mobility in society and it is a cause for women slavery. In the study author said that Caste are not equal in their status, they stand one above other which result in marginalization of lower castes. Author took a review of the constitutional provisions for casteless society. To eradicate caste system in the country extensive measures should be taken by the politicians and the education system can help in this matter. Efforts at individual level are very necessary.

SavioLourdu (2005)[15]wrote in a paper in a report of Dalit Solidarity Network in recent years, liberalization has led to the government privatizing an increasing number of government sector jobs. Whilst, reservation policy is clearly spelt out for the public sector in the Indian Constitution under Articles 334 and 335, liberalizing the economy does not by itself advance the interests of minority groups in private sector employment. The present policy of reservation should

therefore be extended to the private sector. Reservation is not tokenism - it does not ask for jobs for the less able; jobs are for qualified candidates. It does not also compromise the working standards set by the company. According to the Ministry of Labor in 1999 the total workforce in the organized private sector was close to 9 million. Low skilled, semi-skilled and unskilled workers constitute more than three-quarters of this.The majority are Dalit's, who now face the threat of becoming wage laborers due to privatization.

Rendeep Ramesh (2004)[16] wrote about the current employment situation of the highly qualified SC youth in Gujarat. The article focus on the caste discriminatory approach of the private sector. Thousands of Dalit youth has been rejected on the basis of their caste which reflect on the certificates of education. Though they are highly qualified and have good academic record still they have face the rejection from the private sector. This is only because of the traditional mind set of the employers and prejudiced towards the low caste.

DeeptiGoel and Ashwini Deshpande (2016)[17]had used data from two rounds of the National Sample Survey for 2004-5 and 2009-10, about the Employment-Unemployment Survey to investigate the relationship between social identity.The thrust of the study was on specifically caste identity in India. Through the studyresearcher tried to find out the perceptions of self-worth as measured by the amounts that individuals consider as remunerative earnings from self-employment. They also investigate about the impact of institutional change (e.g. a change in policyor change in party in power) on this relationship. Finally, they examine the influence of institutional change on the relationship between caste identity and actual earnings. The main findingsof the study show that caste identity in contemporary India does outline perceptions of self-worth. The findings also includes that lower-ranked groups earn lower amounts and perceive lower amounts as being remunerative among the fully self employed. The researcher further found that institutional factors alter self-perceptions differentially for different caste groups, but the difference in the perception is very slight.

VaniBorooah, AmareshDubey and SriyaIyer (2007)[18]studied the effect of jobs reservation on person's belonging to Scheduled Castes (SC) and Scheduled Tribes (ST) in India, on improving the economic opportunities. For the purpose they used employment data from 55th National Sample Survey. They estimated the probabilities of different social groups in India from one of three categories of economic status as own account workers, regular salaried workers, and casual wage laborers. They also measure the effects of positive discrimination on increasing the ratio of ST/SC and Muslim persons in regular salaried employment. The authors found that the boost provided by jobs reservation policies is 5 percentages. They suggested that an alternative and more effective way for raising the proportion of men from SC/ST groups in regular salaried employment would improve their employment related attributes.

SukhdeoThorat and ChittaranjanSenapati (2007)[19]studied the reservation policy of the Government of India with regard to employment in government services, admission in educational institutions, and representation in legislative bodies as given in Constitution of India. They systematically reviewed the government's policies and administrative mechanisms for regulating, monitoring and implementing the reservation policy. They also addressed the issue of private sector reservation. They found that the share of SC/ST in the government services has improved in all categories, but concentrated in Group C and Group D jobs. It is found that the academic institutions also give access to the SC/ST students to desired courses. The representation in legislative bodies has also provided a space to SC/ST persons.

Ashwini Deshpande (2011)[20]examined the contemporary nature of caste disparities in India. For the study they used the framework which integrates the discussion on caste from other social sciences and from economics. The study analyzed the degree of change in the caste system over two decades from 1990 to 2010, by using quantitative evidence collected from two large national level data sets on different dimensions of caste disparities. The study questioned commonly held views and challenged traditional wisdom. The author discussed on policy responses to disparities and discriminationby reviewing the quota system.

2.4 Social Discrimination in labour market

ILO report, DCOMM (2003)[21] Discrimination is defined under ILO Convention No. 111 as any opinion, national extraction or social origin (among other characteristics), "which has the effect of nullifying or impairing equality of opportunity and treatment in employment or occupation"

Discrimination often traps people in low-paid, "informal" economy jobs. The discriminated are often stuck in the worst jobs, and denied benefits, social protection, training, capital, land or credit. Women are more likely than men to be engaged in these more invisible and undercounted activities. Discrimination creates a web of poverty, forced and child labour and social exclusion, the report says, adding "eliminating discrimination is indispensable to any viable strategy for poverty reduction and sustainable economic development".

Rahul Kumar Balley (2011)[22] in one of his speech on the issue of reservation in private sector said that, the reservation in employment has been given justice by Dr. B.R. Ambedkar. Through the Constitution. Dr. Ambedkar on reservation has firmly stated "Reservation is neither a policy matter, a political gimmick nor a matter of charity .It is a constitutional obligation. Every social history in the society has background .Reservation has its own background when people into High and Low on the basis of their birth and not on the basis of merit were divided by the law book of Brahmins i.e. Manusmriti

The question of ``reservation in the private sector'' has to do not only with the first method – pressure on Central Governments – but also with the fourth method – direct economic pressure on corporations and institutions. While some believe that ``reservation in the private sector is impossible'', this is simply wrong. Most ``affirmative action''programs in the U.S. in fact work in the private sector. One basicreason is that there is no simplified division between public and private.

Deshpande (2011)[23] in her study concluded that it is been observed that the employees were discriminated as the employers see the family background of the

employees. In another study Madheswaran and Attewell (2007) found discrimination in labor market based on National Sample Survey data. They found that in urban areas the employees from SC/ST categories were paid 30% lower wages as compared to employees from other caste groups in salaried jobs. Also they found that the causes of wage differential were unexplained and 15% causes were given as educational attainment and work experience. Banerjee et al (2007) were found lower level of discrimination in the call-centre industry and no discrimination in software industry where they conduct experiment to find out the level of discrimination.

M. Venkatanarayana (2013)[24]examined the employment and unemployment situation of the rural youth in India during the last one-and-half decade period and policy issues related to youth employment. Importantly the analysis is extended to the social groups. The analysis of age-specific labor force participation has shown that there is a drastic reduction in LFPR younger age cohorts. For the decline in labor force participation rates of the youth in general in India there is a corresponding increase in the attendance rate in educational institutions. There is a high dependence (more than twothirds) of rural youth workforce on agriculture. Such a dependence on agriculture is highest among ST youth. But the diversification into non-agriculture appears to be high among rural youth workforce of SCs.

Chakravarty and Somanathan (2008)[25]had studied the placement data of MBA graduates from IIM Ahmadabad. They found that the students belonging to SC/ST category got lower wages than the general category students. The reason for this wage gap is the lower academic performance of the SC/ST students. The study concludes that though the SC/ST students got opportunities of higher education in such prestigious institutions due to the reservation policy but these students does not get the greater job opportunities due to the discrimination in labor market.

A working paper series by **Sukhdeo Thorat[26]**and others find out the various causes of caste based discrimination in private sector. The paper discuss various

factors related to it and the historical development of the issue. It discusses the opinion of Dr.Ambedkar on the issues of affirmative action. Faced with intense group structured inequalities, deprivation associated with untouchability and caste-based discrimination, and the urgent need to correct these inequalities, the Indian State has made explicit use of multiple remedies against discrimination (in the form of legal measures and reservation policy) in employment, educational, political and civil spheres. The Government policy for reservation in government employment give opportunities to the people but 90 percent of the population from backward and minority communities is engaged in private sector but they are not secured. On the other hand, such policies have been implemented, both for the public and the private sector in other countries.

To improve the condition of backward and minority communities some remedies has been suggested by **Dr. Sukhdeo Thorat**[27]in his writings. He suggests three alternative remedies, namely, equal opportunity laws, affirmative action measures and reparation that have been used by a number of countries to correct the imbalances in the sub-groups of their population. Adoption of some of these remedies against discrimination for SC/ST/OBC in private sector in India will be determined by the nature of economic discrimination faced by them in various markets. Therefore, remedies against past and present discrimination in the private sector should necessarily include multiple economic spheres and not just the labour market. Given the wider coverage of societal discrimination strictly speaking all the three measures are essential for remediation of market and non-market discrimination.

SidharthSingh(2014)[28]have discussed the issues of SC/STs in private sector. The author had arguments about these issues, the first argument is that the freedoms and rights of the individuals were reduced of a skilled or meritorious candidate for the one who is not selected on the basis of merit. The another argument of the author is that the private sector values skills, efficiency and enterprise and so there is no scope for caste based discrimination in private sector. Author opined that the existing caste based discrimination in the private sector cannot be wiped out by

the narratives of efficiency and profit making. The society must accept that the labor market shows caste discrimination to overrule this various affirmative action and capacity building measures were enumerated.

2.5 Studies related to work participation of SC/STs in private sector

In 2007, a series of experiments were conducted as a part of a study by **SukhadeoThorat**, and **Paul Attewell**[29], reacting to a claim by the private sector that there wasn't any evidence to support discrimination against Dalits in the Private Sector. Here are some of the highlights of their study:In the first experiment, researchers answered a number of corporate job ads from Indian private sector companies with three sets of resumes. Each set of resumes was identical except set 1 – had names associated with higher castes, set 2 – had recognizably Dalit names and set 3 had recognizably Muslim names. They found that Dalits had only a 67% chance of a positive outcome vis-à-vis their higher caste counterparts, and Muslims had only a 33% chance.

In the second experiment they interviewed Indian employers about their company's hiring practices, recruitment procedures and patterns and they found astonishing thoughts of the Indian employers. They found that Indian employers operated with a powerful set of regional stereotypes which constitute a successful corporate employee, predicated on a potential candidate's family background, regardless of their education.

In the third experiment, they interviewed a group of post-graduate university students (with similar educational backgrounds) from different castes. The point was to understand their job expectations, search methods, and the role of personal social networks in their job search. The findings include most Dalit students had lowered expectations of roles and salaries than their higher caste counterparts and a lot of them didn't see any merit in applying for private sector jobs because they knew they wouldn't get in. Additionally, they didn't have access through their social networks to the same roles and opportunities that higher caste students did.

According to an article by **Ashish Gupta (2016)**[30], "particularly in the non-metros, Dalit students face social exclusion, physical abuse, and are often denied

access to basics that are available to other students such as drinking water or the use of toilets. Dalit students are also often made to do menial work in school, something that makes it to the newspapers with depressing regularity even today. Due to this, there's a high dropout rate."

When **Ashwini Deshpande (2007)[31]**, a professor from the Delhi School of Economics, interviewed 100 Dalit college students, many said they knew they wouldn't get the job even before the interview began because they felt they couldn't speak English fluently or were not dressed in the 'right' clothes or didn't show the same body language as higher caste Hindus.

In a paper, **Surinder Jodhka (2010)[32]**put forth that the Dalit entrepreneurs have to face problems in starting new ventures due to the role played by private networks in getting credit, rent, and access to dealer networks. The experience in knowledge-based industry is even harsher where entrepreneurs get knowledge about industry only from people who have similar linguistic and caste backgrounds.

P. VaidyanathanIyer (2011)[33]examined the first ever caste census of India Inc's human resources. It is revealed that the proportion of Scheduled Caste and Scheduled Tribe employees in the private sector in some of the most industrialized states of the country hardly reflects their strength in the general population of those states. The census shows that Tamil Nadu is state ranks number one in industrialization and employment. SCs/STs account for almost 18 per cent of the industrial workforce and 20 per cent of the state's population. In contrast the other most industrialized states such as Maharashtra, Gujarat, Karnataka, Madhya Pradesh, Rajasthan and West Bengal, which show a sharp mismatch between SCs/STs as a percentage of the total workforce in the private sector and as a percentage of the states' total population. SCs/STs, are 19.1 per cent of Maharashtra's population but their share in the private sector human resources is only 5 per cent. In Gujarat and Karnataka, SCs/STs are just about 9 per cent of the staff strength, but account for 22 per cent and 23 per cent respectively of the state population.

Deshpande (2000)[34] examined the role of caste affiliation as an indicator ofinter-groupdisparity. She formulated the Caste Development Index (CDI), based on the Theil index, to measure caste inequality and defined caste disparity asthe distance between the CDI for low caste groups and for others (non- low castes).She analyzed between-group and within-group disparity focusing on the southernIndian State of Kerala which has experienced greater social and labor reformsthanks to a communist regime and where caste is expected to be less importantin the society. She used the Consumption and Expenditure Data from the NationalSample Survey Organization for 1993-94, and considered three groups - the scheduledcastes (SC), scheduled tribes (ST) and others. She found that overall inequality wasnot on the higher side, as was expected given the State's social and political history.

Contrary to expectations, she found evidence of inter-caste disparity in both ruraland urban areas. But she found that the problem of within-group.

Maitreyi Bordia Das and Puja Vasudeva Dutta (2008)[35]explores whether pay gaps on the basis of caste are still evident in the Indian labor market using data from the most recent round of the nationally representative National Sample Survey. They found that caste in India is the primary source of stratification. The empirical evidence their study suggests that caste is still a determining factor in how individuals are remunerated in the wage labor market.

They proposed another concept 'glass walls' for the lower work participation of SC/ST in Indian industries.

"Lower castes are restricted to menial, low paying and often socially stigmatized occupations while upper caste groups are concentrated in preferred occupations. This horizontal segregation would result in workers from different social groups being streamed into different trades, occupations and jobs and socially constrained from moving out. Thus, we propose the notion of "glass walls", where occupationally "bonded" castes face barriers to leaving their traditional occupations."

Glass walls are the reason most sanitation workers employed by municipalities belong to scheduled castes, while at the other end of the spectrum, well-paid, white collar, professional jobs are cornered by Brahmins, Kshatriyas and Vaishyas.But what if instead of being the pre-determined destiny we're born with, caste is a dynamic which can change from day-to-day, or even hour-to-hour?

This is one of the many thought-provoking ideas American author **Jonah Blank**(1992)[36]comes up with in his philosophical and spiritual travelogue which covers the length and breadth of India, 'The Arrow of the Blue-skinned God'.

He was the student of Valmiki's epic, travels through contemporary India, following the narrative of the Ramayana and attempting to interpret mythology through the prism of the present.He meets sadhus and swamis, former maharajas and mendicants, soldiers and militants. One encounter is particularly memorable for the new light it throws on caste. The writer talks to a scion of a princely family who has converted his palace into a heritage hotel.The conversation turns to caste, and the ex-royal tells the American that he belongs not to a single caste but to several, depending on the situation.By birth he is a Kshatriya, descended from a long line of warrior-kings. However, as a history scholar, he is also a Brahmin, the high priest of Saraswati, goddess of learning. Then again, as he runs a commercial enterprise in his palace hotel, he considers himself a vaishya, a tradesman. And lastly, as a keen horseman who regularly mucks out his stables, he also plays the part of the shudra, the sweeper of dirt.Caste, according to the ex-royal, is not what you are – a former raja, a sales director – but what you do, soldier, scholar, businessman, sweeper.

Ashwini Deshpande (2015)[37]in a study argued that a greater socio-economic diversity in the workforce at all levels of employment, by which we mean greater representation or inclusion of groups which have been traditionally marginalized, such as Dalit's, and under-represented in organized employment, will not only have extremely positive repercussions for society as a whole, but more importantly, would make good business sense. Evidence across all states in India

and in different sectors indicates that access to productive employment and decent jobs remains confined to a few sections of the workforce. Labor is divided by caste, religion, region, all of which overlap with class and gender with some castes and religious groups practically absent in the top echelons of the private corporate sector. The study also contains a brief discussion of which groups are marginalized, excluded, under-represented and why. Further writings demonstrates how dealing with exclusion and adopting a non-discriminatory policy is not only possible for the private sector, it is mandated by international convention. She also discusses on how this problem is similar to the situation in racially divided advanced countries, such as the USA, UK, and other European countries and the measures taken in these societies to redress under-representation. Section V discusses the implications of the previous section for India and the specific steps which the private sector has adopted and additional steps it can adopt.

Akar Patel (2016)[38] while discussing about the less presence of Dalit's and Adivasis in white collar jobs put forth that the jobs we so casually taken for granted in the upper class have come to us on the back of denial to others (lower castes). The main reason for this is lack of access to quality education and historical lack of opportunity for employment. He further adds that the Corporate and private sector economy should take notice of this type of practices while selecting candidates. In the article it is been focused that SC/ STs being the 25% of the total population of India are absent in the white collar jobs. He discuss about the reservation given by Constitution to SC/STs for education and employment, he adds that the equal opportunities are not provided in reality because the so called upper caste thought that reservation discriminates merit. Further he discussed about the reasons of RohithVemula's suicide case.

SrikanthSuvvaru (2018)[39] write about the practices used by the corporate world for the recruitment and selection of candidates. When recruiters or hiring managers look for a candidate, there are a few things that are understood to be pre-requisites:

1. A strong command of the English language, either spoken or written. Read "strong communication skills"

2. Degrees from reputed colleges & universities

3. Confidence in being able to handle oneself with peers, colleagues or clients. This could mean, arguing a stance or point (which takes you back to point 1) or body language that exudes confidence, in handling the interview or written opinions

4. Attire befitting the "status" of one's position. Dress appropriately with one's position

5. Culture fit

K. Munshi (2016)[40] wrote about the role of caste in economic life of Indian people. In the paper Caste and the Indian Economy he found that caste influences the economic life of an Indian at every stage, in the school, College, labor market and even during the old age. The impact of caste politics spreads over the private life and even affects the access to public resources. After independence considerableconvergence has been observed across caste groups in education, occupations, income and access to public resources, which may be due to the policies of affirmative action. Now a days in the globalized economy caste based networks are playing a role in getting the opportunities for development. In the long run the caste may become silent in the spheres of society. Author found that caste had positive and negative effects on various aspects of Indian economy.

Further the author studied about impact on SCs. In the paper it is been put forth that SCs are the socially disadvantaged section of society for centuries and were assigned lowest status occupations. Even during British rule they had got lower skilled industrial jobs. It is also observed that the caste networks are active in the labor market in India. The presence of upper castes in particular section of labor market excludes others in those jobs. Even today the caste based discrimination is

observed in the industries, there is difference between the occupations of the SCs and non SCs, as it was persistent during historical period.

Harish C. Jain, C.S. VenkataRatnam, (1994)[41] focused on affirmative action programs in India for people belonging to the scheduled castes and the scheduled tribes in the sphere of employment. The constitutional safeguards and the measures initiated to give effect to them are briefly reviewed. Examines the progress achieved in realizing the goals in terms of the fulfilment of the quotas (i.e. reservation targets) and discusses the problems in implementing the affirmative programs. The extremely complex Indian experience sheds light on various unique measures initiated to give effect to public policy concerning affirmative action programs. It affords many lessons for other countries wishing to pursue similar objectives.

Tricia Dawson (2018)[42] in an article about theories of discrimination put that both economic and gender-based theories are employed in the analysis of barriers to achieving equality. The article is about Gender, class and power. The key debate is about the nature of power and the role of power resources in discrimination, particularly on decision-making and hidden power. Extant theory is discussed in the article and critiques of neo-classical economic theory, segmentation analysis, patriarchy and dual systems are also discussed. The strengths and weaknesses of approaches to eliminating discrimination at workplace practices and policies are analyzed. These include equal opportunities and diversity management, role of the law and trade union' record of success/failure intackling discrimination. Ultimately, the research applies the gendered power resources model to the industrial relations of printing, within a balanced class and gender intersectional analysis.

Balwant Singh Mehta (2018)[43] opined on Job reservation in Private sector in India that the employment scenario has changed over the years after the economic reform with jobs in public sector has reduced and increased in the

private or corporate sector. The public sector employment has stagnated at 17-18 million while the private sector employment increased from 8.8 million to 12 million from a period 2006 to 2012. Author have gave brief analysis of the change in education level of different social categories and the share of jobs in public and private sector. According to the study the current employment status shows that marginalized groups (SC/ST/OBC) are involved in low paid casual irregular jobs while the Upper castes are in regular or well paid jobs. The share of SC/ST/OBC in private sector jobs is only 10-15% as compared to 39% of other groups.

Tushar Agrawal (2013)[44]by using a national survey data examined wage discrimination in India for gender and social groups. To find out the wage gaps between various sub groups in the rural and urban population author used Blinder-Oaxaca decomposition method. The Heckman correction model is used to remove the chances of bias during sample selection for the study. The study found large wage difference between the gender groups and social groups. There is wage difference between males and females due to discrimination in the labor market. Author found that the wage gap between social groups is caused by differences in endowments.

Autar S. Dhesi (1998)[45], in a paper examined the Indian situation regarding class and caste discrimination by taking extensive theoretical review of various studies about the discrimination at different level , in different context and Indian social reality in historical as well as contemporary context. For this purpose author examined two hypothesis andput that inequality in access to sources ofhuman capital acquisition reinforces inequality in the labor market and vice versa. The social change that is taking place as a result of economic development and democratic polity is of dual nature.

Sudakshina Ray (2013)[46] have studied about the work participation of women and theirEducational level in the organizedService sector of Calcutta a spatial analysis and found that in all occupation groups except Service workers, the majority of them are Scheduled Castes. It is a reflection of the caste stratification existing in the

Indian social system, where those belonging to lower castes do menial jobs such as those of sweepers, cleaners, etc.

ILO report on workplace discrimination – Time for Equality at Work (2003)[47]says workplace discrimination remains a persistent global problem, with new, more subtle forms emerging. While significant progress in combatting inequalities at the workplace is a cause for hope, the report says new forms of discrimination are cause for growing concern.The ILO report lays the blame for continuing discrimination on prejudices, stereotypes and biased institutions that have resisted decades of legal efforts and policy measures undertaken by governments, workers and employers against unequal treatment at work.

Over the past decade, discrimination based on religion appears to have increased. The current global political climate has helped fuel sentiments of mutual fear and discrimination between religious groups, threatening to destabilize societies and generate violence. Religious discrimination can include offensive behavior at work by co-workers or managers towards members of religious minorities; lack of respect and ignorance of religious customs; the obligation to work on religious days or holidays; bias in recruitment or promotion; denial of a business license; and lack of respect for dress customs.

MahendrakumarMeshram and V.J. Nandapurkar (2012)[48]studied "Educational Development of Scheduled Caste and Scheduled Tribe". In the study it is found that educational opportunities to the Dalit's and economically backward sections of the society are getting easily, now a days in the era of globalization, liberalization and privatization. Education gives you a sense of development. In the study thoughts of Dr. Babasaheb Ambedkar has been studied and the importance of education is focused through his view. The vision of Dr. Ambedkar about education for the empowerment of Dalit's and deprived sections of the society has been discussed in the paper. According to Dr. Ambedkar the education gives you thought which make you to fight for your rights. Dr. Ambedkar wants to improve the life of weaker sections of society in India by

providing equal opportunities of education and social justice. For the educational development of the SCs, combine efforts should be made by politicians, social activists, judiciary, executive and media. The causes of the problems need be triggered through Government mechanism.

Dr. FalakButool and Dr. P. K. Singh (2016)[49]studied the spatialpatterns of work participation of scheduled castepopulation in four decades (1971-2001). Theentirestudy is based upon the district level secondarydata obtained from Census of India, 1971, 1981, 1991and 2001. They found that the spatialdistribution of scheduled caste work participationbefore bifurcation of the state was high in theHimalayan region and low in the western part of thestate. But after the division thescheduledcaste work participation is high in the southern andeastern part of the state and western part of the stateis showing low work participation of scheduled castepopulation.

MadhumitaBango and Gyan Chandra Kashyap (2018)[50]examine the changing trends in work participation by tribal women according to their education level. The study used the data from the Census of India (1991-2011). The crude work participation rates were calculated. The results show that the women tend to enjoy higher status in society which is reflected in the higher education levels and workforce participation by tribal women of the North-Eastern states of India as compared to the other tribal-dominated states. Marginal work participation is inclining over the period, and the same pattern has been observed for literate females who were engaged as marginal workers. Women with lesser educational attainment and a high percentage of illiterate women formed a significant proportion of main workers in other tribal-dominated states.

2.6 Caste and Economic Discrimination

The various studies on the economic discrimination shows some prominent results as "Studies such as those from Andhra Pradesh [Venketeswarlu 1990], Karnataka [Khan 1995], Orissa [Tripathy 1994] and more recently a study of 10 states by Action Aid (2004) provide evidence on economic discrimination in occupation, agriculture (land), employment, wages, credit markets and in other economic spheres."

The Andhra study observed that a majority of SC are engaged in traditional occupations and face restrictions in occupational mobility. The Karnataka study revealed that only 15 per cent could make a switchover from their traditional occupations. The Orissa study also observed restrictions in change of traditional occupation through discrimination in agriculture land, credit and labor markets in rural areas.

A survey conducted by **Action Aid (2004)[51]** shows the condition of backward and minority communities in villages in employment. As per the report nearly 96 per cent of untouchable respondents in sample villages experienced discrimination in wage payment, 28 per cent in one village and 20 per cent in another village faced discrimination in land rent. In a sizable number of villages, SCs were forced to carry on their traditional 'unclean and polluting' occupations. In about a quarter of villages the untouchables faced exclusion or discrimination of various forms in the sale of consumer goods, like milk, vegetables and similar items.

David Haslam and Rodney Bickerstaffe (2005)[52] in the introduction of the report on Caste Discrimination and the private sector outlines the main arguments and issues raised in the seminar entitled 'Employment Principles forForeign Investors in South Asia' held on September 22nd 2004 in St Ethelburga'scenter, London.These studies raised a number of important issues in relation to caste discrimination and foreign investment in South Asia.Dispelling the view that the caste system is nonexistent today, the seminar and the report call for greaterattention to what is still a very live issue. It is focused through the seminar that there are evidences of caste discrimination in all these sectors as employment, education, healthcare, housing, land rights and criminal justice system. Over 260 million people including SCs and STs in India and 50 million other people from South Asia, Japan, several African countries were also affected. Dalit's were threatened, beaten and even murdered if they try to defend upper caste structure. In today's world people are opposing the caste discrimination.

Sukhdeo Thorat (2005)[53]in one of their studies put forth that the economic growth reduced due to discrimination in the labor market which forces to employ less people. The consequences of the discrimination in the labor market shows

that the employees from discriminated groups were employed at lower salaries/wages which gives rise to loss of income though they are skilled. The lesser opportunities of education and skill development reduces the opportunities of employment for persons from discriminated groups.

Katherine Newman, Surinder S Jodhka (2007)[54]in a research study analyzed the attitude of employers in organized sector in India towards caste and community while hiring new employees. They found that most of the employers gave importance to merit rather than caste. The issue of reservation for SCs in private sector has been argued in comparison to competition and productivity by the employers. Many of the employers opposed the concept of reservation in private sector.

Katherine S Newman, Sukhadeo Thorat (2007)[55] had studied the theoretical reference of the discrimination in the caste system. After providing the theoretical base of the caste discrimination authors had published four empirical study papers which highlighted the burden of inequality on the Indian economy, inefficiencies in the allocation of labor and other resources which results in the reduction of development of the human capital in the society. They have suggested certain remedies to overcome these problems which includes policy intervention.

Upadhya and Vasavi, (2006)[56]; Krishna and Brihmadesam, (2006)[57] had conducted a survey of IT workers in Chennai and Bangalore. They found that there were 75 % employees in Chennai and 86 percent of employees in Bangalore are from upper castes and not a single employee from SCs were there in the samples apart from the 51% of the population of the country includes non-upper castes.

Abhijit Banerjee et al (2009)[58]studied the role of caste and religion in the new economic sectors in India by applying for jobs in software industry. He found that the software industry does not show any evidence of caste discrimination towards the non-upper castes which includes SC, ST and OBCs. Theyalso found a major difference regarding the callback rate for upper castes and OBCs and less difference towards SCs. They found no discrimination towards Muslims for the jobs, that means the caste identity of the applicants do not affect the callback

decisions of the organizations. They also found that the SC and STs were remain educationally and economically backward at national average. This is due to the lack of awareness about education for SCs and geographical isolation for STs. The lack of political success also remains one of the reason of backwardness.

SheetalSekhri (2011)[59] had studied the impact of peer groups on the academic progress of SC and ST students who got admission in colleges through affirmative action policies of the Government. She put the conclusions of the study in a paper, "Affirmative Action and Peer Effects: Evidence from Caste Based Reservation in General Education Colleges in India". Author focused on the implementation of affirmative action policies in the higher education institutes. In the study researcher argued that the beneficiaries of the affirmative action policies had positive peer effect and they become academically better but the critics of the study argued that these beneficiaries remain behind in the competition due to the academically sound peers.

N. Mahesh (2011)[60]opined that the employment sector in India is reducing day by day for the individuals as the growing technology. One of the important reason for the thing is that the policies of the government about the employment. The persons from all sections of the society are striving for employment but the major hurdle is for the people from SCs and STs. The social structure and the prejudiced mindset of the society takes away the opportunities of development from the marginalized sections

T.S. Papola (2012)[61]explored the sources and implications of socialexclusion,especially as manifest in discrimination in the labor market. After reviewing the concepts ofsocial exclusion in various contexts, the main focus of the paper is on the caste-based social exclusionand labor market discrimination in India. Based mainly on the data available from secondary officialsources and past studies on the subject, it concludes that even though the extent of discrimination andseverity of discrimination has declined over the years, there is still a large degree of disadvantage facedby certain social groups in employment and wages. A large part of it is accounted for by differences inendowment among different social groups but a significant part is due to discrimination. The paperconcludes

by suggesting that capacity enhancement and affirmative actions are necessary to bring aboutequality of opportunity in the labor market.

Prakash Kamble (2014)[62] examine the social exclusion and discrimination based on the social groups such as SC, ST, OBC and Others, with emphasis on its nature and extent, and more importantly what can be inclusive policy to deal with the problem of social exclusion and discrimination in the labor market of India, for the latest study period especially in the post reforms era. The study discussed the concept of social exclusion and discrimination, to examine the nature and extent of social exclusion and discrimination in the labor market of India, to suggest a socially inclusive policy for dealing with the problem of social exclusion and discrimination in Indian labor market. The study concludes that, there is existence of the social exclusion and discrimination to a significant extent across the social groups such as SC, ST, OBC and Others, which requires a multifaceted inclusive policy to deal with this important problem.

2.7 Research Gaps

After taking an extensive review of literature about the history of industrialization in India, issues related to caste, social discrimination in labour market, work participation of SC and ST in private sector in India, caste and economic discrimination. Majority of the studies have discussed on the discrimination at workplace, the wage gaps, labour market discrimination, different issues related to caste system in India, effects of caste on employment and opportunities.

All the studies referred to above reveals different issues related to caste system in India, effects of caste on employment and opportunities, but none of these studies have considered the problems of SC/ST in work participation in private sector. The present study is a unique but humble attempt in this direction.

2.8 Summary

In this chapter a review of literature related to the subject has taken. Various studies and books related to the history of industrialization in India, issues related to caste has been reviewed. Social discrimination in labour market has been discussed in various studies, a review of these studies is taken by the researcher

which helped researcher to understand the nature of discrimination practiced in labor market. Studies related to work participation of SC/STs in private sector are discussed in this chapter. Studies related to caste and economic discrimination has reviewed to know about the depth of discrimination in economic sector.

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Chapter III

Chapter III

Research Methodology

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Chapter III

Research Methodology

3.1 Introduction

This chapter explain the research methodology used for the study. The methodology adopted by researcher is purely doctrinal in nature. It involved in depth study of source materials, text review, article review and research review. The research is based on two types of material i.e. primary materials and secondary materials. Primary materials consists of the data collected through direct interviews of the respondents with help of research tool. Secondary materials consist of books, articles, encyclopedia, research papers, newspapers and magazines. Use of internet was also made to gather important information relating to the subject of study. The research is descriptive in nature. Mode of citation is uniform throughout the work. Articles from journals are cited as suggested by the respective journals themselves. While citing a textbook, the author's name is cited first, followed by the title of the book, volume, edition, and year and at last page number.

3.2 Statement of the problem

The SC/ST communities in India are facing caste related discrimination, the Indian state has used reservation policy in selected public spheres. However it is confined to the government sector and the vast private sector where more than 90 per cent of SC/ST communities workforce is employed, remains without protection against caste discrimination. The affirmative action policies in other countries are implemented both for private and public sector from the very beginning. In India the employment sphere in private sector remained away from the affirmative action due to various religious notions, prejudiced mindset of the people, the prestige related to a job. Negative management attitude never allow the persons from SC/ ST communities to take opportunities of advancement. The white collar jobs are always go in the hands of upper caste persons because of the prestige related with the job. The persons from SC/ ST communities have taken up jobs which were left by upper caste people due to unwillingness to do that job. In the light of above facts the researcher studied the topic "Astudy ofproblems in work participation of SC/STs in some selected private industrial units with reference to Nashik City"

3.3 Scope of the study

The scope of the present study is limited to some selected private industrial units in industrial areas in Nashik city. The study covers the various types of industries situated in industrial areas of Nashik city. These industries includes manufacturing, engineering, Automobile, service, Information Technology, Electrical and electronics, etc. These industries are Multi-National Companies, Small and Medium Enterprises, and Listed companies in the study area. It is limited to the problems in work participation of SC/ST employees in the selected private industrial units in Nashik city.In the study male and female both employees were interviewed who are working as Officer (includes managers and other managerial level positions), supervisor, junior engineer, worker, driver, contract labor, trainee, staff, security guard. The study covers employees from age 18 years to 67 years.This study covers the perception of the respondents about the various HR practices in private industries. It also covers the study about the attitude of management towards the SC/ST employees. It includes the management approach about the SC/ST employees working in the companies through the provision of various facilities to them. It focus on the evaluation of the state initiatives for improving the work participation of SC/STs in private sector.

3.4 Significance of the study

The total population of SC and STs in India comprises 16.6 and 8.6 percent. While in Maharashtra the population of SC is 11.81% and ST is 9.35%.The first ever caste census of the corporate sector of India shows very significant results about the presence of SC/ST in the workforce (CII, 2008). According to this census India Inc.'s human resources has revealed that the proportion of ScheduledCaste and Scheduled Tribe employees in the private sector in some of the most industrialized states of the country hardlyreflects their strength in the general population of those states. The SCs/STs, are 19.1 per cent of Maharashtra's population but their share in the private sector humanresources is only 5 per cent.

The employment sector in India is reducing day by day for the individuals as the growing technology. One of the important reason for the thing is that the policies of the government about the employment. The persons from all sections of the society are striving for employment but the major hurdle is for the people from SCs and STs. The social structure and the prejudiced mindset of the society takes away the opportunities of development from the marginalized sections

The various arguments of the private sector for non-representation of the persons from SCs and STs in white collar jobs includes merit, lack of technical knowledge, lack of knowledge of English, the status of the job etc. A survey of MNCs in metro cities argues such facts that, the lack of technical skills and passable English are the main reasons of non-employment of SC and STs. The present study is significant as the labor is the main content of the process of production. It is realized that the private sector provides employment to large number of people of the population. The total population of Nashik city is 14,86,053 as per 2011 census. As per the 2011 census SC population of the district constitutes 9.1% while ST population is 25.6% of total population.In Nashik city the SC/ST population is significant and so the work participation of SC/ST is high in private sector. The study revealed the current scenario of the SC/ST in private sector. The methods of social work intervention are useful to create awareness among the stakeholders of the private sector about the practices of discrimination at work place, the interrelations between employees and management. The study is significant at the policy level also, because it will contribute to improve the policies regarding the workplace discrimination, equality at workplace and the proper implementation of the related legislation. This study is useful for the SC/STs, private sector, Academicians and Government.

3.5 Research questions

1) What is the socio-economic profile of the employees working in selected industrial units in Nashik city?

2) What are the attitudes of management representatives towards the SC/ST workforce in selected industrial units in Nashik city?

3) What are current recruitment practices in selected industrial units in Nashik city?

4) Whether the workforce in selected industrial units in Nashik city is under represented by the SC/ ST communities?

5) What are the different factors affecting on the work participation of SC/STs in private sector in India?

6) Does the recruitment practices has impact on SC/STs in Nashik city?

3.6 Objectives of the study

1) To study and understand the socio-economic profile of the respondents.

2) To study and investigate the management attitude towards the SC/ST employees in selected industrial units.

3) To make an enquiry into the present recruitment practices applied by selected industrial units in Nashik city.

4) To study and find out the causes of under representation of SC/ ST communities in selected industrial settings.

5) To study the factors affecting on the work participation of SC/STs in Nashik city.

6) To suggest the measures to ensure sufficient representation of SC/STs in private sector.

3.7 Hypotheses

1) Majority of the employees in white collar jobs in Private sector belongs to upper caste.

2) SC/ STs are underrepresented in white collar jobs due to caste based discrimination and prejudiced mindset on the part of the employer.

3) In majority of cases the management in private service sector has negative attitude towards the SC/ST employees.

4) The present HR practices applied by private service sector are undemocratic and discriminatory towards the socially weaker sections of the society.

5) The work culture and management practices in private sector is discriminatory regarding the employees from SC/ STs.

6) There are no Government policies to ensure the representation of SC/STs in private sector.

3.8 Variables to be studied

Independent Variables	Dependent Variables
Age	Professional Experience
Social Category	Educational representation, Under representation, over representation, caste based discrimination, job discrimination, nature of work, opportunities for advancement
Gender	nature of work, opportunities for advancement
Education	Promotion (career planning), Designation
Designation	Experience, wage/salary
Management Attitude	Recruitment practices, Facilities/ services at work place
Management Practices	Recruitment, selection, training, promotion,
Work Culture	behavior of colleagues, opportunities to do work, Participation in decision making, organizational climate and organizational behavior.

3.9 Operational definitions of concepts

1) Work participation –For the present study work participation refers to the presence of SCs and STs in the workforce of the private industrial units in Nashik city and the nature of their work.

2) Private industries – For the present study the private industrial units includes Private Limited companies which are functioning in the Nashik city.

3) Scheduled Castes– In the present study SC means those who belongs to Scheduled Caste category as per the Constitution of India and work in the private industries in the study area.

4) Schedule Tribes: - In the present study ST means those who belongs to Scheduled Tribe category as per the Constitution of India and work in the private industries in the study area.

3.10 Ethical concerns followed during the study

The researcher has followed the ethics in Social Work Research as particularly listed and defined by the National Association of Social workers (NASW), 1999. The data has been appropriately collected with the consent of the respondents who were given introduction of researcher with the interview schedule and they were free to respond to or reject the questions. The researcher maintained the confidentiality of the data collected. The research is in no way going to harm the respondents and all those who have cooperated in sharing the required information. The research is not going to cause damage to the system and activities of private sector. Important suggestions which are constructive and progressive in nature have come from the respondents who are actually participate in private sector. The data has been presented truthfully.

Obtained permission from the management authorities of the organizations and professionals working on issues of industrial employees in Nashik city: Researcher has obtained permission from industries, Government Departments and other organizations in Nashik city to get essential statistics and information about the subject.

Professional relationship: Researcher has maintained professional relationship and ethical standards with all respondents and other professionals.

3.11Research Design

Descriptive research design has been used by the researcher for the study because this study help to understand the characteristics of the socially disadvantaged sections in

the private sector. The study help to reveal the conditions of the employees from socially disadvantaged sections in private sector. By using the descriptive research design researcher described the current scenario of work participation and problems faced by SCs and STs in work participation in private industrial units in Nashik city.

3.12 Sampling Design

3.12.1 Universe

Universe of the study includes the private sector industries operational in industrial area of Nashik city.

There are 14770 different types of industrial units in Nashik district and from those 2148 of the units are based in the city. Present study focused on the private sector industries which includes 800 industries situated in the study area. The sample is selected randomly from the male and female working in selected private sector industrial units, but the researcher had not found collective information about the male and female working in private industries. Also the sample is selected from the employees working in private industries having range of age from 18 years to 67 years.

The selected private industrial units includes manufacturing, engineering, Automobile, service, Information Technology, Electrical and electronics, etc. These industries are Multi-National Companies, Small and Medium Enterprises.

3.12.2 Sample Size

The sample size for the study is 350 which includes employees from different cadres of the private sector. It was not decided to select the specific number of employees from each cadre as the management was quite reluctant to permit to interview the employees.

Figure 11 Industry wise numbers of respondents

Type of industry	No. of respondents
Small and Medium Enterprises	160
Large units	130
Service sector	60
Total	350

3.12.3 Sampling method and technique

Probability sampling method was adopted for the present research study. By using Multistage sampling method sample was selected. At the first stage the different types of industries were selected by using regular number method from simple random

sampling. A list of different types of industries was available on the official website of MIDC which contains 300 industries so 30 industrial units were get selected.

In the study proportionate stratified random sampling method from stratified random sampling was used at the second stage for the selection of the sample. In each unit researcher prepared the list of SC and ST employees with the help of the union leaders and the HR manager from the selected industries. The strata based on Gender, social category, cadre, nature of appointment, nature of employment etc. was fixed and respondents were get selected for the study.

As per the terms and conditions put forwarded by the selected industries the names were not disclosed in the research. Code name is given to each selected industry. According to it the table of sampling is prepared.

Industry	No. of SC/ST employees	No. of sample selected
SME1	125	13
SME2	130	13
SME3	123	12
SME4	140	14
SME5	145	15
SME6	127	13
SME7	149	15
SME8	153	15
SME9	141	14
SME10	142	14
SME11	124	12
SME12	98	10
Large unit 1	303	30
Large unit 2	275	28
Large unit 3	322	32
Large unit4	200	20
Large unit5	203	20
SS1	25	3
SS2	59	6
SS3	32	3
SS4	42	4
SS5	47	5
SS6	62	6
SS7	35	4
SS8	53	5
SS9	61	6
SS10	52	5
SS11	64	6
SS12	68	7
Total	3500	350

Inclusive criteria of sample selection

The persons who belongs to SC/ST category working in selected industry in Nashik city are selected for the study.

Exclusive criteria of sample selection

The persons who does not belong to SC/ST category are excluded from the study.

3.13Sources of data collection –

The data for the present study is collected by using primary sources and secondary sources by the researcher.

3.13.1 Primary sourcesinclude observation, focused group discussion, and interview schedule.

Primary and secondary data has been collected and used in investigation of present research study. Primary data has been collected through use of Interview schedule. Besides this researcher had used focused group discussion for data collection.

Self-prepared Measurement scale is used by the researcher to measure the discrimination in the private sector industry.

Tools for Data collection

The researcher has used interview schedule as main tool to collect data from therespondents in the following way:

13.1.1 Self-developed interview schedule: Researcher has developed interview schedule with the understanding through available literature and field observation. The interview schedule is divided in sections according to classification of indicators has been inculcated in research study. Sections in the interview schedule is Personal and family Profile, Work profile of industrial worker, Awareness about various Management practices, Awareness about HR practices, Awareness about various facilities, information about behavior of colleagues and supervisors, information about relations between employees and management, awareness about disciplinary rules and action process.

13.1.2 Focused group discussion: Focused group discussion is used to deal with and get information about sensitive issues. It has an extensive focus on physical and financial exploitation, nature of discrimination at work place, behavior of other coworkers and superiors, provision of facilities, management practices and HR practices, application of the discipline.

3.13.2 Secondary sourcesinclude books, journals, empirical and theoretical studies, articles, policies, legal provisions, Government gazetteers and reports, etc.

Secondary Data

The secondary data included references of various research studies, reviewof the literature collected through review of various publications related withthe research study. International and National publication published by variousbody of knowledge.Also data has been collected through the internet services, Reports,statistical review published by NGOs, Government of India as well as privateInstitute's Publication. Researcher also reviewed theBooks, magazines, research journals, national and international researcharticles published in various journals for the secondary datapurpose.

3.14 Data Processing

After the data collection phase following steps has been followed:

Editing: This was the first step took during this process. All the data were scrutinized very carefully, detected all the errors, corrected all the errors which are possible to be get corrected and prepared rough draft for the coding.

Coding: It involved assigning numerals to each response for further efficient analysis of the collected data. Code book has been developed during this process and the same has helped to summarized numerical assign for each and every response of the respondents.

Classification: During this process data has been reduced and kept into homogeneous groups of common characteristics.

Tabulation: During this process all the data has been arranged in compact form and it actually helped during the further complex analysis of the data.

Data Analysis: SPSS (Statistical Package for Social Science Research) was used for processing of data. After processing of the data univariate, bivariate and trivariate tables were prepared. Descriptive statistics like mean, mode median, standard deviation, variance and inferential statistics like Chi-Square, Correlations, t-test were conducted.

3.15Chapter wise presentation of research

Chapter I deal with the Introduction to the study, context and background of the study.This includes- Concept, definitions and nature of work participation of SC/ ST, Review of related literature, Theories of reservation and discrimination.

Chapter II presents the theoretical frame work of the study. Detailed review of the literature related to the topic has been taken by the researcher. It includes the studies pertaining to the industrialization in India, caste related issues in India, work participation of SC/ST in private sector, social discrimination, caste and economic discrimination.

Chapter III discussed the Research Methodology applied in the study. It includes-sampling procedures, methods of data collection, tools of data collection and Measurement Scales used by the researcher.

Chapter IV includes Personal, Socio- Economic and Demographical Profile Data analysis and interpretation of dataof the SC/ ST workers in Nashik City.

Chapter V finally presents the major findings that emerge from the study and the conclusions arrived at, hypothesis testing, based on the major findings followed by implications in terms of theory, social work practice and future research, limitations of the study.

3.16 References

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Chapter IV

Personal, Socio- Economic and Demographical Profile of the SC/ ST workers in Nashik City

Chapter IV

Personal, Socio- Economic and Demographical Profile of the SC/ ST workers in Nashik City

4.0 Introduction

This chapter deals with the analysis of the data in tabular form. The analysis is done as per the objectives of the study it includes the personal, socio-economic, demographic analysis and hypothesis wise analysis. This section exhibits theprimary data analysis consists of information on personal, socio-economic and demographic variables such as age, education, and marital status, social category, followed by the economic activities like income. The next section deals with the information about work profile, third section shows the perception about the HR practices, further segmentanalyze the information on the work environment and the job engagement practice ofthe industry which would enable to assess the job satisfaction and job involvement oftheworkers,which would be helpful to understand the amenitiesmade available for the workers in the study area, and next section would receive the opinions of the workers on various issuespertains to the work through which workers perceptions at comprehensivemanner in gender dimension is given.

4.1 Tabulation

A) **Personal and socio-economic profile of the respondents.**

This is one of the important objective of the study. The personal and socio-economic study includes following tables

1) Age of the respondents
2) Gender of the respondents
3) Education of the respondents
4) Monthly income
5) Social category
6) Marital Status
7) Number of family members

Table No 4.1.1Age

Age is an important element which decides the physical and mental ability ofthe people in the society. Therefore age is an important variable need tobe included in every study pertains to socio-economic condition assessment.

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	18 to 26 years	88	25	25	25.1
2	26 to 32 years	89	25	25	50.6
3	32 to 43 years	94	27	27	77.4
4	More than 43 years	79	23	23	100.0
	Total	350	100.0	100.0	

The above table no. 4.1.1 indicates that the Age group of respondents ranges from 18 to 70 years. There are 94 (27%) respondents are from the age group of 32 to 43 years ,89 (25%) respondents are between the age group of 26 to 32 years,88 (25%) respondents between the age group of 18 to 26 years, while 79 (23%) respondents are more than 43 years of age.

It concludes that most of the respondents are from the age group of 32 to 43 years.

Gender

One significant universally accepted criterion of development is gender. There is a clear distinction made in development writings between sex and gender. Sex relates to the biological differences between male and female, whereas gender relates to the roles assigned to male and female in the society. Thus, gender is a socioeconomic variable involving roles, responsibilities, constraints, opportunities and needs of males and female in an economy.

Pie Chart no. 4.2.1 Gender
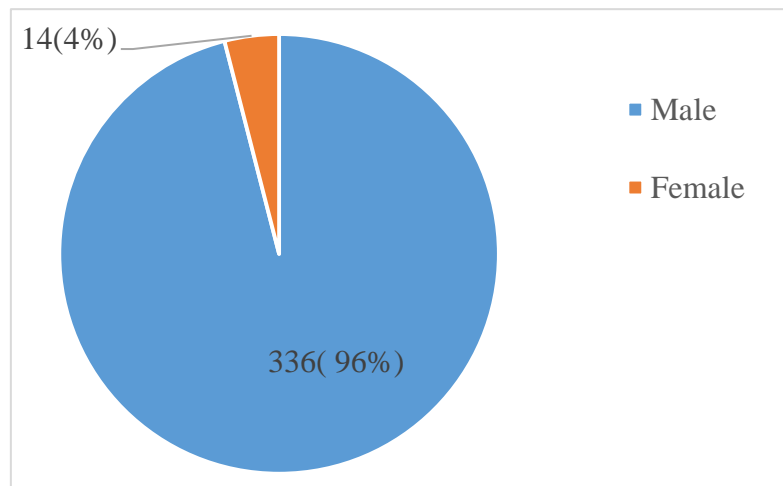
The above pie chart 4.2.2 indicates the male and female respondent's ratio. Out of 350 respondents, there are 96% male respondents i.e. 336 and only 14 (4%) female respondents.

It concludes that there is male domination in private industrial units.

Education

Whether literacy is synonymous with education in the developing countriesand with reference to the weaker sections is a question confronts the social scientists. Viewed as synonymous, education not only widens the knowledge but also helps a person to make use of rational and scientific approach to solve problems. Education has positive impact on social life and the quality of life; and vice versa with illiteracy; theemployees play very important role in the organization and education helps a person to think positively about various issues. To analyze about the education level of the respondents following categories of education are made.

Pie Chart no. 4.2.2 Education
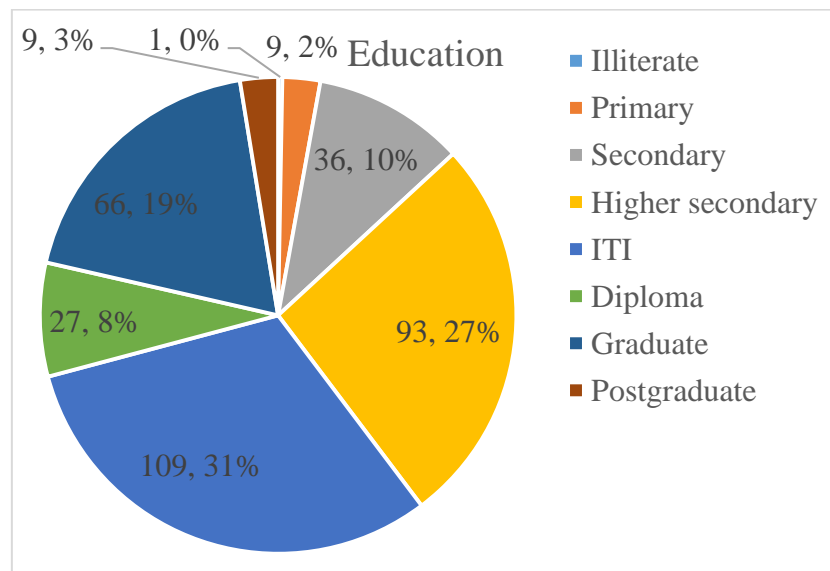
Above pie chart 4.2.3 shows the educational level of the respondents. Out of 350 respondents, one respondent is illiterate while 9 (3%) respondents have completed their primary education, 36 (10%) respondents have completed secondary education, 93 (27%) respondents completed higher secondary education and 109 (31%) respondents have completed ITI, there are 27(7%) respondents who have completed diploma, 66 (19%) respondents completed graduation and 9 (3%) respondents completed post-graduation.

It concludes that there are most respondents who have completed ITI.

Table 4.1.2Social Category

Indian society stratified with the closed caste system which is the operatingelement in accessing the social, economic and cultural privileges from the society,Especially in the rural society caste the important identity to the individuals, government has categorized the cluster of caste into major divisions for its administrative purpose to implement the affirmative action, at the outset Indian social system is caste bounded society.

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Scheduled Caste	210	60.0	60.0	60.0
2	Scheduled Tribe	140	40.0	40.0	100.0
3	Total	350	100.0	100.0	

The table no.4.1.2 describes about the social category of the respondents. As the research focus on the SC/ST respondents, there are 210 (60%) Scheduled caste respondents and 140(40%) ST respondents.

It shows the presence of SC/ST in private sector in Nashik city.

Table 4.1.3 Marital Status

In Indian society, marriage is supposed to be a religious obligation. In thesocial context, it is the prelude to the family formation, expansion or everbifurcation. After marriage, there is a transition in the status of men and womenwith attendant rights and obligations.

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Married	252	72.0	72.0	72.0
2	Unmarried	98	28.0	28.0	100.0
	Total	350	100.0	100.0	

Table 4.1.6 expressed the marital status wise distribution of the respondents. 252(72%) of the respondents are married, 98(28%) of the respondents unmarried. Therefore, it was found that significant portion of the respondents were married persons in the study area.

Table 4.1.4 No. Of family members

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Two	65	18	18.6	18.6
2	Three to five	276	79	78.9	97.4
3	Six to eight	9	3	2.6	100.0
	Total	350	100.0	100.0	

Table No. 4.1.7 informs about the number of family members of the respondents. There are 276 (79%) respondents who have three to five family members, 65(18%) respondents have two family members while 9 (3%) respondents have six to eight family members.

So it concludes that there are maximum respondents having nuclear family and responsibility of three to five family members.

Graph 4.2.3 Monthly Income
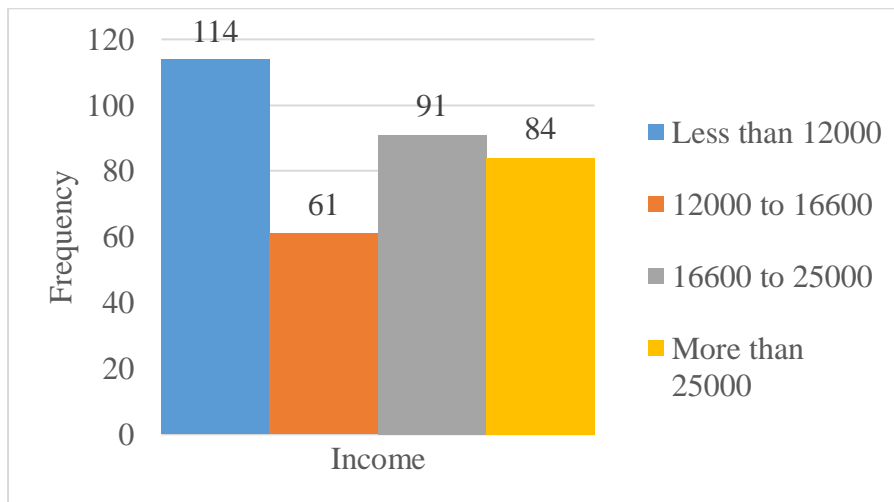
The above graph no. 4.2.4 shows the monthly income of the respondents. 114 (33%) respondents out of 350 have the monthly income less than Rs. 12000/-, while there are 61(17%) respondents who's monthly income ranges between Rs. 12000 to 16600/-, there are 91(26%) respondents who have monthly income between Rs.16600 to 25000/- and 84 (24%) respondents monthly income is more than Rs.25000/-.

It concludes that the monthly income varies in private sector, this may be due to the length of the service, skills, qualification etc.

B) **Information Pertains to work profile**

The peace and tranquility of the work-spot and the efficiency of labordepends to a considerable extent upon the wage structure and the amenities providedat the field or work-spot. Further the psychological conditions of the women workersare influenced by the situation prevailing at the work-spot.

This section includes tables and graphs for following of information.

1) Designation
2) Work experience
3) Nature of appointment
4) Type of worker
5) Nature of work
6) Length of service in the organization

Table 4.1.5 Designation

A designation is the act of pointing someone out with a name, a title or an assignment. Generally, people work in organizations for various reasons primarily to satisfy their economic, social, emotional and professional needs. For identification of people in the organizations, employers, award job titles or designations to the people with the objective of identifying them with regard to responsibilities, clarity of job definitions, hierarchy, motivation, retentions and protocols, purposes.Designations assumed significant importance for an individual in organizational and social life. In industries there are various types of work the people are doing. So to analyze the data collected through primary source about the work of the respondents,they are categorized into following designations.

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	worker	248	71	70.9	70.9
2	Supervisor	38	11	10.9	81.7
3	Driver	6	2	1.7	83.4
4	Jr. Engineer	10	3	2.9	86.3
5	Officer	41	12	11.7	98.0
6	Contract labor	2	.6	.6	98.6
7	Trainee	1	.3	.3	98.9
8	Staff	2	.6	.6	99.4
9	Security guard	2	.6	.6	100.0
	Total	350	100.0	100.0	

The above table no.4.1.5exhibits Designation of the respondents.There are 248 (71%) respondents out of 350, who are workers, 38 (11%) are supervisors, 6 (2%) are drivers, 10 (3%) junior engineers, and 41 (12%) officers while 2 (0.6%) are contract labor, one is trainee, 2 (0.6%) staff and 2 (0.6%) security guards.

This concludes that majority of the respondents are workers.

Work Experience

Work experience is a period spent in a workplace, usually by youngpeople, to learn what it is like to do that kind of work.Work Experience is an important criterion which Employers prefer while hiring any employee in the organization. Work experience helps to develop key skills such as problem-solving, teamwork, communication and time management etc. For the analysis of the work experience of the respondents the data is divided into various groups of time period as follows.

Graph 4.2.4 Work Experience
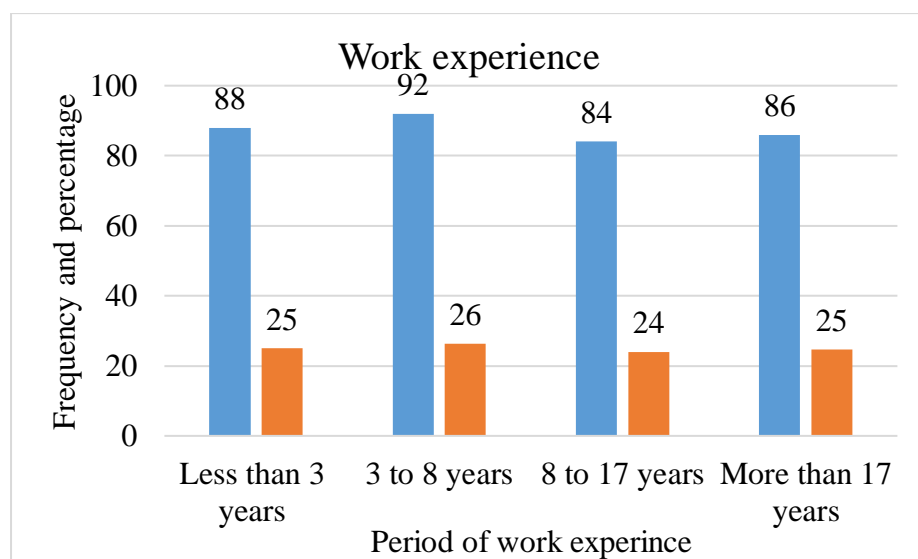
The above graph 4.2.4shows the experience of the respondents. There are 88 (25%) respondents out of 350 who have less than 3 years of working experience. While 92(26%) respondents have 3 to 8 years of working experience. Similarly there are 84 (24%) and 86 (25%) respondents who have working experience of 8 to 17 years and more than 17 years respectively.

It concludes that there is no much variation in the number of respondents as per their experience.

Nature of appointment

Nature of appointment indicates the job consistency of the person so it is necessary to discuss about it regarding the private sector employment. Now a days the nature of appointment is mostly depends upon the availability of the job vacancy and the approach of the employer towards the job.

Pie Chart 4.2.5 Nature of Appointment
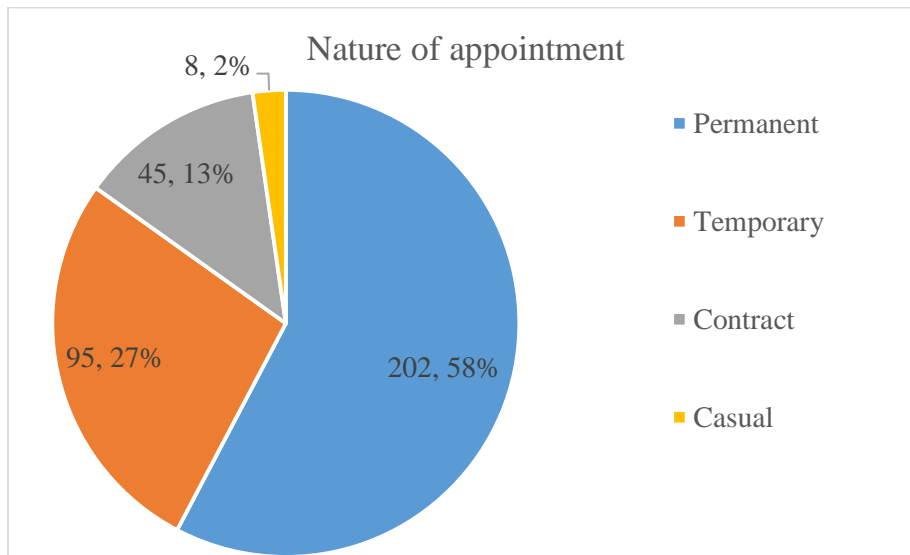
Above pie chart no. 4.2.5depicts nature of appointment of the respondents.202 (58%) respondents have permanent appointment, 95 (27%) respondents have temporary appointment while 45(13%) are contract workers and 8(2%) respondents are casual workers.

From the above analysis it concludes that majority of the respondents have permanent nature of appointment in the private sector in the study area.

Type of worker

Skill is one of the major factor which provides job to a person in the private industrial sector. There are different types of skilled workers work in the industries so this variable has been studied. There are skilled, semiskilled and unskilled type of workers.

Graph 4.2.6 Type of worker
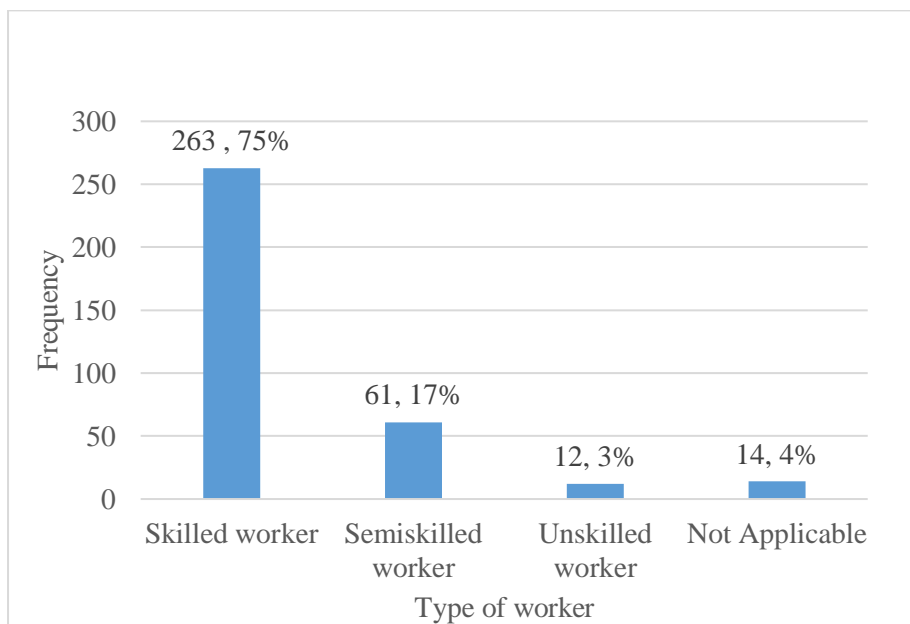
Graph 4.2.6exhibits the type of worker of the respondents. There are 263 (75%) respondents who are skilled workers out of 350 respondents, 61 (17%) semiskilled workers, while 12 (3%) respondents are unskilled workers. Other than this there 14 respondents who does not include in the category of workers as they are officers. So it concludes that skilled workers are in majority in the study area.

Nature of work

The different categories of work are observed in the private industries and so the nature of work is one of the variable which defines the work done by a person in the organization. Nature of work also decides the designation of the person which is responsible for the status of the person in the society.

Pie Chart 4.2.7 Nature of Work
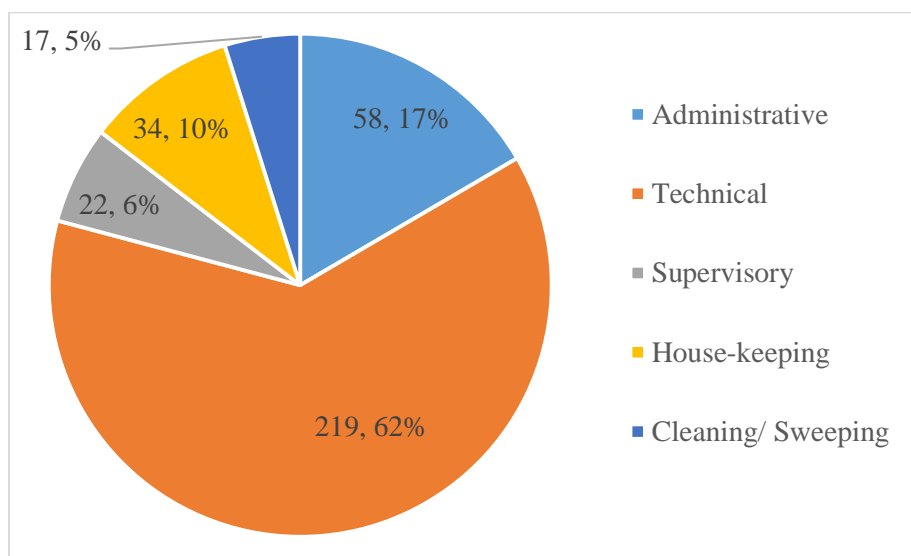
Above pie chart no. 4.2.7 indicates the nature of work of the respondents. 219 (63%) respondents are having technical work, 58 (16%) are having administrative work while 34 (10%) have housekeeping work, 22 (6%) respondents have supervisory work and 17 (5%) do cleaning and sweeping work.

Majority of the respondents are involved in technical work, few are supervisors and some are doing administrative work. This might be because of low level of skill and education amongst SC/STs on account of social and opportunitybarriers. Again there are various types of approaches on account of the management towards the employees from SC/ST category. It is evident from the study that most of the respondents are comprise of technical and low paid work.

Graph 4.2.8 Length of service in the current organization
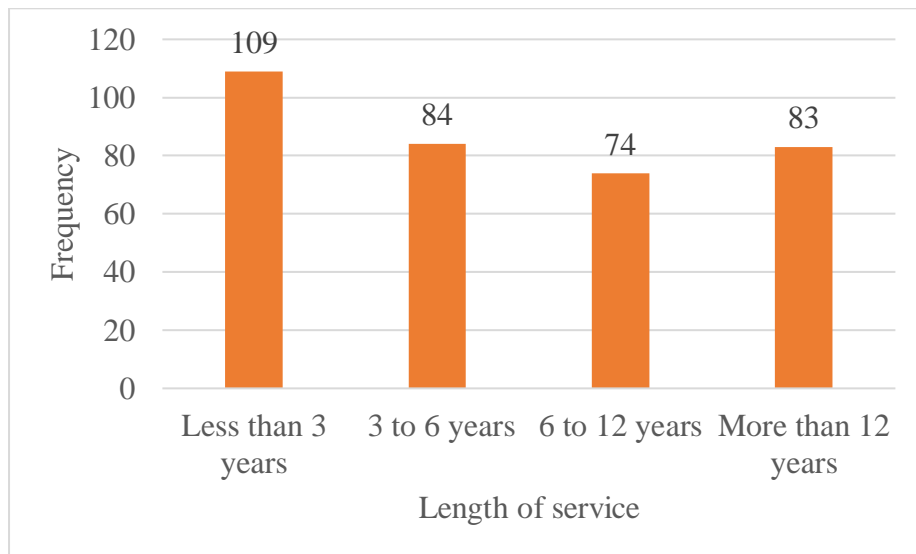
Above graph 4.2.8 indicates the length of service in the current organization of the respondents. There are 109 (31%) respondents have less than 3 years of length of service in the current organization, 84 (24%) respondents have 3 to 6 years of length of service in the current organization, 83 (24%) respondents have more than 12 years of length of service in the current organization while there are 74 (21%) respondents are working in the same organization for 6 to 12 years. It concludes that maximum respondents have length of service in the current organization more than 3 to 12years.

C) **Perception of respondents about HR practices**

The HR department in every organization plays an important role. The HR practices range from R to R i.e recruitment to retirement. These HR practices include recruitment, selection, placement, training, promotion, demotion, disciplinary action etc. Here in this section the analysis of the perception of the respondents about HR practices is given. It includes tables and graphs showing following data.

1) Information source about the job
2) Applied for the job
3) Company response for application
4) Interviewee person
5) Proper placement after selection
6) Position after selection
7) Reason for not placing on right position
8) Basis for the selection for the job
9) Recruitment
10) Promotion
11) Transfer
12) Job rotation
13) Wage difference

Table 4.1.6 Information source about the job

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Through Advertisement	71	20	20.3	20.3
2	From friend	167	48	47.7	68.0
3	From relatives	49	14	14.0	82.0
4	Through placement agency	41	12	11.7	93.7
5	Employment Exchange	7	2	2.0	95.7
6	Job portal/ Internet	9	3	2.6	98.3
7	Campus Interview	6	2	1.7	100.0
	Total	350	100.0	100.0	

Information source about the job is one of the essential thing to get the job with ease and securely. Table no. 4.1.6 revealed that 167 (48%) respondents got information about the job from friend, 71 (20%) respondents got information about the job through advertisement, 49 (14%) respondents got information from relatives, 41 (12%) respondents got information about the job through placement agency while 9 (3%) respondents get information through job portals / internet and 7 (2%), 6 (2%) got information about the job from employment exchange and campus interview respectively.

This indicates that in most of the private sector organizations internal sources of recruitment has been used which may affect the chances of getting jobs to SC/ STs. In few studies it is been put forth that the employers / managers want employees who are like them means having similar social background.

Table 4.1.7 Applied for the job

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Yes	263	75	75.1	75.1
2	No	87	25	24.9	100.0
	Total	350	100.0	100.0	

Table no 4.1.7 shows whether respondents after getting information about job applied or not. After getting the information about the job 263 (75.1%) respondents have applied for the job while 87 (24.9%) respondents did not applied for the job as they may get the job due to their internal connections.

Company response for application

Pie chart 4.2.9 Company response for application
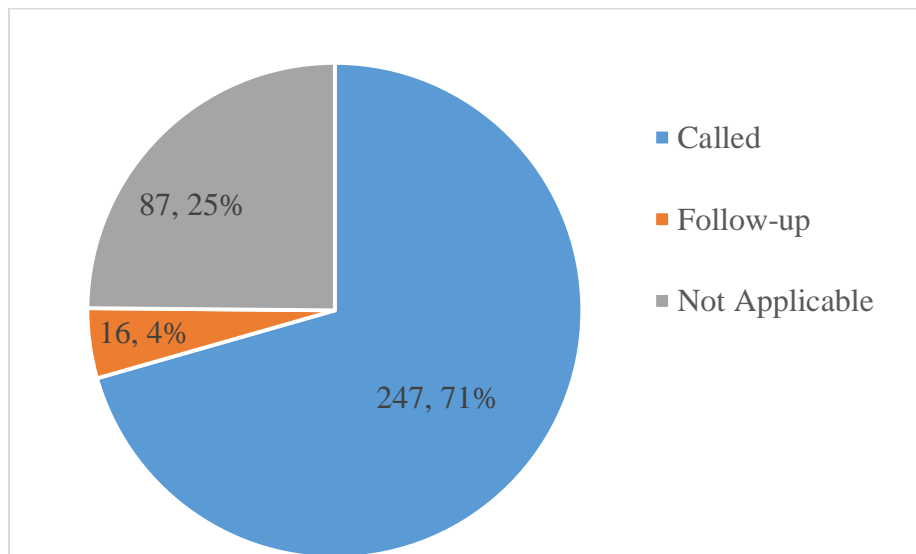
The above pie chart 4.2.9 indicates the response from the company after the application by the respondents for the job. 247 (71%) of the respondents who have applied for the job has been called by the company for the interview but 16 (4%) respondents who have applied for the job have to take follow up for calling for the interview, and remaining 87 (25%) respondents have not applied for the job so they did not have to wait for the response from the company.

It concludes that majority of the respondents have been called by the company for interview after application.

Pie chart 4.2.10   Interviewee person
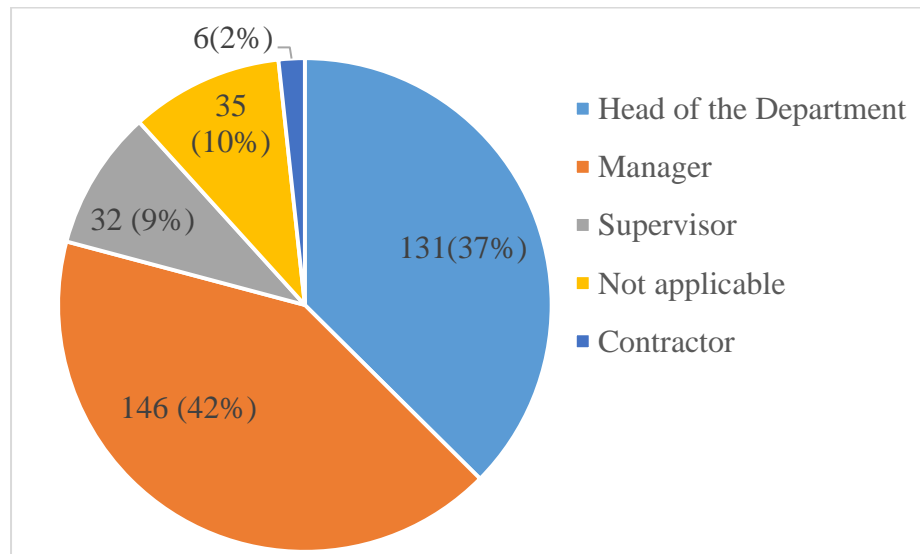
The above pie chart no 4.2.10 gives information about the person who took interview of the respondents after calling. 146 (42%) respondents were interviewed by the Manager, 131 (37%) respondents were interviewed by the Head of the department, 32 (9%) respondents were interviewed by the Supervisor whereas 6 (2%) respondents were interviewed by the Contractor as they are contract labor. 35 (10%) respondents were not interviewed by anybody. The person who took interview has his/her own biases about various aspects of the employees.

From above analysis of the data it concludes that majority of the respondents were interviewed by Manager and HOD.

Table 4.1.8 Proper placement after selection

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Yes	308	88	88.0	88.0
2	No	42	12	12.0	100.0
	Total	350	100.0	100.0	

Above table no 4.1.8 revealed about that respondents were placed on a proper job or not after their selection. 308 (88%) respondents said that they were placed on a proper job after their selection, while 42(12%) respondents said that they were not placed on a proper job after their selection. This may be due to lack of expected skills, qualification, and experience for the job.

It is concluded that most of the respondents are placed on proper job after their selection.

Table 4.1.9 Position after selection

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Worker	215	61	61.4	61.4
2	Supervisor	35	10	10.0	71.4
3	Driver	9	3	2.6	74.0
4	Jr. Engineer	7	2	2.0	76.0
5	Officer	41	12	11.7	87.7
6	Contract labor	4	1	1.1	88.9
7	Not applicable	35	10	10.0	98.9
8	Trainee	4	1	1.1	100.0
	Total	350	100.0	100.0	

Pie chart 4.2.11 Position after selection
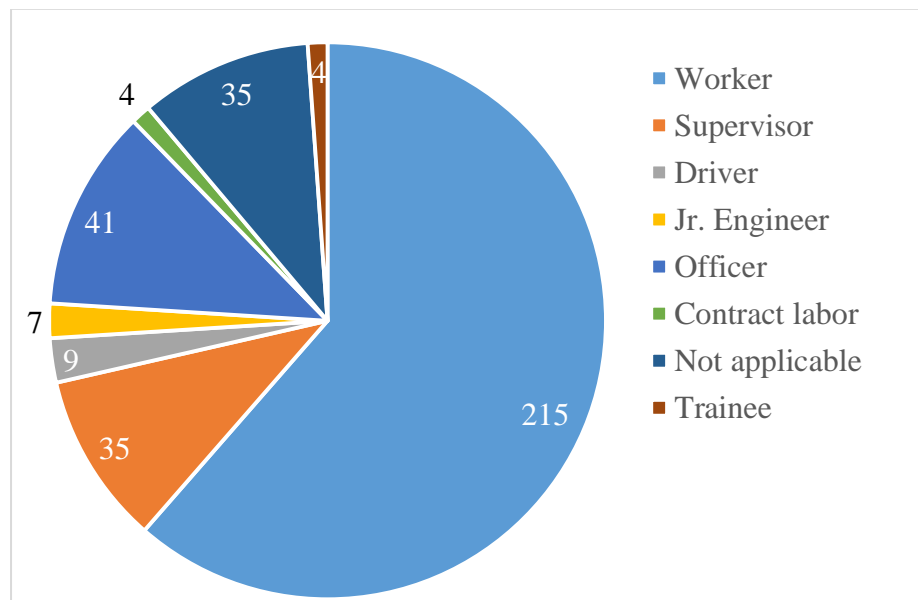
The above table no 4.1.9 and pie chart 4.2.11 shows the position of the respondents after their selection. 215(61%) respondents were placed as worker after their selection, 41(12%) respondents were placed as officer after their selection, 35(10%) respondents were placed as supervisor after their selection, 9(3%) respondents were placed as driver after their selection, 7(2%) respondents were placed as junior engineer after their selection, 4(1%) respondents were placed as trainee and 4(1%) respondents are the contract labor while 35(10%) were not placed on proper job after their selection. The criteria for the selection may does not match with the qualification, skills or experience of these respondents.

Table 4.1.10 Reasons for not placing on right position

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Do not know	3	1	.9	.9
2	Not applicable	309	88	88.3	89.1
3	Caste system	6	2	1.7	90.9
4	Lack of proper education	8	2	2.3	93.1
5	Lack of experience	14	4	4.0	97.1
6	Lack of skills	10	3	2.9	100.0
	Total	350	100.0	100.0	

Graph no. 4.2.12 Reasons for not placing on right position
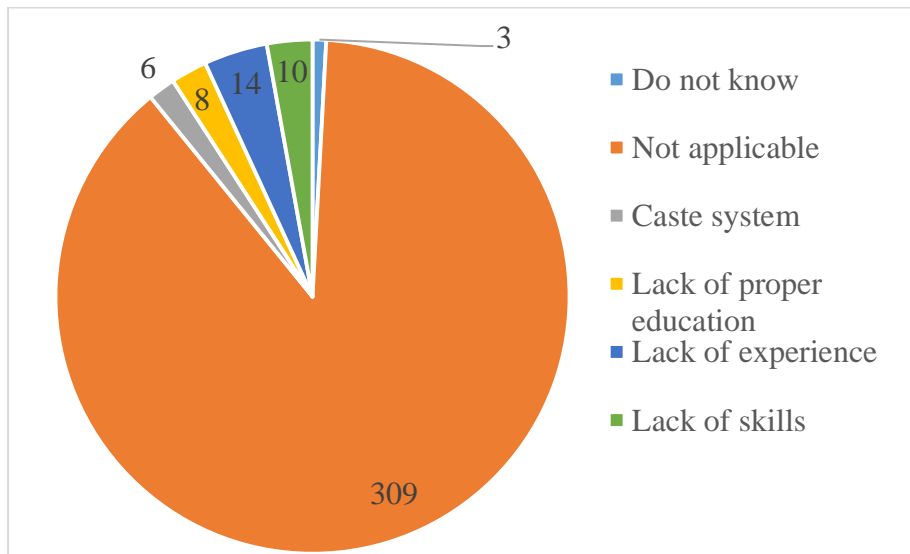
The above table no. 4.1.10 and graph no. 4.2.12 exhibits the reasons for not placing on the proper job after selection. As 309 (88%) respondents were said that they were placed on a proper job after their selection this question is not applicable to them. Out of remaining 41 respondents 14 (4%) respondents said that they were not placed on a proper job due to lack of experience, while 10 (3%) respondents were not placed on a proper job due to lack of skills for the job, 8 (2%) respondents are of the opinion that they were not placed on a proper job because of lack of proper education for the job, 6 (2%) respondents said that they were discriminated while placing on the proper job due to prejudiced mindset towards their caste and 3 (1%) respondents are not aware about the cause of their improper placement.

This concludes that there are many reasons for not placing the person on a proper job and one of the reason is prejudiced mindset for the caste of the person, but such experiences are very few in private sector in the study area.

Table 4.1.11 Basis for the selection for the job (Multiple choice)

Sr. no.	Selection criteria	Responses		Percent of Cases
		N	Percent	
1	Skills	138	31%	39.9%
2	Qualification	147	33%	42.5%
3	Experience	111	25%	32.1%
4	Nature of work	42	9%	12.1%
5	All of above	8	2%	2.3%

In the private sector there are various bases on which the selection of the candidate is dependent upon. Above table no. 4.1.11 reveals the information about such basis for the selection of the respondents in the study area. Out 350 respondents 147 (33%) respondents said that their selection base was their qualification while 138 (31%) respondents said that skills is the base for their selection again 111 (25%) respondents says that experience is one of the important base for their selection, Nature of work is the base of selection for 42 (9%) respondents and as per 8 (2%) respondents all the above bases are the criteria for their selection.

It is to be concluded from above analysis that in private industrial sector the nature of the work is such that they expect various things from the employee and so such criteria has been used for the selection.

Graph 4.2.13 Awareness about recruitment policy ofcompany
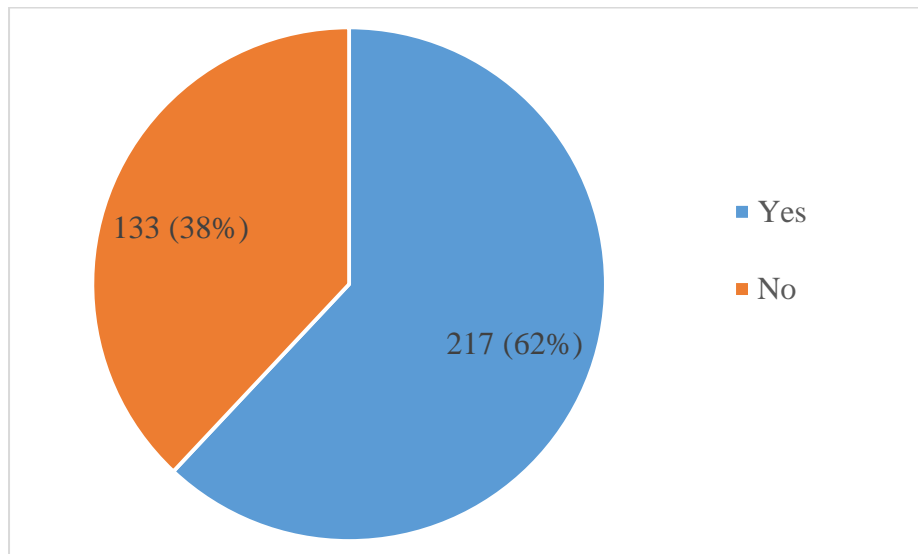
Above graph 4.2.13 describes the awareness among respondents about the recruitment policy of the company. 217 (62%) respondents out of 350 are aware about the recruitment policy of the company and 133 (38%) respondents are not aware about the recruitment policy of the company. This may be because of the educational level and experience of the respondents which creates awareness among them.

It is concluded that majority of the respondents are aware about the recruitment policy of the organization.

Table 4.1.12 Sources of recruitment

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Internal	48	14	13.7	13.7
2	External	33	9	9.4	23.1
3	Both	179	51	51.1	74.3
4	Don't know	89	25	25.4	99.7
5	Not applicable	1	.3	.3	100.0
	Total	350	100.0	100.0	

Graph 4.2.14 Sources of recruitment
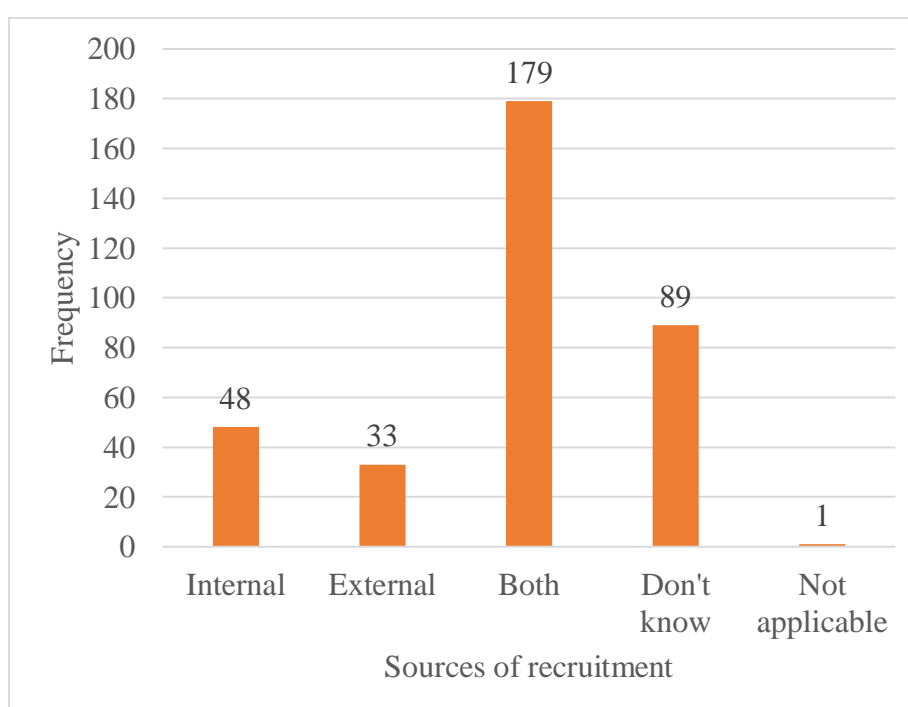
As per the above table no. 4.1.23 and graph 4.2.14, 179 (51%) respondents said that there are both internal and external sources of recruitment used by the company, 48 (14%) respondents said that their company use internal sources of recruitment while 33 (9%) respondentstold that external recruitment sources are used for the recruitment. 89 (25%) of the respondents don't about the sources of recruitment used by the company for recruitment.

It is concluded from the above table and graph that majority of the private sector organizations are using both i.e. internal and external sources for recruitment.

Table 4.1.13 Satisfaction about recruitment policy

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Fully Satisfied	71	20	20.3	20.3
2	Satisfied	205	59	58.6	78.9
3	Don't know	43	12	12.3	91.1
4	Unsatisfied	28	8	8.0	99.1
5	Fully unsatisfied	2	.6	.6	99.7
6	Not applicable	1	.3	.3	100.0

Table no. 4.1.13 reveals the satisfaction level of the respondents about the recruitment policy of the company. 205 (58.6%) respondents are satisfied with the recruitment policy of the company and 71 (20%) respondents are fully satisfied with the recruitment policy whereas 28 (8%) respondents are unsatisfied and 2 (0.6%) respondents are fully unsatisfied with the recruitment policy of the company. There are 43 (12%) respondents who are not able to tell about the satisfaction level for the recruitment policy.

It concludes that majority of the respondents are satisfied about the recruitment policy of the company.

Table 4.1.14 Company follow the law regarding nondiscriminatory practices for recruitment

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Always	137	39	39.1	39.1
2	Sometimes	90	26	25.7	64.9
3	Never	110	31	31.4	96.3
4	Don't know	13	4	3.7	100.0
	Total	350	100.0	100.0	

Table no 4.1.14 expressed the information about company follow the law regarding nondiscriminatory practices for recruitment. 137 (39%) respondents say that company always follow the law regarding nondiscriminatory practices for recruitment, 90 (26%) respondents are of the opinion that company sometimes follow the law while 110 (31%) respondents said that company never follow the law regarding nondiscriminatory practices for recruitment and 13 (4%) respondents are not aware about the practice of following law regarding nondiscriminatory practices for recruitment.

It is to be concluded that majority of the companies in the study area follow the law regarding non discriminatory practices for recruitment.

Table 4.1.15 Information about promotion

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Always	127	36	36.3	36.3
2	Sometimes	148	42	42.3	78.6
3	Never	66	19	18.9	97.4
4	Not applicable	9	3	2.6	100.0
	Total	350	100.0	100.0	

Graph 4.2.15 Information about promotion
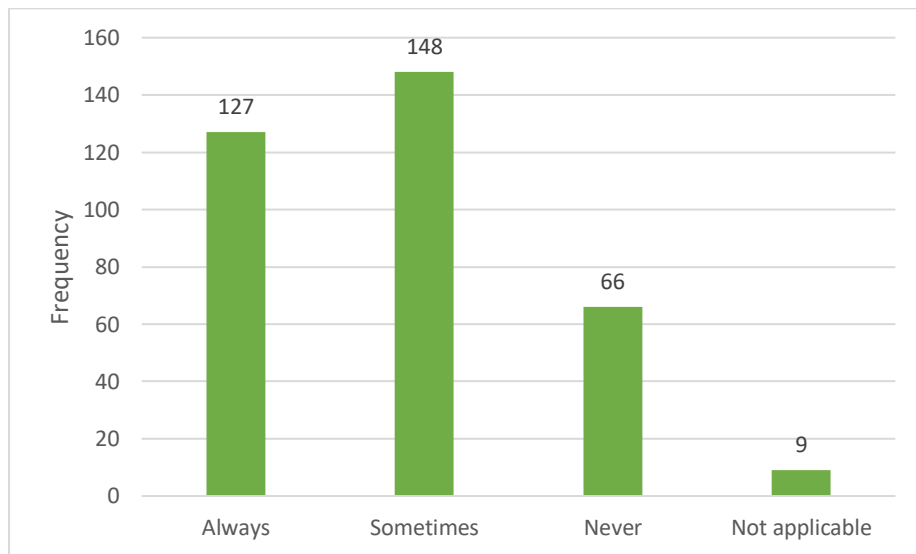
Above table no. 4.1.15and graph 4.2.15exemplifies that the company gives information about promotion to the respondents. 148 (42%) respondents said that the company sometimes gives information about the promotion, 127 (36%) respondents say that they are always informed by the company about the promotion. While 66 (19%) respondents were never informed about the promotion by the company and it is not applicable to 9 (3%) respondents as they are contract labor, trainee or else.

Table 4.1.16 Information source of promotion

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Through Manager	115	33	32.9	32.9
2	Through HOD	139	40	39.7	72.6
3	Through appointment letter	43	12	12.3	84.9
4	Not informed	46	13	13.1	98.0
5	Not applicable	7	2	2.0	100.0
	Total	350	100.0	100.0	

Graph 4.2.16 Information source of promotion
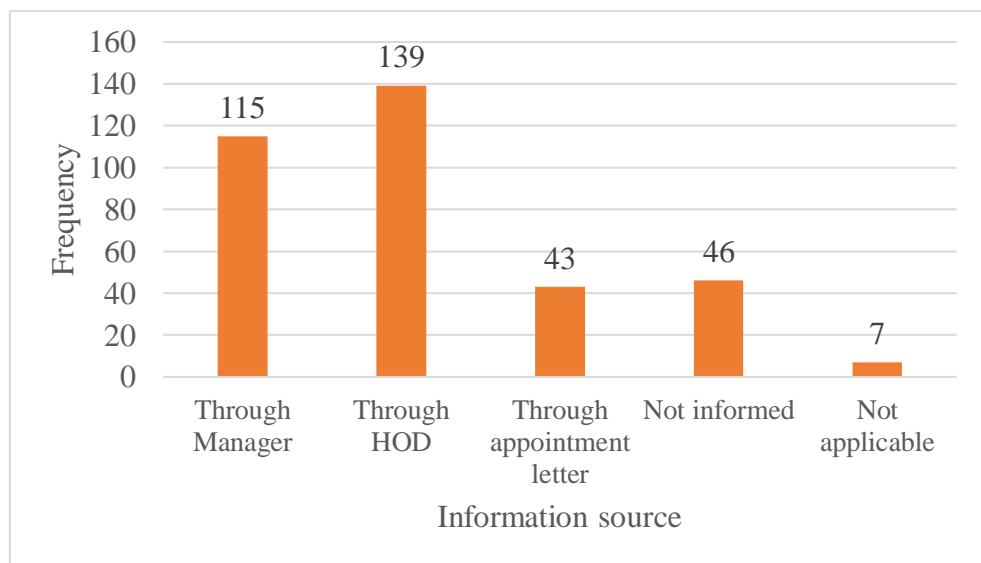
Table no. 4.1.16 and graph 4.2.16 shows the information source of promotion. 139 (40%) respondents were informed about the promotion through head of the department, 115 (33%) respondents were informed by the Manager about the promotion, 43 (12%) respondents were informed through appointment letter about the promotion and 46 (13%) respondents were not informed about the promotion by the company. It is not applicable to 7 (2%) respondents. Promotion is one of the important management practice for the advancement of the employees and they should be informed about it. It concludes that most of the companies inform its employees about the chances of promotion.

Table 4.1.17 Bases for Promotion(Multiple choice)

Sr. No.	Particulars	Responses		Percent of Cases
		N	Percent	
1	Skills	199	41%	56.9%
2	Qualification	91	19%	26.0%
3	Experience	104	22%	29.7%
4	Nature of work	62	13%	17.7%
35	All of the above	12	2%	3.4%
6	Not Applicable	14	3%	4.0%

Table no. 4.1.17 depicts the bases for promotion in company. As per 199 (41.3%) respondents skills is the base for promotion in their company, 104 (21.6%) respondents said that experience is the major base for promotion, according to 91 (18.9%) respondents Qualification is the main base for promotion in their company while 62 (12.9%) respondents said that promotion is given based on the Nature of work and 12 (2.5%) respondents say that skills, qualification, experience and nature of work all are the bases for promotion. It is not applicable to 14 (2.9%) respondents. In many organizations there are disputes between the management and employees about the bases for promotion. Here it concludes that the private sector companies in the study area uses various bases for giving promotions to the employees.

Table 4.1.18 Discrimination while promotion

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Always	10	3	2.9	2.9
2	Sometimes	117	33	33.4	36.3
3	Never	218	62	62.3	98.6
4	Don't know	5	1	1.4	100.0
	Total	350	100.0	100.0	

Graph 4.2.17 Discrimination while promotion
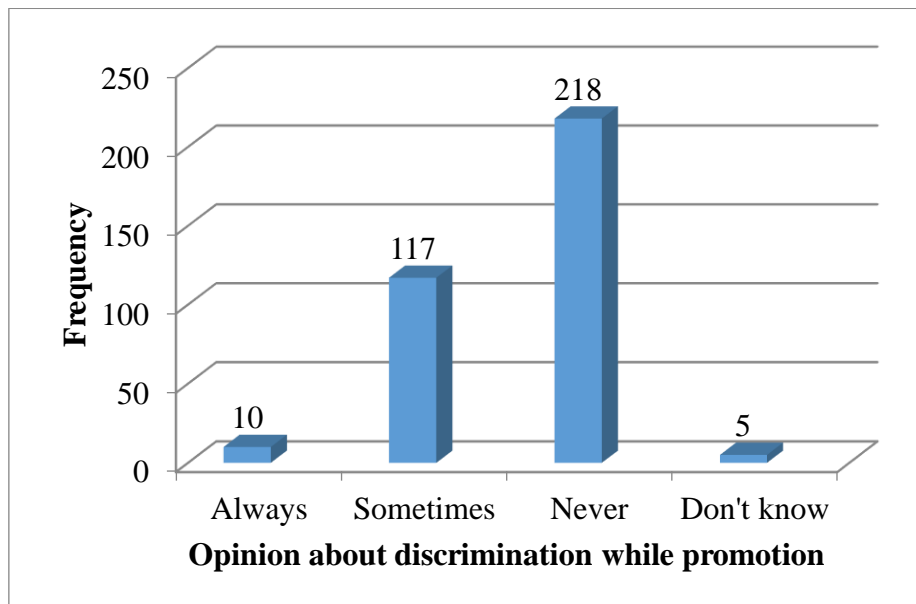
The table no. 4.1.18 and graph 4.2.17 indicates about the discrimination while giving promotion in the company. 218 (62%) respondents said that the company never discriminate while giving promotions to the employees, 117 (33%) respondents said that company sometimes discriminate while giving promotions, 10 (3%) respondents say that company always discriminate while giving promotions, 5 (1%) respondents do not know about the practice of discrimination while giving promotion by the company.

This concludes that majority (62%) of respondents said that there is no discrimination in their company but at some level there is discrimination in some companies in the study area.

Table 4.1.19 Reason for discrimination during promotion

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	You belonged to Scheduled caste/ tribe	19	6	5.4	5.4
2	Lack of skills for the job	39	11	11.1	16.6
3	Lack of the ability for the job	32	9	9.1	25.7
4	No fluency in English	17	5	4.9	30.6
5	Not applicable	243	69	69.4	100.0
	Total	350	100.0	100.0	

The table no. 4.1.19 exemplifies the reasons for discrimination while giving promotion by company. 243 (69%) respondents say that there is no discrimination in the company while giving promotions to the employees. 39 (11%) respondents say that Lack of skills for the job is the reason for the discrimination, as per 32 (9%) respondents Lack of the ability for the job is the reason for the discrimination while 19 (6%) respondents say that they have been discriminated while giving promotion by the company because they belonged to Scheduled Caste/ Tribe and No fluency in English is the reason for discrimination while giving promotion as per 17 (5%) respondents. Usually the private sector do not discriminate the employees while using various practices but in some of the organizations the negative approach of the employer / management towards the SC/ST employees force to discriminate while giving promotions.

Table 4.1.20 Practice of job rotation in company

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Yes	216	62	61.7	61.7
2	No	134	38	38.3	100.0
	Total	350	100.0	100.0	

Table no. 4.1.20 shows the practice of job rotation in the company. According to 216 (62%) respondents there is practice of job rotation in their organization while 134 (38%) respondents there is no such practice of job rotation in their company. Job rotation allows the employees to learn different types of work in the organization. If such practice is not there in some organization, then there may be some reasons of not doing so.

Pie chart 4.2.18 Duration of job rotation
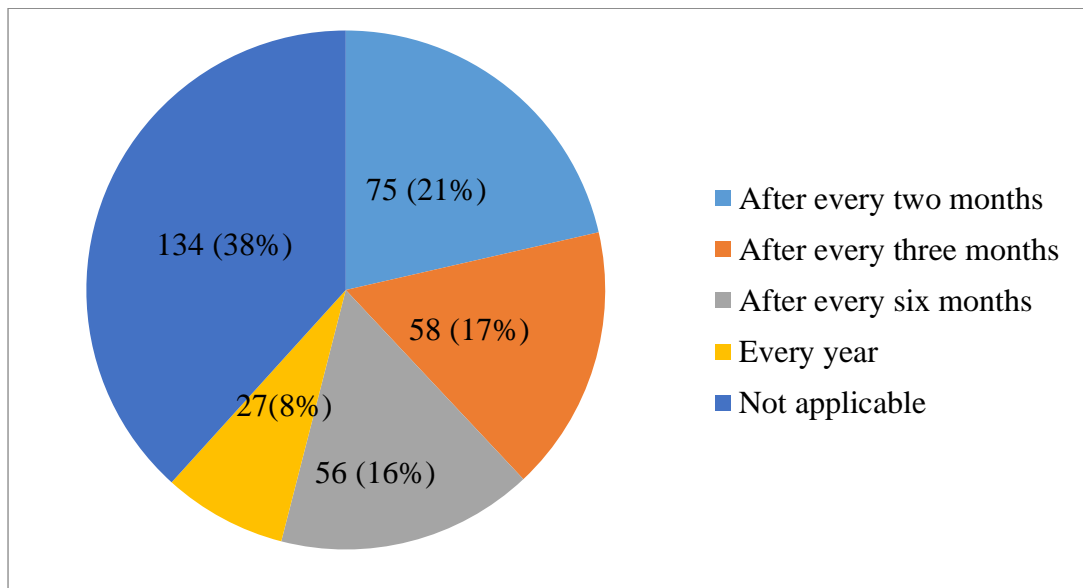
The above graph 4.2.18 reveals the duration of job rotation in the company of the respondents. As 134 (38%) respondents out of 350, said that there is no practice of job rotation in their company so this question is not applicable to these respondents. Now 75 (21%) respondents replied that there is job rotation every after two months in their company while 58 (17%) respondents said that the job rotation is practiced every after three months in their company and 56 (16%) respondents said that the job rotation is done every after six months in their company, there is job rotation took place every year as per 27 (8%) respondents. Every company has its own policy regarding the job rotation so there is variation in the period of job rotation.

Table 4.1.21 Salary /payment as per respondent's job profile

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Yes	271	77	77.4	77.4
2	No	79	23	22.6	100.0
	Total	350	100.0	100.0	

Table no.4.1.21 exemplifies the opinion of the respondents about their salary/ payment. As per 271 (77%) respondents said that they got the salary as per their job profile while 79 (23%) respondents say that they are not getting the salary as per their job profile. The wage policy of every organization depends on the Government decisions and the law for the purpose. Each job has its own description and the salary is been decided accordingly so there may be variation in the salary/ payment.

Table 4.1.22 Salary not as per job profile (Multiple choice)

Sr. No.	Particulars	Responses		Percent of Cases
		N	Percent	
1	Nature of work	32	9%	9.2%
2	Lack of skills	19	5%	5.4%
3	Lack of ability	7	2%	2.0%
4	Prejudiced mindset	18	5%	5.2%
5	Lack of proper education	5	1%	1.4%
6	Not Applicable	271	78%	77.7%

The above table no. 4.1.22 reveals about the reasons behind not getting salary/ payment as per job profile. 271 (78%) respondents are getting salary as per their job profile. 32 (9%) respondents are not getting salary as per their job profile due the nature of the work, 19 (5%) respondents are not getting salary as job profile because of lack of skills, 18 (5%) respondents said that they are not getting salary as per their job profile due to the prejudiced mindset on the part of the management, while 7 (2%) respondents told lack of ability as the cause of not getting salary as per job profile and 5 (1%) respondents are not getting salary as per the job profile due to lack of proper education. This concludes that there are some lacunas due to which employees are not getting salary as per the job profile.

In large number of companies they pay salaries as per job profile to their employees in the study area.

Table 4.1.23 Satisfaction about salary/payment

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Fully satisfied	74	21	21.1	21.1
2	Satisfied	193	55	55.1	76.3
3	Don't know	7	2	2.0	78.3
4	Unsatisfied	72	21	20.6	98.9
5	Fully unsatisfied	4	1	1.1	100.0
	Total	350	100.0	100.0	

Above table no. 4.1.23 evaluates the satisfaction level of the respondents about the salary/ payment they are getting. 193 (55%) respondents are satisfied with salary they are getting while 74 (21%) respondents are fully satisfied with the salary they are getting. 72 (21%) respondents are unsatisfied with the salary they are getting while 4 (1%) respondents are fully unsatisfied with the salary they are getting. 7 (2%) respondents don't know whether they are satisfied or unsatisfied with the salary they are getting. Majority of the respondents are satisfied with the salary they are getting in the company, so it is concluded that the companies in the study area are paying good amount of salary to its employees. Nowadays it's very important to retain skilled employees with the organization so they pay good salary to them.

Table 4.1.24   Reasons for wage difference (Multiple choice)

Sr. No.	Particulars	Responses		Percent of Cases
		N	Percent	
1	Nature of work	177	39%	50.6%
2	Skills	122	27%	34.9%
3	Experience	92	20%	26.3%
4	Qualification	49	11%	14.0%
5	All of the above	8	2%	2.3%
6	Caste	4	1%	1.1%

We can find wage difference in private sector industries in the wages of the employees. The above table no. 4.1.24 reveals the reasons for the wage difference in the companies in the study area. 177 (39%) respondents out of 350 said that wage in their company is due to nature of work, 122 (27%) respondents said that the wage difference in their company is due to skills of the employees, Experience of the employees is another reason for wage difference as per 92 (20%) respondents while 49 (11%) respondents said that qualification is a reason of wage difference in their company, 8 (2%) respondents said all of the above are the reasons of wage difference in their company and 4 (1%) respondents said that the wage difference is because of caste, either upper caste or lower caste.

Table 4.1.25 Discrimination in wage

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Fully agree	10	3	2.9	2.9
2	Agree	69	20	19.7	22.6
3	Not know	156	44	44.6	67.1
4	Disagree	98	28	28.0	95.1
5	Fully disagree	17	5	4.9	100.0
	Total	350	100.0	100.0	

Graph 4.2.19 Discrimination in wage
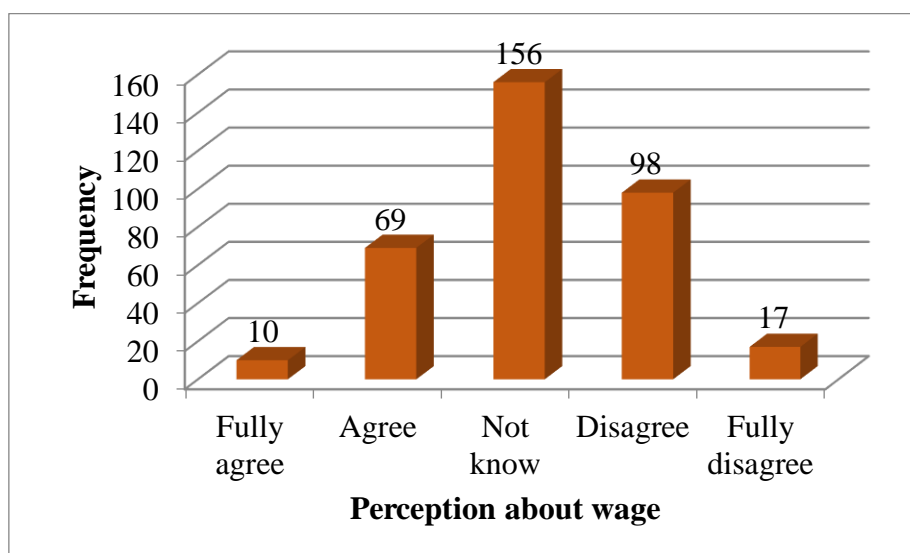
Table no 4.1.25 and graph 4.2.19 depicts the opinion of respondents about discrimination in wages. 156(44%) respondents do not know about the issue, 98(28%) respondents disagree with the opinion that there is discrimination in wages in their company, 17(5%) respondents are fully disagree that there is discrimination in wages in their company while 69(20%) respondents agree with opinion that there is discrimination in wages in their company and 10(3%) respondents are fully agree with the opinion about discrimination in wages in their company. Majority of the respondents are not aware about the practice of discrimination while giving wages to the employees.

Table 4.1.26 Awareness about transfer policy

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Yes	186	53	53.1	53.1
2	No	164	47	46.9	100.0
	Total	350	100.0	100.0	

Above table no 4.1.26 gives information about the awareness of respondents about the transfer policy of the company. 186(53%) respondents are aware about the transfer policy of the company while 164(47%) respondents are not aware about the transfer policy. This concludes that there may not be policy for the transfer in some of the companies in the study area.

Table 4.1.27 Basis for transfer (Multiple choice)

Sr. No.	Particulars	Responses		Percent of Cases
		N	Percent	
1	Nature of work	126	29%	36.0%
2	Job rotation	90	20%	25.7%
3	Expected skills	75	17%	21.4%
4	Qualification	52	12%	14.9%
5	Experience	42	9%	12.0%
6	Caste	2	0.5%	0.6%
7	Not Applicable	55	12%	15.7%

Table no 4.1.27 depicts the basis for transfer in the company. 126(29%) respondents said that the transfer in their company is due to nature of work, 90(20%) respondents said that job rotation is the basis for the transfer of employees in their company, expected skills of the employees is one of the base for transfer regarding specific jobs as per 75(17%) respondents, 52(12%) respondents told that qualification is the base of transfer, according to 42(9%) respondents experience is counted as a base for transfer to do certain jobs and 2(0.5%) respondents said that transfer are made because of caste of the employees in the company. 55(12%) respondents were said that there were no transfers so the question is not applicable to them. It can be concluded from the table that there are various reasons for transfer of employees.

Table 4.1.28 Discrimination in Interdepartmental transfer

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Always	10	3	2.9	2.9
2	Sometimes	133	38	38.0	40.9
3	Never	201	57	57.4	98.3
4	Not applicable	6	2	1.7	100.0
	Total	350	100.0	100.0	

Graph 4.2.20 Discrimination in Interdepartmental transfer
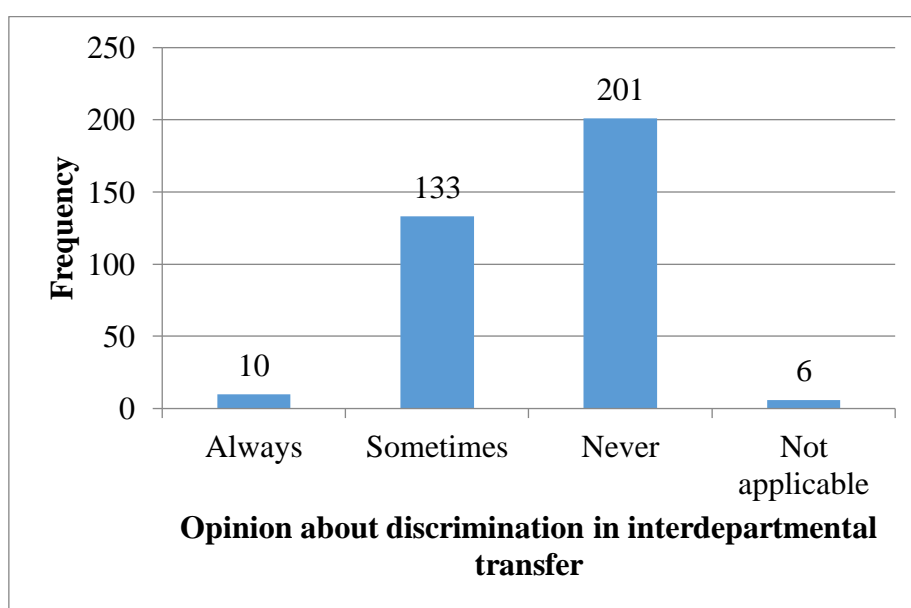
The above table no. 4.1.28 and the graph 4.2.20 reveals the opinion of the respondents about the discrimination in inter departmental transfer in the company. 201 (57%) respondents said that the management never discriminate while doing interdepartmental transfers, 133 (38%) and 10 (3%) respondents said that sometimes and always there is discrimination on the part of the management while doing interdepartmental transfers in the company respectively. Remaining 6 respondents may include the contract labor or trainees who are not able to give their opinion about the discrimination in interdepartmental transfers.

This concludes that there is no discrimination is practiced during interdepartmental transfers. But at some level there is discriminatory approach during the transfers.

Table 4.1.29 Perception about Performance appraisal system in the company

Performance appraisal is a systematic process in which employee's job performance is evaluated in relation to the projects on which employee has worked and his contribution to the organization. It is also known as an annual review or performance review.It helps the managers place the right employees for the right jobs, depending on their skills. Often, employees are often curious to know about their performance details and compare it with their fellow colleagues and how they can improve upon it. So every company needs a good performance appraisal system. So the perception of respondents about the performance appraisal system has been discussed here as follows.

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Fully satisfied	67	19	19.1	19.1
2	Satisfied	201	57	57.4	76.6
3	Don't know	62	18	17.7	94.3
4	Unsatisfied	15	4	4.3	98.6
5	Fully unsatisfied	5	1	1.4	100.0
	Total	350	100.0	100.0	

Pie chart 4.2.21 Perception about Performance appraisal system in
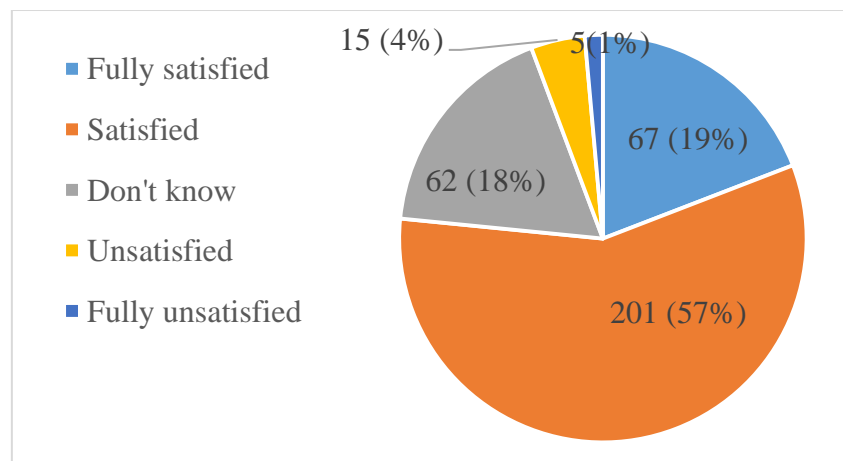
The company

Above graph no. 4.1.29 and Pie chart 4.2.21 depicts the perception of the respondents about the performance appraisal system in the company. 57% of the respondents are satisfied about the performance appraisal system in the company, 19% of the respondents are fully satisfied about the performance appraisal system in the company, 18% of the respondents are not aware about the performance appraisal system in the company, while 4% of the respondents are unsatisfied about the performance appraisal system in the company and 1% of the

respondents are fully unsatisfied about the performance appraisal system in the company. Overall it is concluded that the employees are satisfied with the performance appraisal system in the company.

Table 4.1.30 Policy for disciplinary action

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Yes	284	81	81.1	81.1
2	No	66	19	18.9	100.0
	Total	350	100.0	100.0	

Table 4.1.30 exhibits about the presence of policy for disciplinary action in the company. As per 284 (81%) of respondents said that there is policy for disciplinary action in their company while 66 (19%) respondents told that there is no policy for the disciplinary action in their company. Disciplinary action is an essential thing to control the unlawful behavior of the employees at the work place. This policy is also important to gain the trust of employees as they feel justified. The policy helps to reduce discriminated behavior of the employees with each other.

D) **Information pertaining to Management attitude towards the SC/ST employees**

Generally the staff expect their superiors to engage in a positive relationship and be caring, competent, and supportive. It is understood that most of the supervisors have learnt to apply certain skills based on their experience as a good leader. Basically, the supervisors are staffs who got a promotion and became supervisors and they have not gone through any formal training to improve their leadership qualities in the study area.

Table 4.1.31 Equal opportunities for training

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Always	206	59	58.9	58.9
2	Sometimes	127	36	36.3	95.1
3	Never	14	4	4.0	99.1
4	Not applicable	3	1	.9	100.0
	Total	350	100.0	100.0	

Pie chart 4.2.22 Equal opportunities for training
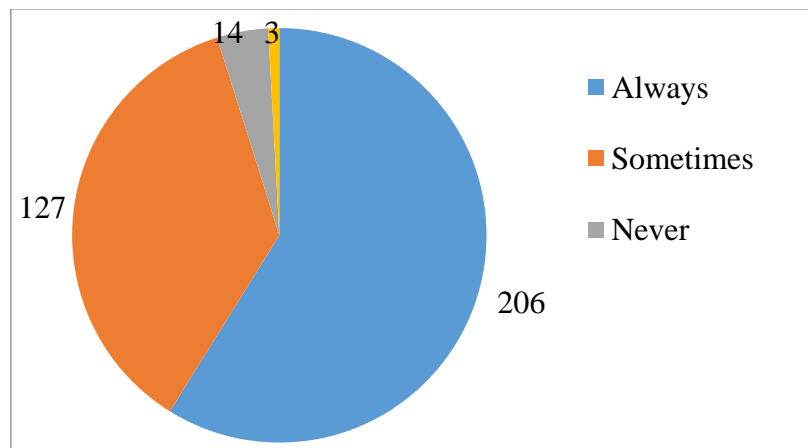
The above table no 4.1.31 and pie chart 4.2.22 reveals the opinion of the respondents regarding getting the equal opportunities for training in the company. 209 (59%) respondents said that equal opportunities are always provided by the company to all the employees, 127 (36%) respondents says that company sometimes provides equal opportunities for the training in the company, while 14 (4%) respondents says that company never provides equal opportunities for the training in the company and there are 3 respondents who may not come under the training facility so the question is not applicable to them. It concludes that the companies in the study area provide equal opportunities for training to all employees.

Table 4.1.32 Superior officials encourage new ideas to enhance potential

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Always	180	51	51.4	51.4
2	Sometimes	157	45	44.9	96.3
3	Never	13	4	3.7	100.0
	Total	350	100.0	100.0	

Graph 4.2.23 Superior officials encourage new ideas to enhance potential
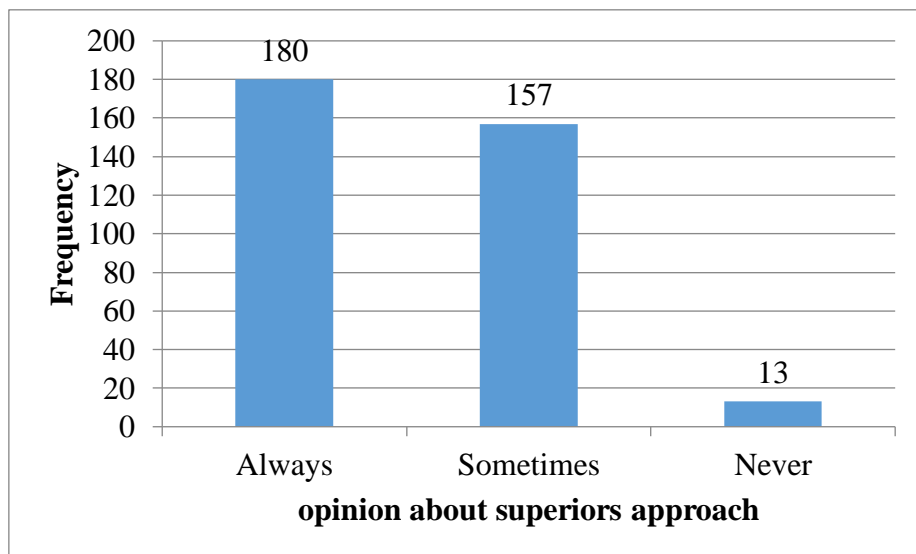
Above table no.4.1.32 and Graph 4.2.23 shows the opinion of the respondents about Superior officials encourage new ideas to enhance potential of the employees in the company. 180 (51%) respondents out of 350 respondents opined that the superior officials in their company always encourage new ideas to enhance potential of the employees, 157 (45%) respondents said that the superior officials in their company sometimes encourage new ideas to enhance potential of the employees, 13 (4%) respondents said that the superior officials in their company never encourage the new idea to enhance the potential of the employees in the company.

It is to be concluded that superiors in the company always encourage new ideas of the respondents to enhance their potential in the study area.

Table 4.1.33 Peer workers encourage respondent's new ideas to enhance your potential

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Always	157	44.9	44.9	44.9
2	Sometimes	167	47.7	47.7	92.6
3	Never	26	7.4	7.4	100.0
	Total	350	100.0	100.0	

Graph 4.2.24 Peer workers encourage respondent's new ideas to enhance your potential
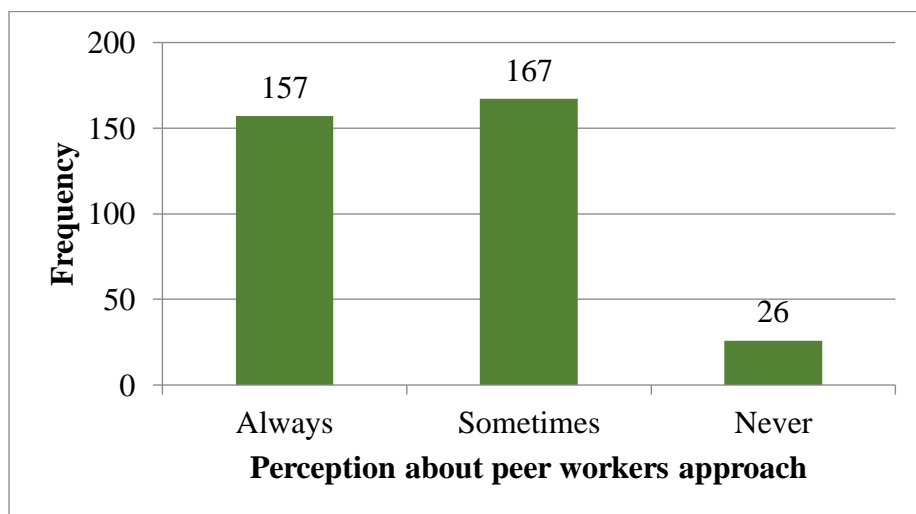
Table 4.1.33 and Graph 4.2.24 reveals the opinion of the respondents about Peer workers encourage their new ideas to enhance their potential. 167 (48%) respondents say that their peer workers sometimes encourage their new ideas to enhance their potential, while 157 (45%) respondents said that their peer workers always encourage their new ideas to enhance their potential while 26 (7%) respondents said that their peer workers never encourage their new ideas to enhance their potential. It concludes that the peer workers in most of the private companies in the study area encourage the new ideas of the respondents to enhance their potential.

Table 4.1.34 Superior officials concerns towards respondent's growth

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Always	137	39.1	39.1	39.1
2	Sometimes	148	42.3	42.3	81.4
3	Never	65	18.6	18.6	100.0
	Total	350	100.0	100.0	

Graph 4.2.25 Superior officials concerns towards respondent's growth
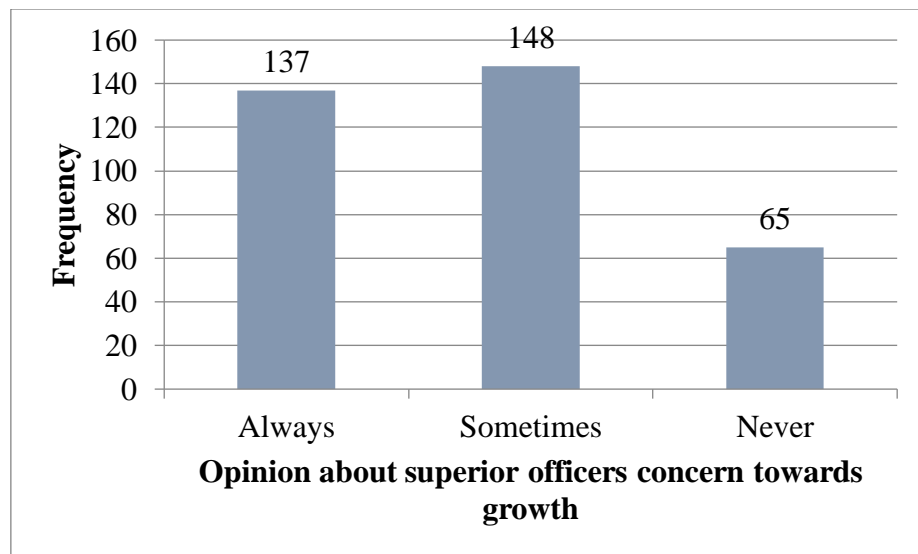
Above table no. 4.1.34 and Graph 4.2.25 reveals the opinion of the respondents about Superior officials concerns towards their growth. 148 (42%) respondents say that the Superior officials in their company are sometimes concerns towards their growth, while 137 (39%) respondents said that the Superior officials in their company arealways concerns towards their growth while 65 (19%) respondents said that the Superior officials in their company are never concerns towards their growth.

It concludes that the superior officials in most of the private companies in the study area show concern about the growth of the respondents.

Table 4.1.35 Incentive would enhance potential

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Always	201	58	57.4	57.4
2	Sometimes	106	30	30.3	87.7
3	Never	43	12	12.3	100.0
	Total	350	100.0	100.0	

Pie chart 4.2.26 Incentive would enhance potential
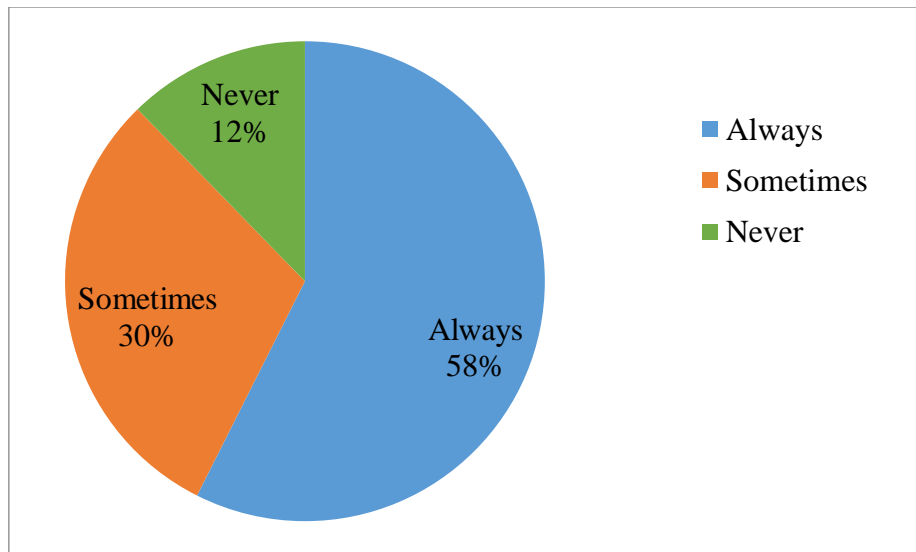
Above table no. 4.1.35 and pie chart 4.2.27 with respect to work got recognized with incentive around 58 percent revealed thatthe incentive always enhance their potential and 30 percentrespondents said that the incentive sometimes enhance their potential while 12 percent respondents revealed that the incentive never enhance their potential.

It could be inferred from the empirical findingsthat organizational support essential for the respondents to enhancetheir skills and competence in the study area.

Table 4.1.36 Management encourages the innovative work of the employees

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Always	160	46	45.7	45.7
2	Sometimes	162	46	46.3	92.0
3	Never	28	8	8.0	100.0
	Total	350	100.0	100.0	

Pie chart 4.2.27 Management encourages the innovative work of the employees
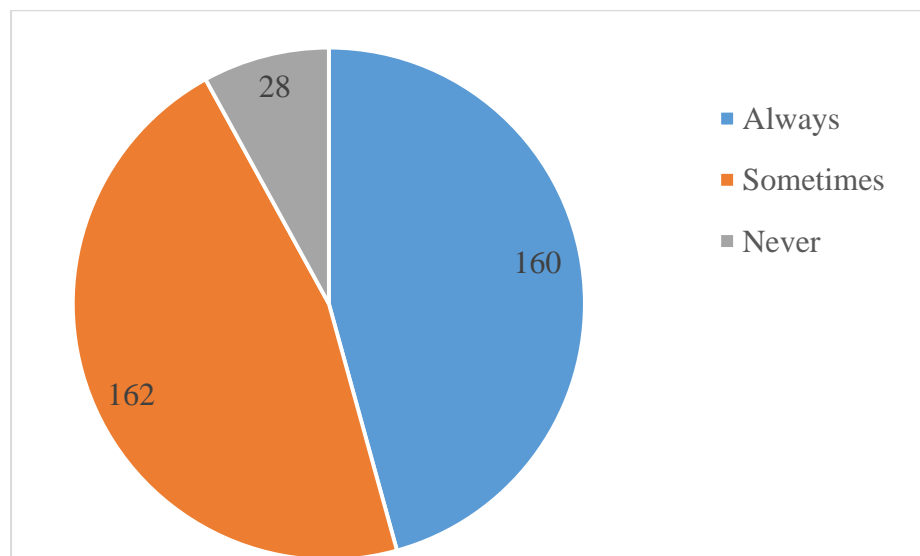
Above table no. 4.1.36 and pie chart 4.2.28 depicts the organizational support with respect to Management encourages the innovative work of the employeesaround 46 percent respondents revealed that the Management sometimes encourages the innovative work of the employees in the company and 46 percent respondents said that the Management always encourages the innovative work of the employees while 8 percent respondents revealed that the Management never encourages the innovative work of the employees.

It is concluded from the findingsthat Management encouragement is essential for the respondents to enhancetheir competence in the study area.

Table 4.1.37 Opportunity to make suggestions to improve the quality of product

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Always	159	45	45.4	45.4
2	Sometimes	140	40	40.0	85.4
3	Never	51	15	14.6	100.0
	Total	350	100.0	100.0	

Graph 4.2.28 Opportunity to make suggestions to improve the quality of product
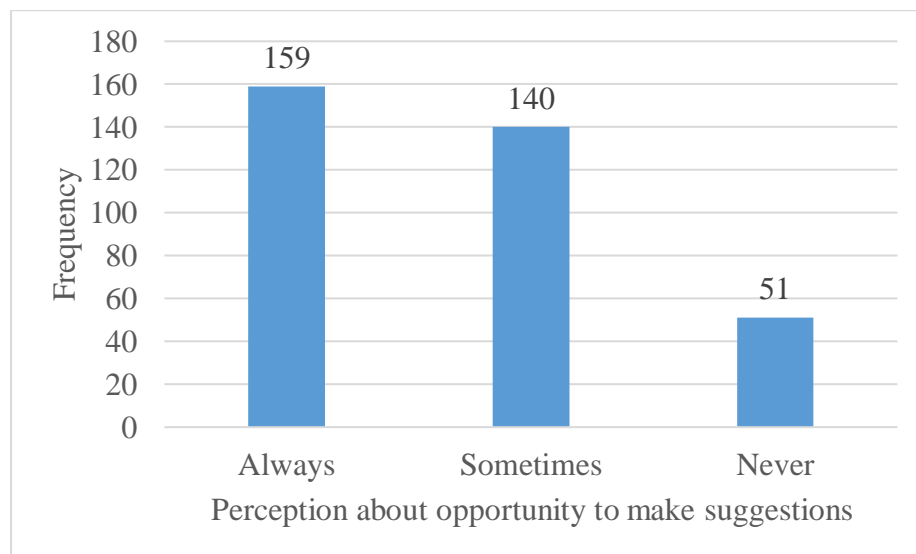
Above table no. 4.1.37 and graph 4.2.29 revealed the organizational support with respect to Opportunity to make suggestions to improve the quality of product.Around 45 percent respondents revealed thatthey have been consulted always to improve the quality of product in the company and 40 percent respondents said that they have been consulted sometimes to improve the quality of product while 15 percent respondents revealed that their expertise was not valued in the company.

It is concluded from the findingsthat the management provide opportunity to make suggestions to improve the quality of product in the study area.

Table 4.1.38 Opportunity to make suggestions to improve cleanliness, and safety of the work place

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Always	177	51	50.6	50.6
2	Sometimes	127	36	36.3	86.9
3	Never	46	13	13.1	100.0
	Total	350	100.0	100.0	

Graph 4.2.29 Opportunity to make suggestions to improve cleanliness, and safety of the work place
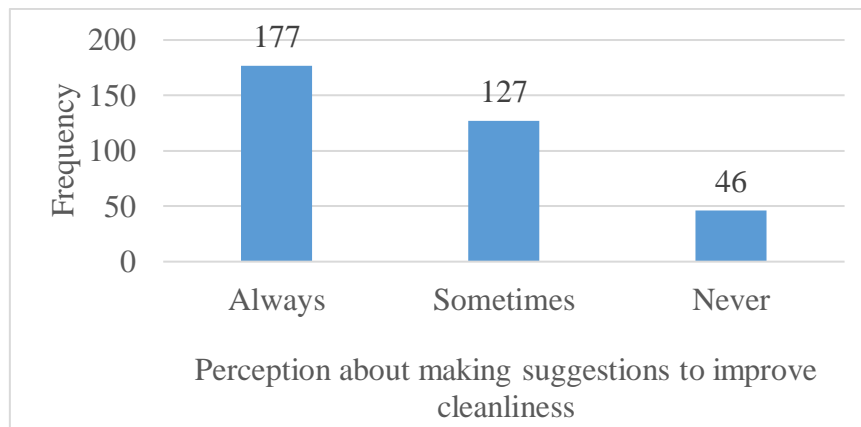
The above table no 4.1.38and graph 4.2.29 depicts the participation of respondents in decision making in thecompanies, nearly 51 percent of the respondents feel that they had greater opportunities togive their opinion on improving cleanliness and the safety of the companies and 36percent of respondents feel that they have sometimes opportunities to participatein the decision making process of improving cleanliness and safety of the companies while 13 percent respondents does not get opportunities to participate in the decision making process for improving the cleanliness and the safety of the companies.The management has to take employees into confidence for decision making through various activities and different methods which can help the workers to boost their morale. Also the workers are responsible to execute such jobs on a day-to-daybasis or at least periodically and hence involving them in the decision makingprocess will make them more accountable. One of the methods is taking their suggestions and opinions for work related purposes which gives them an opportunityto participate in the decision making process. Maintaining cleanliness is a veryimportant aspect which falls directly within the purview of the workers.

Table 4.1.39 Opportunity to discuss about the importance of working as a team in respondent's company

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Always	144	41	41.1	41.1
2	Sometimes	143	41	40.9	82.0
3	Never	63	18	18.0	100.0
	Total	350	100.0	100.0	

Graph 4.2.30 Opportunity to discuss about the importance of working as a team in respondent's company
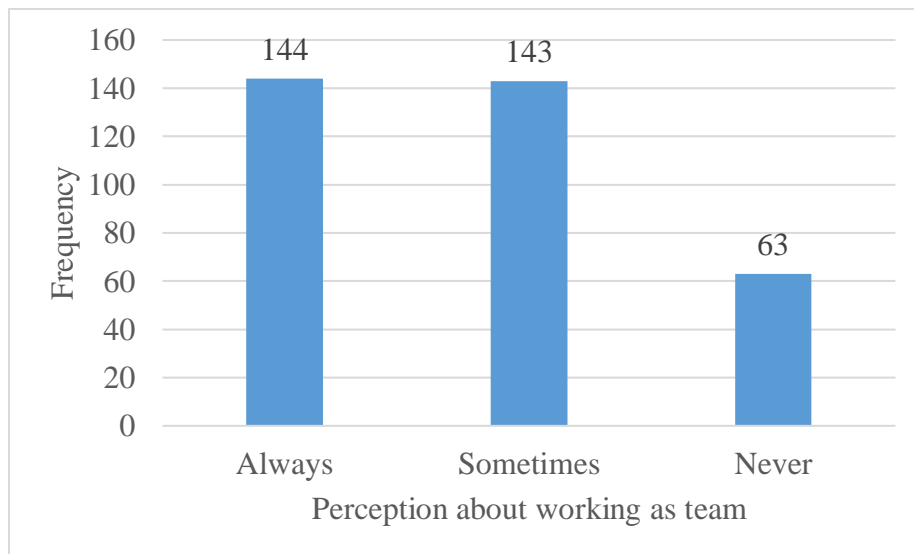
The above table no 4.1.39 and graph 4.2.30 depicts about the opportunity to discuss about the importance of working as a team in thecompanies. 144 (41%) respondents as a group always feel that they were consulted by their supervisors orsuperiors about the importance of team work in the company, 143 (41%)respondents feel that they were consulted sometimes by their supervisors orsuperiors about the importance of team work in the company, while 63 (18%) respondents said that they were not consulted by their supervisors orsuperiors about the importance of team work in the company.

It concludes that teamwork is encouraged in the companies as is reflected by the responses of the workers.

Table 4.1.40 Company communicate clearly about the workplace expectations to all the employees

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Always	216	62	61.7	61.7
2	Sometimes	104	30	29.7	91.4
3	Never	30	8	8.6	100.0
	Total	350	100.0	100.0	

Table no. 4.1.40 describes opinion of respondents about company communicate clearly about the workplace expectations to all employees in the company. 216 (62%) respondents say that their company always communicate clearly about the workplace expectations to all employees in the company, 104 (30%) respondents said that their company sometimes communicate clearly about the workplace expectations to all employees in the company, while 30 (8%) respondents said that their company never communicate clearly about the workplace expectations to all employees in the company.

It concludes that the companies in the study area communicate clearly about the workplace expectations to all employees in the company.

Table 4.1.41 SC/ST employees are allowed to participate in decision making process

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Always	161	46	46.0	46.0
2	Sometimes	130	37	37.1	83.1
3	Never	59	17	16.9	100.0
	Total	350	100.0	100.0	

Graph 4.2.31 SC/ST employees are allowed to participate in decision making process
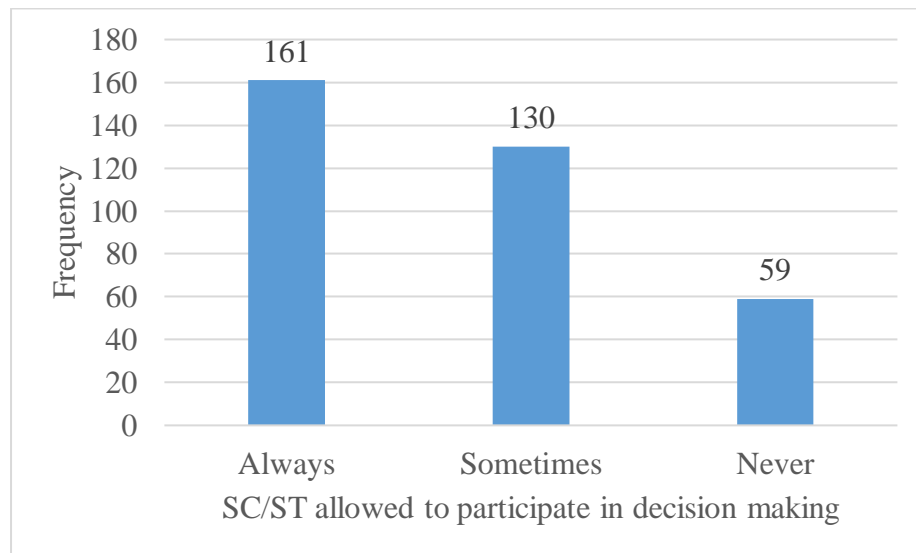
Table no. 4.1.41 and graph 4.2.31 describes opinion of respondents regarding allowing SC/ST employees in the decision making process in the organization. 161 (46%) respondents say that their company always allow SC/ST employees in the decision making process in the organization, 130 (37%) respondents said that their company sometimes allow SC/ST employees in the decision making process in the organization, while 59 (17%) respondents said that their company never allow SC/ST employees in the decision making process in the organization.

Table 4.1.42 Management creating harassment free work environment in company

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Always	183	52	52.3	52.3
2	Sometimes	119	34	34.0	86.3
3	Never	48	14	13.7	100.0
	Total	350	100.0	100.0	

Table 4.1.42 depicts the supervisors and management attitude towards workers in the study area, as they are able to create a better environment for the workers at the workplace and these supervisors are supportive, helpful and encourage the workers to do good work etc., certain important variables like harassment-free work environment. It is reported that nearly 183 (52%) of the respondents feel that their immediate supervisors always create a harassment-free work environment, 119 (34%) of the respondents feel that their immediate supervisors sometimes create a harassment-free work environment, while 48 (14%) of the respondents feel that their immediate supervisors never create a harassment-free work environment in the company.There are very important issues which need to be addressed by the supervisors in order to promote a good work environment with stress-free employees. It is a fact that employees have their own limitations in terms of knowledge, attitude, and commitment to work. It is the responsibility of the supervisors to understand the employees individually and as a group and extend their support according to their subordinate's requirements. The supervisors are the immediate contact for the workers members to share their work related concerns. The supervisors are the easily accessible authority to the workers who can handle the critical situation and motivate them if necessary.

Table 4.1.43 Opportunities to do work as per own way

Freedom for doing the work as per own way is an essential for giving motivation to the employees. Most of the times management does not allow employees to do the work as per their own way. There are various causes behind it as it may increase loss, wastage of material, longer time etc. So to know the perception of employees about the opportunities to do work as per own way.

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Fully agree	99	28	28.3	28.3
2	Agree	193	55	55.1	83.4
3	Not know	30	9	8.6	92.0
4	Disagree	25	7	7.1	99.1
5	Fully disagree	3	1	.9	100.0
	Total	350	100.0	100.0	

Table no 4.1.43 show the perception of respondents about the opportunities to do work as per own way by management. 193 (55%) of the respondents agree with the statement that management provides opportunities to do work as per their own way, 99 (28%) of the respondents fully agree with the statement that management provides opportunities to do work as per their own way, 30 (9%) of the respondents don't know about management provides opportunities to do work as per their own way, while 25 (7%) of the respondents disagree with the statement that management provides opportunities to do work as per their own way, 3 (1%) of the respondents fully disagree with the statement that management provides opportunities to do work as per their own way. It is the management positive attitude to provide opportunities to do work on their own way. It helps the employees to learn different types of work and apply their creativity at the place of work. The encouragement to the creativity of the employees helps the management to improve the process of production, time management and to reduce the loss/ wastage of materials.

Table 4.1.44 Constraints in Work Environment of the respondents (Multiple choice)

The condition of SC/ST employees in India in general is considered to be very distressing. Scheduled caste and Tribe employeesare generallysubject to discrimination at various levels. The problems and difficulties ofSC/ST employees are multi-dimensional, varying from worker to worker atpersonal level, and section to section at general level and hence need to bestudiedproperly.There are very serious problems of wages, employment, incomeand standard of living among the SC/ST employees.

Sr. No.	Particulars	Responses		Percent of Cases
		N	Percent	
1	Comments regarding the caste/ category	26	7%	7.5%
2	Harassment	39	11%	11.2%
3	Extra work	38	10%	10.9%
4	Do not eat food with you	8	2%	2.3%
5	Did not involve you in the chatting and recreational activities	9	3%	2.6%
6	Not applicable	244	67%	70.1%
	Total	364	100.0%	104.6%

The above table no 4.1.44 illustrates the constraints in work environment by way of discriminatory behavior faced by respondents of the fellow employees. Majority of the respondents does not face any type of discriminatory behavior of the fellow employees but still 39 (11%) respondents have to face harassment at workplace by fellow employees, 38 (10%) respondents have forced to do extra work by fellow employees, 26 (7%) of the respondents face comments regarding the caste by fellow employees, 9 (3%) respondents were not involved in chatting and recreational activities by the fellow employees, whereas 8 (2%) respondents have been faced the behavior of ignorance by the fellow employees while eating food they did not eat food with them. This concludes that the SC/ST employees are mostly does not discriminated in the private sector in the study area but few incidences of such discrimination are observed.

Table 4.1.45 Management handles the complaints of employees for discrimination

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Fully agree	64	18	18.3	18.3
2	Agree	170	49	48.6	66.9
3	Not know	48	14	13.7	80.6
4	Disagree	64	18	18.3	98.9
5	Fully disagree	4	1	1.1	100.0
	Total	350	100.0	100.0	

Table no 4.1.45 show the perception of respondents about the Management Practices regarding the complaints of employees for discrimination. 170 (49%) of the respondents agree with the statement that management handles the complaints of employees for discrimination at work place, 64 (18%) of the respondents fully agree with the statement that management handles the complaints of employees for discrimination at work place, 48 (14%) of the respondents don't know about management handles the complaints of employees for discrimination at work place, while 64 (18%) of the respondents disagree with the statement that management handles the complaints of employees for discrimination at work place, 4 (1%) of the respondents fully disagree with the statement that management handles the complaints of employees for discrimination at work place. It is the management positive approach to handle the complaints of employees for discrimination at work place.

Table 4.1.46 Company take action against the employee for discriminatory behavior

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Always	143	41	40.9	40.9
2	Sometimes	110	31	31.4	72.3
3	Rarely	54	15	15.4	87.7
4	Very rarely	9	3	2.6	90.3
5	Never	28	8	8.0	98.3
6	Don't know	6	2	1.7	100.0
	Total	350	100.0	100.0	

Table no 4.1.46 show the perception of respondents about the Company take action against the employee for discriminatory behavior at work place. 143 (41%) of the respondents said that Company always take action against the employee for discriminatory behavior at work place, 110 (31%) of the respondents said that Company sometimes take action against any employee for discriminatory behavior at work place, 54 (15%) of the respondents said that Company rarely take action against any employee for discriminatory behavior at work place, 28 (8%) respondents said that Company never take action against any employee for discriminatory behavior at work place, while 9 (3%) respondents said that the company very rarely takes action against employees for discriminatory behavior at work place, 6 (2%) respondents don't know about whether Company take action or not against any employee for discriminatory behavior at work place. It concludes that the management take action against any employee for discriminatory behavior with other employees at work place.

Table 4.1.47 If action is not taken what is respondent's reaction

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Complaint to the trade union	220	62.9	62.9	62.9
2	Complaint to government authority	24	6.9	6.9	69.7
3	Take help from other agency	29	8.3	8.3	78.0
4	Not applicable	68	19.4	19.4	97.4
5	Do nothing	9	2.6	2.6	100.0
	Total	350	100.0	100.0	

Table no 4.1.47 depicts the reaction of the respondents if company management does not taken action against the employees who discriminate other employees at work place. If the company management does not take action against guilty employees the 220 (63%) of respondents complaint about it to the trade union, 68 (19%) respondents did not answered to the issue, 29 (8%) respondents take help from other agency such as NGO/ Outside trade union/ advocate etc, 24 (7%) respondents complaint to the government authority about it, while 9 (3%) respondents do nothing about the discriminatory behavior of other employees at work place. There are few solutions available to the employees if the management does not look into the matter of discriminatory behavior of some employees towards SC/ST employees.

Table 4.1.48 Disciplinary committee in the company

To maintain the discipline at the work place disciplinary committee plays very important role. The committee helps the management to prepare disciplinary rule and regulations, also looks into the major issues. So there should be disciplinary committee in the private industrial organizations. To know about the awareness of the respondents about the disciplinary committee this enquiry has been made by the researcher.

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Yes	296	85	84.6	84.6
2	No	51	14	14.6	99.1
3	Don't know	3	1	.9	100.0
	Total	350	100.0	100.0	

As per above table no. 4.1.48 the awareness of the respondents about the existence of the disciplinary committee in the company.296 respondents said that there is disciplinary committee in the company 51 respondents said that there is no disciplinary committee in their company while 3 respondents are not aware about the existence of disciplinary committee in their company. This is to conclude from the above information that the private industrial organizations in the study area have established a disciplinary committee to maintain the discipline at the work place.

Table 4.1.49 Disciplinary committee contain representatives from SC/ST employees

The representation of the employees in various committees is been expected by the labor legislation. This is very necessary as a weaker section of society and the work force SC/STs should get representation in various committees to safeguard their rights. To know about the situation in the study area it is enquired as follows.

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Always	150	43	42.9	42.9
2	Sometimes	132	38	37.7	80.6
3	Never	24	7	6.9	87.4
4	Don't know	44	12	12.6	100.0
	Total	350	100.0	100.0	

Above table no. 4.1.49 indicates the information about the representation of SC/STs in the disciplinary committee in the company of the respondents. 150 (43%) respondents said that SC/ST representatives are always there in the disciplinary committee in their company while 132 (%) respondents said that sometimes there are SC/ST employees representatives in the disciplinary committee of the company, 44 respondents said that they do not know about the representation of SC/ST employees in the disciplinary committee of their company and 24 respondents said that the SC/ST employees representatives are never there in the disciplinary committee of their company. This concludes that many private industrial organizations in the study area give representation to the SC/STs in committees in the company.

Table 4.1.50 Reasons of SC/ST not in disciplinary committee

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Contract labor	3	1	.9	.9
2	Caste	11	3	3.1	4.0
3	Don't know	5	1	1.4	5.4
4	Not applicable	331	95	94.6	100.0
	Total	350	100.0	100.0	

The above table no 4.1.50 indicate about the reasons for non-representation of SC/ST employees in the disciplinary committee. The question is not applicable to 331 respondents as 282 of them have already said that SC/ST representatives are there in the disciplinary committee, according to 11 respondents caste is one of the reason for no representation of SC/ST in the disciplinary committee, 5 respondents don't know anything about it while 3 respondents said that as they are contract labor so there is no representation of SC/ST in the disciplinary committee. We can conclude that though there is no issue of non- representation to SC/STs in the disciplinary committee but few cases are observed where there is no representation is given to the SC/STs in committees in the company.

Table 4.1.51 Nature of SC/ST employees participate in decision making process (Multiple response question)

Sr. No.	Particulars	Responses		Percent of Cases
		N	Percent	
1	Representation in works committee	73	17%	20.9%
2	Representation in disciplinary committee	130	30%	37.1%
3	Representation in Canteen committee	32	7%	9.1%
4	Representation in trade union	152	35%	43.4%
5	All of the above	4	1%	1.1%
6	Not involved	11	3%	3.1%
7	Don't know	34	8%	9.7%
	Total	436	100.0%	124.6%

The table no 4.1.51 indicates the nature of representation of SC/ST employees in the companies in the study area. Out of 350 respondents 152 respondents said that the SC/ST employees in their company had representation in the trade union, 130 out of 350 said that the SC/ST employees represent in the disciplinary committee, 73 out 350 say that the SC/ST employees are there in the works committee, 32 respondents out of 350 said that the SC/ST employees represent in the canteen committee, 34 respondents are of the opinion that the SC/ST employees does not get representation in any of the committee, while 4 respondents said that SC/ST employees got representation in all different committees in the company and 11 respondents say that SC/ST employees are not involved in any committee in the company.

It concludes that the majority of the private companies in the study area give representation to the SC/ST employees in various committees.

Table 4.1.52 Awareness about labor laws

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Yes	233	67	66.6	66.6
2	No	117	33	33.4	100.0
	Total	350	100.0	100.0	

Above table no 4.1.52 shows awareness of respondents about the labor laws. 233 (67%) respondents are aware about the labor laws while 117 (33%) respondents are not aware about the labor laws for the protection of the rights of the workers. It concludes that though there is awareness about the labor laws to some extent still most of the employees are not aware about the labor laws. Efforts should be made to aware the employees about labor laws.

Table 4.1.53 Discrimination while taking legal action in the company

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Fully agree	15	4	4.3	4.3
2	Agree	104	30	29.7	34.0
3	Not know	60	17	17.1	51.1
4	Disagree	147	42	42.0	93.1
5	Fully disagree	24	7	6.9	100.0
	Total	350	100.0	100.0	

Table no. 4.1.53 shows the opinion of respondents about the discrimination while taking legal action in the company. 147 (42%) respondents disagree with the statement about discrimination while taking legal action in the company, 104 (30%) respondents agree with the statement that there is discrimination in the company while taking legal action, 60 (17%) respondents don't know about discrimination while taking legal action in the company, 24 (7%) respondents are fully disagree with statement about discrimination while taking legal action in the company, and 15 (4%) respondents are fully agree with the statement that there is discrimination in the company while taking legal action.

It is concluded that there is discrimination at some extent while taking legal action in the companies in the study area, though majority of the respondents disagree with the statement.

Table 4.1.54 Experience such discrimination during disciplinary action

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Always	42	12	12.0	12.0
2	Sometimes	105	30	30.0	42.0
3	Never	203	58	58.0	100.0
	Total	350	100.0	100.0	

Above table no. 4.1.54 illustrates about the experience of respondents about the discriminatory behavior during disciplinary action. 203 (58%) respondents never experienced such discriminatory behavior during disciplinary action in the company, 105 (30%) respondents said that they have experienced such type of discrimination during disciplinary action while 42 (12%) respondents always experience such discrimination during disciplinary action in the company.

It concludes that the respondents experience discrimination during disciplinary action at some extent.

Table 4.1.55 Type of disciplinary action has taken

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Demotion	18	5	5.1	5.1
2	Dismissal	49	14	14.0	19.1
3	Hold increment	21	6	6.0	25.1
4	Charged fine	59	17	16.9	42.0
5	Not applicable	203	58	58.0	100.0
	Total	350	100.0	100.0	

Pie chart 4.2.32 Type of disciplinary action has taken
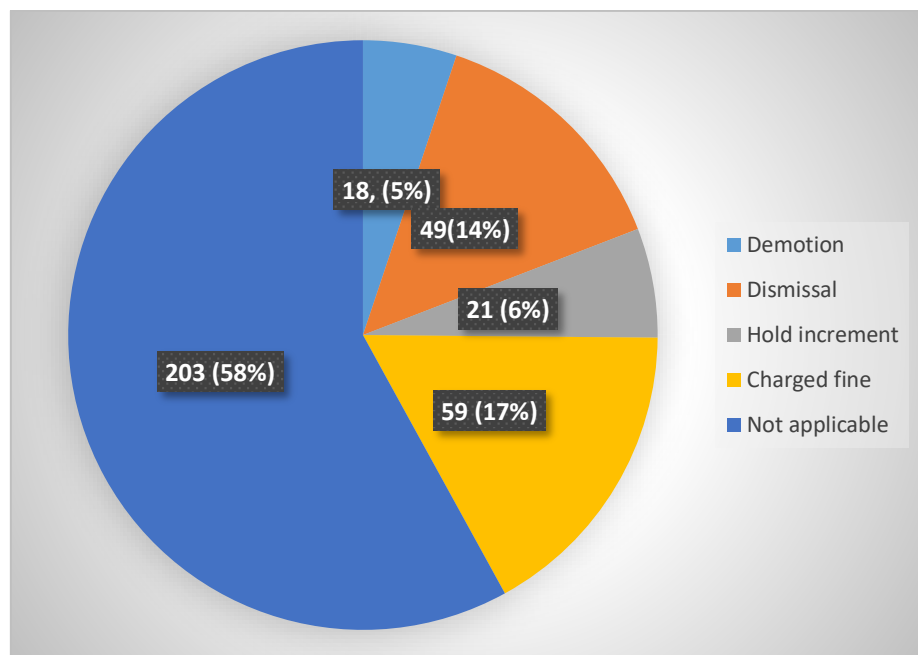
The above table 4.1.55 and pie chart 4.2.32 shows the nature of disciplinary action faced by the respondents. 203 respondents have not faced any type of disciplinary action but 59 respondents have charged fine as disciplinary action, 49 respondents have to face dismissal as disciplinary action, 21 respondents' increment has been hold by the company as disciplinary action, and 18 respondents have demoted as disciplinary action. It concludes that majority of respondents does not face any disciplinary action but few have to face the different type of disciplinary action.

Table 4.1.56 Lay off

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Yes	121	35	34.6	34.6
2	No	229	65	65.4	100.0
	Total	350	100.0	100.0	

The above table no. 4.1.56 describes about the Lay off to the respondents. 229 (65%) were not given Lay off by the company whereas 121 (35%) respondents were laid off by the company.

Table 4.1.57 Reasons to giveLay off

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Due to poor economic condition of the company	110	31	31.4	31.4
2	Merger/ takeover of the company	9	3	2.6	34.0
3	Discriminatory approach	2	1	.6	34.6
4	Not applicable	229	65	65.4	100.0
	Total	350	100.0	100.0	

Table no. 4.1.57 explains the reasons for giving Lay off to the respondents. 229 (65) respondents has not been given Lay off. 110 (31%) respondents were given Lay off due to the poor economic condition of the company, while 9 respondents were laid off due merger/ takeover of the company and 2 respondents were given Lay off due to discriminatory approach on the part of the management.

Table.4.1.58: Perception aboutthe discrimination in giving facilities to the workers in thecompanies

Sr. No.	Facilities	Fully agree	Agree	Not know	Disagree	Fully disagree	Total
1	Clothing/ uniform	49 (14%)	102 (29%)	19 (5%)	105(30%)	75(21%)	350 (100%)
2	Canteen	32 (9%)	60 (17%)	22 (6%)	160(46%)	76(22%)	350 (100%)
3	ESI	44 (13%)	58 (17%)	69 (20%)	106(30%)	73(21%)	350 (100%)
4	Standard of cleanliness	52 (15%)	78 (22%)	17 (5%)	122(35%)	81(23%)	350 (100%)
5	Ventilation	42 (12%)	79 (23%)	12 (3%)	140(40%)	77(22%)	350 (100%)
6	Lighting arrangements	50 (14%)	73 (21%)	15 (4%)	139(40%)	73(21%)	350 (100%)
7	Protective measures	54 (15%)	74 (21%)	15 (4%)	125(36%)	82(23%)	350 (100%)
8	Drinking water	54 (15%)	70 (20%)	12 (3%)	130(37%)	84(24%)	350 (100%)
9	Sanitation facilities	49 (14%)	72 (21%)	5 (1%)	141(40%)	83(24%)	350 (100%)
10	Rest room	33 (9%)	65 (19%)	67 (19%)	124(35%)	61(17%)	350 (100%)
11	Recreation activities	47 (13%)	54 (15%)	81 (23%)	113(32%)	55(16%)	350 (100%)
12	Crèches	30 (9%)	26 (7%)	145 (41%)	114(33%)	35(10%)	350 (100%)

Table no. 4.1.58 illustrates the perception of the respondents about the discrimination in providing facilities by the companies to the workers in the study area, with regard to discrimination in givingclothing / uniform 30 percent of the respondents were disagree, 21 percent were fully disagree and 29 percent were agree, 14 percent were fully agree and 5 percent respondents don't know about discrimination in giving facilities,46 percent respondents were disagree that there is discrimination in giving canteen facility, 22 percent of the respondents were fully disagree, 17 percent were agreed and 9 percent were fully agreed while 6 percent respondents don't know about that there is discrimination in giving canteen facility to SC/ST employees, regarding the discrimination in giving ESI facility 30 percent respondents were disagree, 21 percent respondents were fully

disagree while 17 percent respondents agree, 13 percent fully disagree and 20 percent don't know about it, 35 percent respondents were disagree with the fact that there is discrimination in the standard of cleanliness for SC/ST employees, 23 percent were fully disagree, 22 percent respondents were agree and 15 percent respondents were fully agree while 5 percent respondents don't know about the fact of discrimination in standard of cleanliness, 40 percent respondents were disagree that there is discrimination in giving ventilation facility to SC/ST employees, 22 percent respondents fully disagree with this fact, 23 percent respondents were agree and 12 percent respondents were fully agree while 3 percent respondents don't know about it, with respect to discrimination in providing lighting arrangements for SC/ST employees 40 percent respondents were disagree, 21 percent fully disagree and 21 percent respondents were agree, 14 percent respondents were fully agree with this fact, and 4 percent don't know about it, 36 percent respondents were disagree regarding discrimination in provision of protective measures to SC/ST employees, 23 percent were fully disagree and 21 percent respondents were agree that there is discrimination in provision of protective measures to SC/ST employees, 15 percent fully agree and 4 percent don't know about the discrimination, 40 percent respondents disagree regarding the discrimination in providing sanitation facilities to SC/ST employees, 24 percent respondents were fully disagree and 21 percent respondents were agree that there is discrimination in provision of sanitation facilities to SC/ST employees in their company, 14 percent respondents were fully agree and one percent respondents don't know regarding discrimination in providing sanitation facilities, 35 percent respondents were disagree with the fact that there is discrimination in providing rest room facilities to SC/ST employees in their company, 17 percent respondents were fully disagree, 19 percent respondents were agree that there is discrimination in providing rest room facility to SC/ST employees in their company while 9 percent respondents are fully agree and 19 percent respondents do not know about the discrimination in giving rest room facility to SC/ST employees in the company, 32 percent respondents disagree that there is discrimination during the recreation activities in the company, 16 percent respondents fully disagree and 15 percent respondents agree with the fact while 13 percent respondents were fully agree that there is discrimination in recreation activities, and 23 percent respondents don't know about such discrimination, as

the crèche facility is provided at very few places so 41 percent respondents don't know about discrimination in providing crèche facility to SC/ST employees, 33 percent respondents disagree that there is discrimination in providing crèche facility, 10 percent respondents fully disagree and 7 percent respondents agree, 9 percent respondents fully agree that there is discrimination in providing crèche facility to SC/ST employees in their company.

It could be inferred from the analysis that companies do not have discriminatory approach towards SC/ST employees in providing various facilities but at the same time we can say that there are some companies where this discriminatory approach is seen. At the outset respondents are disagree regarding the discrimination while providing facilities to the SC/ST employees in the private sector in the study area.

Table 4.1.59 Gender discrimination in the company

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Fully agree	6	2	1.7	1.7
2	Agree	20	6	5.7	7.4
3	Not know	39	11	11.1	18.6
4	Disagree	193	55	55.1	73.7
5	Fully disagree	92	26	26.3	100.0
	Total	350	100.0	100.0	

Graph 4.2.33 Gender discrimination in the company
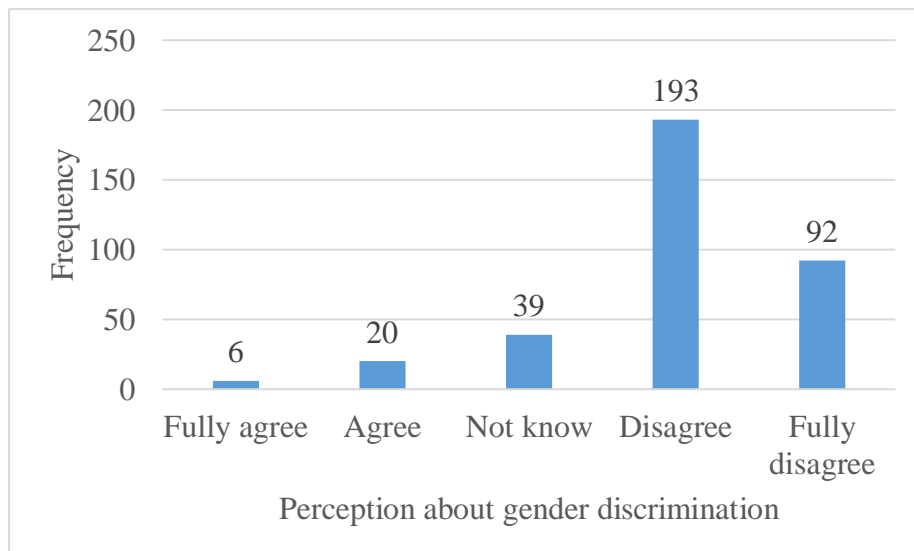
The above table no. 4.1.59 and graph no. 4.2.33 gives information about the perception of respondents about gender discrimination in the company. 193 (55%) respondents were disagree that there is gender discrimination in the company, 92 (26%) respondents are fully disagree while 39 (11%) respondents don't know about it and 20(6%) respondents are fully agree that there is gender discrimination in the company, 6(2%) respondents are fully agree with this fact.

It can be concluded that there is no gender discrimination in the companies in the study area.

4.3 Cross Tables

Table no. 4.3.1 Association between designationand social category

Sr. No.	Designation	Social Category		Total
		Scheduled Caste	Scheduled Tribe	
1.	worker	149	99	248
2.	Supervisor	21	17	38
3.	Driver	5	1	6
4.	Jr. Engineer	4	6	10
5.	Officer	29	12	41
6.	Contract labor	2	0	2
7.	Trainee	0	1	1
8.	Staff	0	2	2
9.	Security guard	0	2	2
Total		210	140	350

$P = 14.185$ df $= 8$ Sig $= 0.077$

Above table shows the association between designation and social category of the respondents. 149 respondents from SC category are workers, 99 respondents from ST category are workers, Whereas 21 respondents from SC and 17 from ST are supervisors. There are 5 respondents from SC and one respondent from ST category are drivers. 4 respondents from SC and 6 respondents from ST are junior engineer. 29 SC respondents are officers, 12 respondents from ST category are officers. 2 respondents from SC are contract labor and 1 respondent from ST category is trainee, 2 respondents are staff, and 2 respondent are security guard.

There is no association between social category and designation. Majority of the respondents are workers and they are from SC and ST category.

Table no. 4.3.2 Association between Education and Designation

Sr. No.	Designation	Education								Total
		Illiterate	Primary	Secondary	Higher secondary	ITI	Diploma	Graduate	Postgraduate	
1.	worker	1	8	34	77	102	7	18	1	248
		0.3%	2.3%	9.7%	22.0%	29.1%	2.0%	5.1%	0.3%	70.9%
2.	Supervisor	0	0	1	5	4	11	17	0	38
		0.0%	0.0%	0.3%	1.4%	1.1%	3.1%	4.9%	0.0%	10.9%
3.	Driver	0	0	1	3	2	0	0	0	6
		0.0%	0.0%	0.3%	0.9%	0.6%	0.0%	0.0%	0.0%	1.7%
4.	Jr. Engineer	0	0	0	0	0	2	6	2	10
		0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	1.7%	0.6%	2.9%
5.	Officer	0	0	0	5	1	7	22	6	41
		0.0%	0.0%	0.0%	1.4%	0.3%	2.0%	6.3%	1.7%	11.7%
6.	Contract labor	0	1	0	1	0	0	0	0	2
		0.0%	0.3%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.6%
7.	Trainee	0	0	0	0	0	0	1	0	1
		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.3%
8.	Staff	0	0	0	1	0	0	1	0	2
		0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.3%	0.0%	0.6%
9.	Security gaurd	0	0	0	1	0	0	1	0	2
		0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.3%	0.0%	0.6%
Total		1	9	36	93	109	27	66	9	350
		0.3%	2.6%	10.3%	26.6%	31.1%	7.7%	18.9%	2.6%	100.0%

P = 226.330 df = 56 Sig =0.000

Above table shows the association between education and designation of the respondents. There is one respondent who is illiterate and is a worker. Out of 248 worker respondents 8 have completed their primary education, 34 had education up to secondary level, 77 respondents completed higher secondary education and 102 worker respondents are ITI while 7 workers are diploma holders, 18 are graduate and one respondent has completed his education up to post graduate level. There are 38 supervisor respondents, of which one has completed education up to secondary level, 5 are educated up to higher secondary level, 4 are ITI, and 11supervisors'

respondents had completed their education as Diploma, 17 respondents who are supervisors are studied up to graduate level and there no supervisor who is post graduate. There are 6 driver respondents of which one has completed education up to secondary level, 3 are higher secondary level and 2 are ITI holders. Out of 10 junior engineers 2 are diploma engineers, 6 are graduate in engineering and 2 are post graduate in engineering. There are 41 respondents who are officers and out these 41 officers 5 respondents have completed their education up to higher secondary level, one is ITI, 7 are diploma holders, 22 respondents are graduate and 6 are post graduate. Out of two contract labor one has studied up to primary level and the other has completed education up to higher secondary level. There is only one graduate trainee. Also there are 2 staff members of which one is educated up to higher secondary level and one is graduate. There are 2 respondents who are security guard and one of them has educated up to higher secondary level and one is graduate.

There is association between education and designation. Majority of the respondents are workers and they are educated up to ITI level.

Table no. 4.3.3 Association between Social category and Education

Sr. No.	Education	Social Category		Total
		Scheduled Caste	Scheduled Tribe	
1.	Illiterate	1(0.3%)	0	1(0.3%)
2.	Primary	5(1%)	4(1%)	9(2%)
3.	Secondary	23(6%)	13(4%)	36(10%)
4.	Higher secondary	49(14%)	44(12%)	93(26%)
5.	ITI	72(20%)	37(11%)	109(31%)
6.	Diploma	14(4%)	13(4%)	27(8%)
7.	Graduate	40(11%)	26(7%)	66(18%)
8.	Postgraduate	6(2%)	3(0.9%)	9(3%)
Total		210(60%)	140(40%)	350(100%)

P = 5.628df= 7Sig = 0.584

Above table shows the association between Social category and education of the respondents. Out of 210 SC respondents one respondent is illiterate, 5 have completed their primary education, 23 had education up to secondary level, 49 respondents completed higher secondary education and 72 respondents are ITI while 14 are diploma holders, 40 are graduate and 6 respondents has completed education up to post graduate level. There are 140 respondents from ST category, of which 4 has completed education up to primary level, 13 has completed education up to secondary level, 44 are educated up to higher secondary level, 37 are ITI, and 13 respondents had completed their education as Diploma, 26 respondents are studied up to graduate level and 3 are post graduate.

There is association between social category and education. Majority of the respondents from SC and ST category are educated up to ITI level.

Table no. 4.3.4 Association between Social category and information about sources of recruitment

Sr. No.	Sources of recruitment	Social Category		Total
		Scheduled Caste	Scheduled Tribe	
1.	Internal	34	14	48
2.	External	19	14	33
3.	Both	114	65	179
4.	Don't know	43	47	90
Total		210	140	350

P = 1.537df = 2 Sig = 0.464

Above table shows the association between Social category and information about recruitment sources to the respondents. According to 34 respondents from SC category their company recruits employees through internal sources while 19 respondents said that external sources are used for the recruitment, both sources of recruitment are used by companies of 114 respondents from SC category, and 43 respondents from SC category are not aware about the sources of recruitment used by the company for the recruitment. Out of 140 respondents from ST category 65 respondents said that their company uses both internal and external sources for recruitment of employees, 47 respondents don't know about the sources of recruitment used by the company for recruitment, 14 respondents said that their company uses external sources for recruitment and according to 14 respondents their company uses internal sources for recruitment.

There is association between social category and information about sources of recruitment. Majority of the respondents are from SC and ST category said that both sources are used for recruitment. In all 90 respondents do not know about the recruitment sources.

Table no.4.3.5 Association between Designation and Nature of appointment of respondents

Sr. No.	Designation	Nature of appointment				Total
		Permanent	Temporary	Contract	Casual	
1	Worker	147	66	30	5	248
		42.0%	18.9%	8.6%	1.4%	70.9%
2	Supervisor	16	11	10	1	38
		4.6%	3.1%	2.9%	0.3%	10.9%
3	Driver	3	2	0	1	6
		0.9%	0.6%	0.0%	0.3%	1.7%
4	Jr. Engineer	8	2	0	0	10
		2.3%	0.6%	0.0%	0.0%	2.9%
5	Officer	26	13	2	0	41
		7.4%	3.7%	0.6%	0.0%	11.7%
6	Contract labor	0	0	1	1	2
		0.0%	0.0%	0.3%	0.3%	0.6%
7	Trainee	0	1	0	0	1
		0.0%	0.3%	0.0%	0.0%	0.3%
8	Staff	2	0	0	0	2
		0.6%	0.0%	0.0%	0.0%	0.6%
9	Security guard	0	0	2	0	2
		0.0%	0.0%	0.6%	0.0%	0.6%
	Total	202	95	45	8	350
		57.7%	27.1%	12.9%	2.3%	100.0%

Above table shows the association between Designation and Nature of appointment of the respondents. Out of 248 worker respondents 147 are permanent while 66 worker respondents temporary, 30 worker respondents are contract workers and 5 workers are appointed casually.16 supervisors have permanent appointment, 11 supervisor respondents are temporarily appointed, 10 supervisors are working on contract basis and one supervisor is casual appointment. 3 driver respondents are permanently appointed, 2 are temporarily appointed while one driver respondent is appointed as casual. 8 junior engineer respondents are having permanent appointment and 2 junior engineers are temporarily appointed. There are 26 officer respondents who have permanent nature of appointment, 13 officer respondents are appointed on temporary basis while 2 officers are working on temporary basis. There are 2 contract labor one of them is appointed on contract basis and one is casual. There is one trainee respondent who is on temporary appointment, 2 staff members

are appointed on permanent basis while 2 security guard respondents are appointed on contract basis.

There is association between Designation and Nature of appointmentof recruitment. Majority of the respondents are appointed on permanent basis and some of them are appointed on temporary basis.

Table no. 4.3.6 Association between social category and basis for selection in the company

Sr. No.	Basis for selection	Social Category		Total
		Scheduled Caste	Scheduled Tribe	
1.	Skills	127(36%)	85(24%)	212(60%)
2.	Qualification	113(32%)	90(26%)	203(58%)
3.	Experience	147(42%)	92(26%)	239(68%)
4.	Nature of work	187(53%)	121(35%)	308(88%)
5.	All of above	204(58%)	138(39%)	342(97%)

P = 6.237 df = 5 Sig = 0.284

Above table shows the association between social category and basis for selectionof the respondents. 36% respondents from SC category said that the basis for selection includes skills, while 32% respondents told that qualification is important during selection, 42% SC respondents said that experience is also one of the basis of selection, 53% respondents from SC category told that nature of work is given importance while selecting employee to do that work. 24% respondents from ST category said that skills are important while selection of employees, 26% said that qualification is the basis for selection, according to 26% ST respondents experience is the major basis for selection, 35% respondents from ST category told nature of work is considered during selection of employees, 39% respondents told all the basis are considered while selection.

There is association between social category and basis for selectionin the company of the respondents. Majority of the respondents said that qualification and skills are the basis for selection of employees in private sector.

Table no. 4.3.7 Association between Social category and Basis for Promotion (HR practices)

Sr. no.	Basis for promotion	Social Category	
		Scheduled Caste	Scheduled Tribe
1.	Skills	128	71
2.	Qualification	57	34
3.	Experience	59	45
4.	Nature of work	37	25
5.	All of the above	6	6
6.	Not Applicable	5	9

P = 8.710 df = 6 Sig = 0.191

Above table shows the association between social category and basis for promotion in the company of the respondents. 25% respondents from SC category said that the basis for promotion includes skills, while 15% respondents told that qualification is important while giving promotion, 11% SC respondents said that experience is also one of the basis for promotion, 9% respondents from SC category told that nature of work is given importance while promoting employee to do that work. 16% respondents from ST category said that skills are important while giving promotion to employees, 8% respondents said that qualification is the basis for promotion in the company, according to 11% ST respondents experience is the major basis for promotion, 6% respondents from ST category told nature of work is considered during promotion of employees, 1% respondents told all the basis are considered while giving promotion to employees. As per 10% respondents from open category skills are considered important during promotion, 1% respondents told that qualification is the base for promotion, 4% respondents from open category said that experience is one of the base for promotion and as per 2% respondents from open category nature of work is one of the base for promotion. According to 5% respondents from OBC told that skills is one of the base for promotion, 1% respondents said that qualification is the base for promotion, and 3% respondents from OBC said that experience is the base of promotion and as per 1% each of the respondents from OBC category said that nature of work and all the criteria are considered during promotion of the employees.

There is association between social category and basis for promotion in the company of the respondents. Majority of the respondents said that skills and experience are the basis for promotion of employees in private sector.

Table no. 4.3.8 Association between Social category and wage payment (HR practice)

Sr. No.	Base of wage diff	Social Category	
		Scheduled Caste	Scheduled Tribe
1	Nature of work	13	19
2	Lack of skills	11	8
3	Lack of ability	5	2
4	Prejudiced mindset	7	11
5	Lack of proper education	3	2
6	Not Applicable	172	99

P = 15.477 df = 6 Sig = 0.017

Above table shows the association between social category and wage payment of the respondents. 2% respondents from SC category said that they are not getting salary as per job due to nature of work, while 2% respondents told that lack of skills is the reason due to which they are not getting salary as per job, 1% SC respondents said that prejudiced mindset on the part of the management due to which they are not getting salary as per job, almost 34% respondents from SC category are getting salary as per job. 6% respondents from ST category said that nature of work is the reason for not getting salary as per job, 2% said that lack of skills is the cause of not getting salary as per job, according to 2% ST respondents prejudiced mindset is the reason due to which they are not getting salary as per job and 22% ST respondents are getting salary as per job. While

There is association between social category and wage payment in the company of the respondents. Majority of the respondents are getting salary as per job but few are not getting due to various reasons.

4.3.9 Association between Social Category and Satisfied about Performance appraisal

Sr. No.	Social Category	Satisfied about Performance appraisal					Total
		Fully satisfied	Satisfied	Don't know	Unsatisfied	Fully unsatisfied	
1	Scheduled Caste	42	123	32	10	3	210
2	Scheduled Tribe	25	78	30	5	2	140
Total		67	201	62	15	5	350

P = 2.416df = 4 Sig = 0.660

Above table shows the association between social category and satisfaction of the respondents about the performance appraisal system of the company. 42 respondents from SC category said that they are fully satisfied with the performance appraisal system of the company while 123 respondents told that they are satisfied with the performance appraisal system of the company, 32 SC respondents said that they don't know about the performance appraisal system of the company, 10 SC respondent said that they are unsatisfied with the performance appraisal system of the company. 3 respondents from SC category said that they are fully unsatisfied with the performance appraisal system of the company.25 respondents said that they are fully satisfied with the performance appraisal system of the company, 78 ST respondents said that they are satisfied with the performance appraisal system of the company, 30 ST respondents said that they don't know about the performance appraisal system of the company and 5 ST respondent are unsatisfied with the performance appraisal system of the company.

There is no association between social category and satisfaction of the respondents about the performance appraisal system of the company. Majority of the respondents are satisfied with the performance appraisal system of the company.

Table no. 4.3.10 Association between Social category and nature of participation of SC/ST employees in decision making

Sr. No.	Representation of Respondents	Social Category	
		Scheduled Caste	Scheduled Tribe
1	Representation in works committee	46(21%)	27(15%)
2	Representation in disciplinary committee	80(38%)	50(28%)
3	Representation in Canteen committee	15(7%)	17(9%)
4	Representation in trade union	92(43%)	60(33%)
5	All of the above	4(2%)	0
6	Not involved	5(2%)	6(3%)
7	Don't know	17(8%)	17(9%)

P =8.380 df = 7 Sig = 0.300

Above table shows the association between Social category and nature of participation of SC/ST employees in decision making. As per 21% respondents from SC category SC/STs are allowed to participate in decision making by giving representation in works committee, 38% respondents said that by giving representation in disciplinary committee SC/STs are participated in decision making, while 7% SC respondents said that SC/STs are given representation in canteen committee, 43% respondents from SC category said that SC/STs are participate in decision making as representative in trade union, 8% respondents from SC don't know anything regarding the participation of SC/STs in decision making. According to 15% of the respondents from ST category SC/STs are participate in decision making by representing in works committee, 28% ST respondents told that they are given representation in disciplinary committee to participate in decision making process, 9% respondents from ST category said that SC/ST are participate in decision making process as representing in canteen committee, 33% ST respondents said that SC/STs are participate in decision making process as representative in trade union, 9% respondents are not aware about the nature of participation of SC/ST in decision making.

There is no association between social category and nature of participation of SC/ST employees in decision making. Majority of the respondents said that SC/STs are participating in decision making process by giving representation in disciplinary committee and trade union.

Table no. 4.3.11 Association between Social Category and Superior officials encourage new ideas to enhance potential of the respondents

Sr. No.	Social Category	Superior officials encourage new ideas to enhance potential			Total
		Always	Sometimes	Never	
1	Scheduled Caste	112(53%)	92(43%)	6(2%)	210
2	Scheduled Tribe	68(48%)	65(46%)	7(5%)	140
Total		180(51%)	157(44%)	13(3%)	350

P = 1.537 df = 2 Sig = 0.464

Above table shows the association between Social category and Superior officials encourage new ideas to enhance potential of the respondents. 53% respondents from SC category said that Superior officials always encourage their new ideas to enhance their potential, 43% of the respondents from SC category said that their Superior officials sometimes encourage their new ideas to enhance their potential, while 2% respondents said that their Superior officials never encourage their new ideas to enhance potential.46% of the respondents from ST category said that their Superior officials sometimes encourage their new ideas to enhance potential, while 48% of the respondents said that their Superior officials always encourage their new ideas to enhance potential, and 5% of the respondents from ST category told that their Superior officials never encourage their new ideas to enhance potential.

There is association between social category and Superior officials encourage new ideas to enhance potential of the respondents. Majority of the respondents said that their Superior officials sometimes encourage their new ideas to enhance their potential.

Table no. 4.3.12 Association between social category and Peer workers encourage respondent's new ideas to enhance respondent's potential

Sr. No.	Social Category	Peer workers encourage respondent's new ideas to enhance your potential			Total
		Always	Sometimes	Never	
1	Scheduled Caste	97(46%)	98(46%)	15(7%)	210
2	Scheduled Tribe	60(42%)	69(49%)	11(7%)	140
	Total	157	167	26	350

P = 0.387 df = 2 Sig = 0.824

Above table shows the association between Social category and Peer workers encourages respondent's new ideas to enhance respondent's potential.46% respondents from SC category said that Peer workers always encourage their new ideas to enhance their potential, 46% of the respondents from SC category said that their Peer workers sometimes encourage their new ideas to enhance their potential, while 7% respondents said that their Peer workers never encourage their new ideas to enhance potential.49% of the respondents from ST category said that their Peer workers sometimes encourage their new ideas to enhance potential, while 42% of the respondents said that their Peer workers always encourage their new ideas to enhance potential, and 7% of the respondents from ST category told that their Peer workers never encourage their new ideas to enhance potential.

There is no association between social category and Peer workers encourage new ideas to enhance potential of the respondents. Majority of the respondents said that their Peer workers sometimes encouragestheir new ideas to enhance their potential.

Table no. 4.3.13 Association between Social category and Superior officials concerns towards respondent's growth

Sr. No.	Social Category	Superior officials concerns towards respondent's growth			Total
		Always	Sometimes	Never	
1	Scheduled Caste	80	86	44	210
2	Scheduled Tribe	57	62	21	140
	Total	137	148	65	350

P = 1.970 df = 2 Sig = 0.373

Above table shows the association between Social category and education of the respondents. 80 respondents from SC category said that Superior officials always concerns towards their growth, 86 of the respondents from SC category said that their Superior officials sometimes concerns towards their growth, while 44 respondents said that their Superior officials never concerns towards their growth.62 of the respondents from ST category said that their Superior officials sometimes concerns towards their growth, while 57 of the respondents said that their Superior officials always concerns towards their growth, and 21 of the respondents from ST category told that their Superior officials never concerns towards their growth.

There is no association between social category and Superior officials concern towards growth of the respondents. Majority of the respondents said that their Superior officials sometimes concern towards growth.

Table no. 4.3.14 Association between social category and Management encourages the innovative work of the employees

Sr. No.	Social Category	Management encourages the innovative work of the employees			Total
		Always	Sometimes	Never	
1	Scheduled Caste	96	99	15	210
2	Scheduled Tribe	64	63	13	140
	Total	160	162	28	350

P = 0.565 df = 2 Sig = 0.754

Above table shows the association between Social category and Management always encourages the innovative work of the employees. 96 respondents from SC category said that Management always encourages the innovative work of the employees, 99 of the respondents from SC category said that their Management sometimes encourages the innovative work of the employees, while 15 respondents said that their Management never encourages the innovative work of the employees.64 of the respondents from ST category said that their Management always encourages the innovative work of the employees, while 63 of the respondents said that their Management sometimes encourages the innovative work of the employees, and 13 of the respondents from ST category told that their Management never encourages the innovative work of the employees.

There is no association between social category and Management encourages the innovative work of the employees. Majority of the respondents said that their Management sometimes encourages the innovative work of the employees.

Table no.4.3.15 Association between social category and Opportunity to make suggestions to improve the quality of product

Sr. No.	Social Category	Opportunity to make suggestions to improve the quality of product			Total
		Always	Sometimes	Never	
1	Scheduled Caste	98	82	30	210
2	Scheduled Tribe	61	58	21	140
	Total	159	140	51	350

P = 0.326 df = 2 Sig = 0.850

Above table shows the association between Social category and Opportunity to make suggestions to improve the quality of productto the respondents. 98 respondents from SC category said that Opportunity to make suggestions to improve the quality of product is always given to employees, 82 of the respondents from SC category said that Opportunity to make suggestions to improve the quality of product is sometimes given to employees, while 30 respondents said that Opportunity to make suggestions to improve the quality of product is never given to employees.61 of the respondents from ST category said that Opportunity to make suggestions to improve the quality of product is always given to employees, while 58 of the respondents said that Opportunity to make suggestions to improve the quality of product is sometimes given to employees, and 8% of the respondents from ST category told that Opportunity to make suggestions to improve the quality of product is never given to employees. 21 of the respondents from open category said that Opportunity to make suggestions to improve the quality of product is always given to employees,

There is association between social category and Opportunity to make suggestions to improve the quality of product to the respondents. Majority of the respondents from SC and ST category said that Opportunity to make suggestions to improve the quality of product is sometimes given to employees.

Table no.4.3.16 Association between social category and Discrimination in givingCanteen facility

Sr. No.	Social Category	Discrimination in giving facilities Canteen					Total
		Fully agree	Agree	Not know	Disagree	Fully disagree	
1	Scheduled Caste	16	31	13	99	51	210
2	Scheduled Tribe	16	29	9	61	25	140
	Total	32	60	22	160	76	350

Above table shows the association between Social category and Discrimination in givingCanteen facilityto the respondents. 99 respondents from SC category are disagree that there is Discrimination in givingCanteen facility to employees, 51 of the respondents from SC category are fully disagree that there isDiscrimination in givingCanteen facilityto employees, while 31 respondents agree that there is Discrimination in givingCanteen facility to employees, 16 respondents are fully agree that there is Discrimination in givingCanteen facilityto employees and 13 respondents don't know about Discrimination in givingCanteen facilityto employees .61 of the respondents from ST category are disagree that there is Discrimination in givingCanteen facility to employees, while 25 of the respondents are fully disagree that there isDiscrimination in givingCanteen facility to employees, and 29 of the respondents from ST category are agree that there isDiscrimination in givingCanteen facilityto employees, 16 respondents are fully agree that there is Discrimination in givingCanteen facilityto employees and 9 respondents don't know about Discrimination in givingCanteen facilityto employees .

There is no association between social category and Discrimination in givingCanteen facility to the respondents. Majority of the respondents from SC and ST category were disagree with the statement that there is Discrimination in givingCanteen facilityto employees.

Table no.4.3.17 Association between social category and Reasons for giving Lay off

Sr. No.	Social Category	Reasons for giving Lay off				Total
		Due to poor economic condition of the company	Merger/ takeover of the company	Discriminatory approach	Not applicable	
1	Scheduled Caste	70	4	0	136	210
2	Scheduled Tribe	40	5	2	93	140
	Total	110	9	2	229	350

Above table shows the association between Social category and Reasons for giving lay off to the respondents. 70 respondents from SC category are given lay off Due to poor economic condition of the company, 4 of the respondents from SC category are given lay off due to Merger/ takeover of the company, while 136 respondents from SC category are not given lay off .40 of the respondents from ST category given lay off Due to poor economic condition of the company, while 5 of the respondents are given lay off due to Merger/ takeover of the company, and 93 of the respondents from ST category are not given lay off.

There is no association between social category and Reasons for giving lay off to the respondents. Majority of the respondents from SC and ST category were not given lay off but lay off is given due to reasons other than discriminatory approach.

Table no.4.3.18 Association between Social Category and Discrimination while taking legal action in the company

Sr. No.	Social Category	Discrimination while taking legal action in the company					Total
		Fully agree	Agree	Not know	Disagree	Fully disagree	
1	Scheduled Caste	8	62	35	88	17	210
2	Scheduled Tribe	7	42	25	59	7	140
Total		15	104	60	147	24	350

Above table shows the association between Social category and Discrimination while taking legal action in the company. 62 respondents from SC category agree that there is Discrimination while taking legal action in the company, 8 of the respondents from SC category are fully agree that there isDiscriminationwhile taking legal action in the company, while 88 respondents disagree that there is Discrimination while taking legal action in the company, 17 respondents are fully disagree that there is Discrimination while taking legal action in the company and 35 respondents don't know about Discrimination while taking legal action in the company.59 of the respondents from ST category are disagree that there is Discrimination while taking legal action in the company, while 7 of the respondents are fully disagree that there isDiscriminationwhile taking legal action in the company, and 42 of the respondents from ST category are agree that there isDiscriminationwhile taking legal action in the company, 7 respondents are fully agree that there is Discrimination while taking legal action in the company and 25 respondents don't know about Discrimination while taking legal action in the company.

There is no association between social category and Discrimination while taking legal action in the company. Majority of the respondents from SC and ST category were disagree with the statement that there is Discrimination while taking legal action in the company.

Table 4.1.19 Association between Social Category and Company follow the law regarding nondiscriminatory practices for recruitment

Sr. No.	Social Category	Company follow the law regarding nondiscriminatory practices for recruitment				Total
		Always	Sometimes	Never	Don't know	
1	Scheduled Caste	90	55	60	5	210
2	Scheduled Tribe	47	35	50	8	140
	Total	137	90	110	13	350

$P = 5.773 \, df = 3 \, Sig = 0.123$

Above table shows that there is no association between social category and the company follow the law regarding nondiscriminatory practices for recruitment. 90 respondents from SC category said that company always follow the law for nondiscriminatory practices of recruitment, 55 respondents said that company sometimes follow the law regarding nondiscriminatory practices for recruitment, 60 respondents said that company never follow the law regarding nondiscriminatory practices for recruitment. While 47 respondents from ST category said that company always follow the law for nondiscriminatory practices of recruitment, 35 respondents said that company sometimes follow the law regarding nondiscriminatory practices for recruitment, 50 respondents said that company never follow the law regarding nondiscriminatory practices for recruitment.

4.4 Observations noted during focused group discussion

Focused group discussion is used to deal with and get information about sensitive issues. It has an extensive focus on physical and financial exploitation, nature of discrimination at work place, behavior of other coworkers and superiors, provision of facilities, management practices and HR practices, application of the discipline. For this purpose researcher had conducted five focused group discussion at various places during the process of research. Following points has been covered under focused group discussion.

Opportunities of education

Through the discussion it was found that majority of the respondents were not aware about the opportunities of higher education and are of the opinion that after tenth or twelfth completion of ITI gives entry to the private sector jobs.

Opportunities of employment

The respondent's observation concludes that many of them have to get the job and secure it for the sake of family. They did not made efforts for searching other jobs which may pay them more than the current job.

Approach towards Government jobs

The observation shows that they SC/STs have accepted the fact about government job opportunities. They are making their children ready for the future in either private sector or for self-employment.

Lack of awareness about labour laws

It was observed that majority of the respondents are aware about the labour laws but most of them are not interested in involving in any legal issue to secure job.

Lack of awareness about current policies for the industries and labour

Many respondents are not aware about these policies and are ignorant towards economic and industrial policies.

Working conditions

The respondents are quite satisfied about the working conditions in their organizations. Various types of facilities are provided to the respondents.

Workplace discrimination

Very few respondents were face the workplace discrimination issues otherwise the scenario has changed in majority of the organizations.

Interpersonal relations between the employees and superiors

In the study area it is found that at most of the workplaces the employees are having good interpersonal relations with their superiors.

Teamwork

It is observed that respondents were very eager to discuss about their teamwork. They were satisfied with the opportunity of getting teamwork.

Work participation

As per discussion with the respondents it is found that the SC/STs are getting sufficient opportunities for work participation. At the work place employees are allowed to take part in decision making, quality improvement, suggestion for production and process, sharing ideas, delegating responsibilities etc. It is observed that there is rare incidences of work place discrimination in the study area.

CHAPTER V

CHAPTER V

MAJOR FINDINGS, CONCLUSIONS AND SUGGESTIONS

5.0 Introduction

After data analysis researcher had administered test for hypothesis testing and arranged the matter in this chapter. In this chapter hypothesis testing, major findings and conclusion, suggestions, proposed areas of social work intervention, summary and limitations of the study.

5.1 Hypothesis testing

1) Majority of the employees in white collar jobs in private sector belongs to upper caste

5.1.1 Association between social category and designation

To assess the association between designation and social category of the respondents, researcher had administered the chi square test the results of the test are shown in table 5.1.1.

Pearson Chi-Square Tests		
		Designation
Social Category	Chi-square	14.185
	df	8
	Sig.	.077

Study shows that there is association between social category and designation of the respondents. It was found that 103 respondents from SC category and 84 respondents from ST category are workers and there is absence of SC/STs in white collar jobs such as supervisor, officer etc. The analysis of the data shows the association between the social category and the designation of the respondents. The researcher had administered chi square test to find out the association between two variables viz. social category and designation. The result of the test shows that there is no significant $P = 0.077$ ($P>0.05$) association between two variables social category and designation. In other words it can be concluded that both the variables are independent. So we can conclude that the social category of the respondents have no effect on their designation. It was found that majority of the respondents from SC/ST categories are working on various positions. Hence the hypothesis of the study, Majority of the employees in white collar jobs in private sector belongs to upper caste is rejected.

5.1.2 Association between Education and Designation

To assess the association between education and designation of the respondents, researcher had administered the chi square test, the test results are given in table no. 5.1.2.

Pearson Chi-Square Tests		
		Designation
Education	Chi-square	226.330
	Df	56
	Sig.	.000

From the two way analysis of education and designation shows that, majority of the respondents were workers and the education level of them is ITI. Very few respondents were studied up to graduate and post graduate level. 102 respondents have completed their education up to ITI level. ITI is the technical education which is the need of the industry and so they have completed this education. The respondents from SC/ST categories had not got the opportunities for better education and for getting jobs they had studied up to ITI. There were few respondents who have higher education level still they were employed as workers. This may be due to the prejudiced mindset on the part of the employers. The result shows that there is positive and statistically significant $P= 0.000$ $(P<0.05)$ association between education and designation.

2) SC/STs are underrepresented in white collar jobs due to caste based discrimination and prejudiced mindset on the part of the employer

5.1.3 Association between Social category and Education

To find out the association between two variables social category and education of the respondents, researcher had administered the chi square test the results of the test are displayed in table no 5.1.3.

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	5.628[a]	7	.584
Likelihood Ratio	5.975	7	.543
Linear-by-Linear Association	.094	1	.759
N of Valid Cases	350		

The analysis of the data shows that the social category and education are related with each other. Majority of SC respondents were studied up to ITI level similarly majority of the ST respondents were studied up to the ITI level. It was found that SC/ST respondents were not studied up to the higher level. The SC/STs were always kept away from the educational opportunities due to the discrimination and so they were not seen in the upper strata jobs of the industrial organizations. The result shows that there is not statistically significant $P = 0.584$ ($P>0.05$) association between social category and education of the respondents. It clears that the association between social category and education is not significant. It is concluded that the two variables social category and education are independent. The SC/ST categories are getting opportunities of higher educational development and so we found them at various positions in the private sector.

3) In majority of cases the management in private service sector has negative attitude towards the SC/ST employees

5.1.4 Association between Social Category and Superior officials encourage new ideas to enhance potential of the respondents

Researcher had administered chi square test to find out the association between two variables as Social category and Superior officials encourage new ideas to enhance potential of respondents, the results of the test are shown in table no 5.1.4.

		Superior officials encourage new ideas to enhance potential
Social Category	Chi-square	1.537
	Df	2
	Sig.	.464

The analysis of the data regarding the support of superiors for the development of the employees from SC/ST categories, show that the superior officials encourage the ideas of the SC/ ST employees sometimes. It was found that 21% and 16% respondents respectively from SC/ST category had responded. They had not been encouraged open mindedly by the superiors. But this is also seen from the data that the response for superiors never encourage is very low. The result of the test shows that there is positive and statistically significant association between the two variables. The level of significance as found from test is $P = 0.464$ $(P>0.05)$ which clearly indicates there is no association between social category and Superior officials encourage new ideas to enhance potential. Hence it can be concluded that the variables social category and Superior officials encourage new ideas to enhance potential are independent. That means superiors mostly encourage SC/ST respondents for their development.

5.1.5 Association between social category and Peer workers encourage respondent's new ideas to enhance respondent's potential

To find out the relation between two variables social category and peer workers encourage respondent's new ideas to enhance your potential, researcher had carried out the chi square test. The results of the test were given in table no. 5.1.5.

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	.387[a]	2	.824
Likelihood Ratio	.387	2	.824
Linear-by-Linear Association	.359	1	.549
N of Valid Cases	350		

The analysis of the data about the social category and Peer workers encourages respondent's new ideas to enhance respondent's potential shows that, 15% and 12% respondents from SC and ST categories were always encouraged by peer workers while 23% and 16% respondents from SC and ST were sometimes encouraged by peer workers to enhance the potential. We can conclude that the respondents were not encouraged fully by the peer workers to enhance their potential.To assess the association between two variables as social category and Peer workers encourages your new ideas to enhance potential of the respondents; the researcher had administered the chi square test. The result of the test shows that there is no association between two variables social category and Peer workers encourage your new ideas to enhance potential of the respondents is positive and statistically significant, P = 0.824(P > 0.05). From this analysis it clears that there is association between the two variables is not significant. This concludes that two variables social category and Peer workers encourage respondent's new ideas to enhance respondent's potential are independent.

5.1.6 Association between Social category and Superior officials concerns towards respondent's growth

The two variables social category and superior officials concerns towards respondent's growth are dependent and the dependence is shown by chi square test. The results are shown in table no 5.1.6

		Superior officials concerns towards respondent's growth
Social Category	Chi-square	1.970
	Df	2
	Sig.	.373

The analysis for the association between Social category and Superior officials concerns towards respondent's growth shows that almost 11% respondents from SC and ST category said that Superior officials always concerns towards their growth while 20% of the respondents from SC category 13% respondents from ST category said that their Superior officials sometimes concerns towards their growth. The data analysis also indicates that the superior officials in most of the organizations were not much more concerned towards the growth of the respondents from SC/ST category. Again to find out the association between two variables social category and Superior officials concern towards growth of the respondents, the researcher had administered the chi square test. The result of the test shows that the association between social category and Superior officials concern towards growth of the respondents is statistically not significant. The level of significance is $P = 0.373$ ($P > 0.05$). It clears that the association between the two variables as social category and Superior officials concern towards growth of the respondents is not significant and the two variables are independent.

5.1.7 Association between social category and Management encourages the innovative work of the employees

The association between two variables social category and Management encourages the innovative work of the employees is found through chi square test. The test results were displayed in table no. 5.1.7.

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	.565[a]	2	.754
Likelihood Ratio	.559	2	.756
Linear-by-Linear Association	.097	1	.755
N of Valid Cases	350		

Data analysis shows the association between Social category and Management always encourages the innovative work of the employees. 12% and14% respondents from SC and ST category respectively said that Management always encourages the innovative work of the employees while 24% and 15% of the respondents from SC and ST category respectively said that their Management sometimes encourages the innovative work of the employees. This analysis shows the attitude of the management towards SC/ST employees. It is evident that the employees from SC/ST category were not given proper opportunities for the innovative work. Also to get an idea about the association between social category and Management encourages the innovative work of the employees; the researcher had administered the chi square test. The result shows that the association between the two variables, social category and Management encourages the innovative work of the employees is statistically not significant. The level of significance is P = 0.754 (P> 0.05). It clears that the association between social category and Management encourages the innovative work of the employees is not significant and the two variables are independent.

5.1.8 Association between social category and Opportunity to make suggestions to improve the quality of product

The association between social category and Opportunity to make suggestions to improve the quality of product is seen through chi square test administered by the researcher. The result of the test are portrayed in table no 5.1.8.

		Opportunity to make suggestions to improve the quality of product
Social Category	Chi-square	.326
	df	2
	Sig.	.850

There is association between social category and Opportunity to make suggestions to improve the quality of product to the respondents. 20% and 12% of the respondents from SC and ST category respectively said that Opportunity to make suggestions to improve the quality of product is sometimes given to employees while 12% and 13% respondents respectively from SC and ST category were always given Opportunity to make suggestions to improve the quality of product to the employees. This analysis shows that the respondents from SC/ST category were not given opportunities at fullest to make suggestions to improve the quality of product in private sector industries. The chi square analysis of the two variables Social category and opportunity to make suggestions to improve the quality of product show that there is association between these variables. The result shows that the association between social category and Opportunity to make suggestions to improve the quality of product is positive and statistically significant. The level of significance is $P = 0.850$ ($P > 0.05$). It clears that there is no association between social category and Opportunity to make suggestions to improve the quality of product and the two variables are independent. Hence the hypothesis of the study that, the work culture and management practices in private sector is discriminatory regarding the employees from SC/STs is rejected.

4) The present HR practices applied by private service sector are undemocratic and discriminatory towards the socially weaker sections of the society.

5.1.9 Association between social category and basis for selection in the company

To find out the association between social category and basis for selection the chi square test is administered. The test results are given in table no 5.1.9.

Pearson Chi-Square Tests		
		Basis for selection
Social Category	Chi-square	6.237
	df	5
	Sig.	.284

Data analysis shows that there is association between social category and basis for selection in the company of the respondents. According to 39% of the respondents' skills, 32% respondents experience and 31% respondents' qualification are the basis for selection of employees in private sector. To assess the association between the two variables, social category and basis for selection, the researcher had administered the chi square test. The result shows that the association between education and designation is positive and statistically significant. The level of significance is $P = 0.284$ ($P > 0.05$). It clears that the association between social category and basis for selection in the company of the respondents is not significant. The two variables social category and basis for selection in the company are independent. Hence the hypothesis of the study, the present HR practices applied by private service sector are undemocratic and discriminatory towards the socially weaker sections of the society is rejected.

5.1.10 Association between Social category and Promotion (HR practices)

Pearson Chi-Square Tests		
		Basis for promotion
Social Category	Chi-square	8.710
	df	6
	Sig.	.191

Association between social category and basis for promotion in the company of the respondents has found through the analysis of the data. 55% of the respondents said that skills and 29% respondents said experience is the basis for promotion of employees in private sector. The association between social category and basis for promotion in the company of the respondents, to assess the association between these two variables, the researcher had administered the chi square test. The result shows that the association between social category and basis for promotion is not statistically significant. The level of significance is $P = 0.191$ ($P > 0.05$). It clears that the variables social category and basis for promotion in the company are independent. Hence the hypothesis of the study that, the present HR practices applied by private service sector are undemocratic and discriminatory towards the socially weaker sections of the society is rejected as the SC /ST get opportunities for skill development and advancement in employment.

5.1.11 Association between Social Category and Satisfied about Performance appraisal

There is association between social category and satisfaction of the respondents about the performance appraisal system of the company is tested by using chi square test. The result of the test is given in table 5.1.11.

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.416[a]	4	.660
Likelihood Ratio	2.391	4	.664
Linear-by-Linear Association	.453	1	.501
N of Valid Cases	350		

The data analysis about social category and respondent satisfaction about the performance appraisal shows that there is not association between the two variables. It is observed that 57% of the respondents are satisfied with the performance appraisal system in the company. Out of 57%, 26% respondents are from SC category and 17% respondents are from ST category. There is no association between social category and satisfaction of the respondents about the performance appraisal system of the company. To assess the association between these two variables, the researcher had administered the chi square test. The result shows that the association between social category and satisfaction of the respondents about the performance appraisal system of the company is statistically not significant. The level of significance is 0.660 (P value > 0.05). It clears that the two variables social category and satisfaction of the respondents about the performance appraisal system of the company are independent.

5.1.12 Association between Social category and wage payment (HR practice)

HR practices includes various practices related to manage employees. The practices includes the activities from recruitment to retirement. Wage payment is one of the HR practices. While finding out the association between the social category and wage payment researcher had administered chi square test. The result of the test were displayed in table no. 5.1.12.

Pearson Chi-Square Tests		
		Reasons for salary not as per job
Social Category	Chi-square	15.477
	df	6
	Sig.	.017
*. The Chi-square statistic is significant at the .05 level.		

There is association between social category and wage payment in the company of the respondents. Majority of the respondents are getting salary as per job but few are not getting due to various reasons. The association between social category and wage payment in the company of the respondents, the researcher had administered the chi square test. The result shows that the association between social category and wage payment is positive and statistically significant. The level of significance is $P = 0.017$ ($P < 0.05$). It clears that there is association between social category and wage payment in the company of the respondents is highly significant. Hence the hypothesis of the study that, the present HR practices applied by private service sector are undemocratic and discriminatory towards the socially weaker sections of the society is accepted.

5) The work culture and management practices in private sector are discriminatory regarding the employees from SC/ STs.

5.1.13 Association between Social category and nature of participation of SC/ST employees in decision making

The work culture of any organization includes various things such as preferences given to the suggestions of employees, allowing employees to participate in the decision making process, giving opportunities to do work as per their own way etc. Here researcher had tried to find out the work culture of the private sector in Nashik city. To find out the association between the two variables social category and nature of participation of SC/ST employees in decision making researcher had administered chi square test. The results of the test were displayed in table no. 5.1.13.

Pearson Chi-Square Tests		
		Decision making
Social Category	Chi-square	8.380
	df	7
	Sig.	.300

There is association between social category and nature of participation of SC/ST employees in decision making as per the data analysis. 36% of the respondents said that SC/STs are participate in decision making process by giving representation in disciplinary committee and trade union, while 20% respondents said that SC/STs participate in decision making process as representation in works committee. To access the association between social category and nature of participation of SC/ST employees in decision making, the researcher had administered the chi square test. The result shows that the association between social category and nature of participation of SC/ST employees in decision making is positive and statistically significant. The level of significance is P = 0.300 (P > 0.05). It clears that there is association between social category and nature of participation of SC/ST employees in decision making is not significant and the two variables are independent. Hence the hypothesis of the study that, the work culture and management practices in private sector is discriminatory regarding the employees from SC/STs is rejected.

6) There are no Government policies to ensure the representation of SC/STs in private sector.

5.1.14 Association between Social Category and Company follow the law regarding nondiscriminatory practices for recruitment

The government of India had certain protective legislation for the scheduled castes and scheduled tribes. These legislation includes provisions for the nondiscriminatory practices in employment. The organizations have to use nondiscriminatory practices during recruitment of the employees. The social category and opinion of employees about the nondiscriminatory practices has been compared and the chi square results were displayed in the table no. 5.1.14.

Pearson Chi-Square Tests		
		Company follow the law regarding nondiscriminatory practices for recruitment
Social Category	Chi-square	5.773
	df	3
	Sig.	.123

The results of the tests shows there is no association between social category and Company follow the law regarding nondiscriminatory practices for recruitment. 90 respondents from SC category said that company always follow the law for nondiscriminatory practices of recruitment, 55 respondents said that company sometimes follow the law regarding nondiscriminatory practices for recruitment, 60 respondents said that company never follow the law regarding nondiscriminatory practices for recruitment. While 47 respondents from ST category said that company always follow the law for nondiscriminatory practices of recruitment, 35 respondents said that company sometimes follow the law regarding nondiscriminatory practices for recruitment, 50 respondents said that company never follow the law regarding nondiscriminatory practices for recruitment.

There is no association between the two variables social category and Company follow the law regarding nondiscriminatory practices for recruitment. To assess the association between these two variables, the researcher had administered the chi-

square test. The result shows that the association between social category and Company follow the law regarding nondiscriminatory practices for recruitment is statistically not significant. The level of significance is P = 0.123 (P > 0.05). It clears that there is association between social category and Company follow the law regarding nondiscriminatory practices for recruitment is not significant and the variables are independent.

5.2 Major findings and conclusions

This section of the chapter notes down the major findings and conclusions from the study. It includes the findings about the profile of the respondents, Work profile of the respondents, Perception of respondents about HR practices in the company, Opinion of the respondents about the Management attitude towards SC/ST employees, Information about the discriminatory approach in giving facilities to SC/ST workers in the company.

Profile of the respondents

1) It was found that majority of the respondents (27%) were from middle age group (32 to 43 years).

2) There is male domination in the private sector and majority (96%) of the respondents are male. As the respondents are working in private sector and the nature of work demands technical education so large no of respondents (31%) was ITI.

3) The study pertains to SC/STs so it is observed that there is presence of SC/STs in private sector and respondents includes 60% SCs and 40% STs. All the respondents belongs to Hindu religion.

4) It was found that significant proportion of respondents (72%) were married. Majority of the respondents (79%) were had nuclear family containing three to five family members.

5) It was found that majority (33%) of the respondents are having monthly income less than Rs.12000/-.

Work profile of the respondents

6) It was observed from the data analysis that majority (71%) of the respondents are working as workers in the study area while majority (58%) of them are

permanently appointed for the job and majority (75%) of the respondents are skilled workers.

7) Majority (63%) of the respondents are doing technical work.

8) It was found that the respondents includes persons having work experience ranges from one year to seventeen years i.e. there were almost 25% respondents from each experience group.

9) Also it was found that majority (31%) of the respondents are having length of service less than three years in the current organization.

Perception of respondents about HR practices in the company

10) It was found from the statistical analysis of the data that majority of the respondents (48%) got information about the job vacancy from their friends and 20% through advertisement.

11) It was found from the responses that majority (75%) of the respondents had applied for the job after getting information about the job vacancy. Out of 75% respondents who have applied for the job 71% of the respondents got positive response from the company.

12) The analysis of the data shows that most of the respondents were interviewed by the manager and some of the respondents were interviewed by the head of the department.

13) Majority (88%) of the respondents were placed on a proper job after their selection and majority (61%) of the respondents were placed as workers, 12% as officers and 10% as supervisors after selection. It can be concluded that the educational qualification for the job has held by the respondents and so placed as worker.

14) Analysis shows that 12% respondents were not placed on a proper job, 4% of them were not placed on proper job due to lack of experience and 3% were not placed on a proper job due to lack of skills. It concludes that there is no discrimination at the work place while placing the respondents on job after selection.

15) In private industrial sector the base for the selection for the job is educational qualification as per 33% of the respondents, experience and required skills also constitute major criteria for selection by 31% and 25% of the respondents respectively.

16) It was found that majority of the respondents were aware about the recruitment policy of the company and 51% respondents told that the recruitment sources includes both internal and external sources.

17) Data analysis show that majority of the respondents were satisfied and 20% of the respondents were fully satisfied with the recruitment policy of the company. This concludes that the recruitment policy of the private industries are satisfactory in the study area.

18) It was found from the analysis that private industries in the study area follow the law regarding nondiscriminatory practices for recruitment as per majority (39%) of the respondents but 31% of the respondents told that the companies never follow the law for nondiscriminatory recruitment practices.

19) It was found from the responses that 42% of the respondents were sometimes informed about promotion and 36% respondents were always informed about promotion. Most of the respondents (40%) were informed through head of the department (HOD) and 33% respondents were informed by the manager about the promotion.

20) It was found that skill is the base for the promotion as per majority (41%) of the respondents but other criteria such as qualification (19%), experience (22%) and nature of work (13%) are also considered important for promotions in private companies in study area.

21) It was found in the data analysis that, majority (62%) of the respondents said that there is no discrimination while giving promotion in the company but it was also found that 33% of the respondents have to face discrimination during promotions. The reasons for the discrimination during promotion includes negative approach of the employer/ management towards SC/ST employees as per 6% of the respondents while 11% respondents face discrimination due to lack of skills and 9% respondents were discriminated because of lack of ability.

22) Job rotation is one of the criteria for the development of skills of the employees. It is found from the data analysis that the private sector industries in the study area use job rotation system as per majority (62%) of the respondents and the time period for the job rotation is every after two months in most of the companies. The practices also includes job rotation after every three months, six months and year.

23) Major chunk of the 77% respondents are getting salary/wages according to the job profile and some of the respondents were not getting salary/wages as per job profile due to various reasons which includes nature of work, lack of skills, prejudiced mindset on the part of the management, and lack of proper education.

24) Regarding the satisfaction about salary/payment 55% respondents are satisfied and 21% are fully satisfied while 21% are unsatisfied and 1% are fully unsatisfied.

25) The private sector observe difference in wages due various reasons. It was found from the data that there are also various criteria which shows wage difference in the companies in the study area. The reasons for wage difference includes nature of work as per 39% respondents, skills as per 27% respondents, experience as per 20% respondents and qualification as per 11% respondents.

26) Discrimination in wages is observed at some places in the research area. It was found from the data that 28% of the respondents are disagree and 5% respondents are fully disagree with the fact that there is discrimination while giving wages in the private sector, whereas 20% respondents are agree with the fact of discrimination while giving wages.

27) Majority of the respondents were aware about the transfer policy of the company. There are various bases for transfer of any employee from one place to another. These bases includes nature of work according to 29% of respondents, job rotation as per 20% respondents, expected skills to a job as per 17% respondents and qualification as per 11% respondents.

28) The perception of the respondents about the discrimination during interdepartmental transfer shows that there is no discrimination during

interdepartmental transfer as per 57% of the respondents while 38% respondents perceived that sometimes there is discrimination during the transfers.

29) The performance appraisal system of the company plays a vital role in the development of the employees. It was found that majority (57%) of the respondents are satisfied with the performance appraisal system of the company and 19% of the respondents were fully satisfied.

30) The disciplinary policy of the organization controls the behavior of the employees at the workplace. 81% of the respondents said that there is disciplinary policy in their organization.

Information pertaining to Management attitude towards the SC/ST employees

31) Equal opportunities of training are always provided by the company as per 59% of the respondents and according to 36% respondents training opportunities are provided sometimes to the SC/ST employees in their company.

32) It was found from the data analysis that majority of the respondents said that the superior officials in private sector companies always encourages new ideas to enhance potential of the employees.

33) The support from the fellow employees is one of the essential to work in private sector for SC/ST persons, in this regard majority of the respondents said that their peer workers encourages their new ideas sometimes to enhance their potential and some of the respondents said that the peer workers always encourages their ideas to enhance their potential.

34) Majority of the respondents said that the superior officials in the company are sometimes concern towards their growth and some of the respondents said that the superior officials in their company are always concern towards their growth.

35) Regarding the organizational support it is found that majority of the respondents opined that incentive always enhance their potential.

36) It was found from the analysis that majority of the respondents said that management sometimes encourages the innovative work of the employees.

37) It was found that majority of the respondents were always consulted to improve the quality of product that means they were given opportunity to make suggestions and their suggestions were always accepted by the officers.

38) It is found from the data analysis that majority (51%) of the respondents said that they had opportunities to give opinion for the improvement in the cleanliness and safety in the company and some (36%) of the respondents got this opportunity sometimes.

39) Regarding the attitude of management towards the team building of the workers, majority (41%) of the respondents always feel that they were consulted about the importance of team work in the company and similarly some of the respondents were given importance sometimes for the team work in the company.

40) It is found from the data that, majority of the respondents are of the opinion that the superiors always communicate clearly about the workplace expectations from the employees while at some workplaces in the study area the workplace expectations were sometimes communicated clearly to the employees.

41) The involvement of SC/ST employees in the decision making process is one of the essential for showing nondiscriminatory approach of the private sector. It was found from the study that majority of the respondents said that SC/ST employees were involved in the decision making process in the company. While some of the respondents said that SC/ST employees were sometimes involved in the decision making process in the company.

42) It is found from the analysis of the data that, majority of the respondents feel that their immediate supervisors always create harassment-free work environment, and some (34%) of the respondents feel that the supervisors sometimes create harassment free work environment.

43) It was found that management of the companies of majority of the respondents motivate employees by giving them opportunity to do work as per their own way. The 55% of the respondents agree with it and 28% of the respondents are fully agree with it.

44) SC and ST employees are generally subject to discrimination at various levels at workplace. In this regard it found that, 67% of the respondents said that they does not have to face any discriminatory behavior from colleagues while some (11%) of the respondents face harassment at workplace by fellow employees,

10% respondents have to do extra work, 7% respondents have to face comments from the fellow employees regarding the caste.

45) Regarding the management attitude towards the complaints of the SC/ST employees about discrimination it is found that, majority (49%) of the respondents agree that management handles the complaints of employees for discrimination at workplace, and 18% of the respondents fully agree that management handles the complaints of SC/ST employees for discrimination at workplace.

46) It is found from the data analysis that, majority (41%) of the respondents are of the opinion that company always take action against the employee for discriminatory behavior at workplace and 31% of the respondents said that company sometimes took action against the employees who behave discriminatory at workplace.

47) Majority of the respondents' complaint to the trade union if management does not take action against the employees who behave discriminatory with them.

48) According to majority (85%) of the respondents disciplinary committee is set up in their company to take action against undisciplined behavior. The disciplinary committee in the company of 43% respondents contains representatives of SC/ST category. According to 3% respondents the disciplinary committee did not contain SC/ST employees due to prejudiced attitude.

49) It was found from the study that SC/ST employees participate in decision making process of the company as trade union representative as per 35% of the respondents while SC/ST participate in decision making process as disciplinary committee member as per 30% respondents from the study area.

50) It was found that majority (67%) of the respondents are aware about the labour laws made for the security of the industrial workers.

51) It was found from the study that majority of the respondents disagree with discrimination is there in the company while taking legal action against SC/ST employees while 30% respondents agree with it that there is discrimination while taking legal action. The respondents have to pay fine as disciplinary action and few were dismissed.

52) It was found from the study that lay off is given to the 35% of respondents and the reason includes poor economic condition of the company as per 31% respondents.

Perception about the discrimination in giving facilities to the workers in the companies

53) It was found that majority (30%) of the respondents were disagree with discrimination in giving facilities like clothing/uniform and 29% of the respondents were agree with it.

54) It was found from the study about the discrimination in giving canteen facility that majority (46%) of the respondents were disagree, 30% respondents were disagree with discrimination in giving ESI facility to SC/ST employees.

55) It was found that majority (35%) of the respondents were disagree with discrimination regarding the standard of cleanliness at workplace of SC/ST employees and 22% respondents were agree with it.

56) Majority of the respondents disagree about the discrimination in giving ventilation facility to the SC/ST employees.

57) It was also found that majority (40%) of the respondents were disagree about the discriminatory attitude of management in providing protective measures to SC/ST employees.

58) About the provision of sanitation facility to SC/ST employees majority of the respondents were of the opinion that management is not discriminatory. While majority of the respondents said that management is not discriminatory while providing rest room facility to SC/ST employees.

59) It was found from the study that the recreation facility is provided to all employees and management is not discriminatory towards SC/ST employees.

60) It was found that crèche facility is not provided in most of the companies in the study area due to the less female employees or any other reason.

61) It is found that there is no gender discrimination in the company according to 55% respondents in the study area but at some level gender discrimination is found in some companies as per 6% respondents.

62) The study shows that majority of the respondents from SC/ST category are workers which is a blue collar job. The chi square test results for the association between the variables social category and designation show that the variables are independent as P = 0.077 (P>0.05). The association is statistically not significant.

63) Majority (10% & 26%) of the respondents is having education level up to secondary and higher secondary level and majority (70%) of them are workers.

64) The education and designation are dependent as highly educated person gets a better job. It was found in the study that there is association between education and designation of the respondents. The two variables were compared through chi square test and it was found that there is significant relation. The level of significance is P = 0.00 (P<0.05).

65) It was found from the analysis that majority of the respondents were studied up to ITI level. The researcher had administered chi square test to find out the association between social category and education. The results shows the association between social category and education is not significant. The level of significance is P= 0.584 which clearly indicate that the two variables are independent.

66) The analysis show that majority of the respondents from SC/ST category knew about the sources of recruitment which includes internal and external sources. The chi square test analysis between the variables social category and information about sources of recruitment show that there is no association. The association is not significant.

67) The data analysis concludes that majority of the respondents were appointed permanently while 19% respondents are appointed temporarily. Also it was found that there is association between designation and nature of appointment.

68) It was found from the analysis that majority of the respondents from SC/ST category told that skills and qualification are the basis of selection of employees in private sector industries in study area. Whereas skills and experience are the basis for promotion of employees in the private industries in the study area. It shows that there is no association between social category and basis for selection

and social category and basis for promotion. The association is not significant and level of significance is P=0.284 and P= 0.191.

69) The data analysis shows the association between social category and HR practices. Most of the respondents said that they are getting salary/wages as per the job but in certain cases it was found that the respondents are not getting salary as per job because of various reasons such as nature of work, lack of skills, lack of ability, and prejudiced mindset of the employer. The level of significance is P= 0.017.

70) It was appear in the data analysis that SC/STs were allowed to participate in the decision making process of the organization by giving representation in disciplinary committee as per majority of the respondents. It shows there is no association between the two variables social category and nature of participation. The level of significance is P= 0.300.

71) The data analysis display that majority of the respondents from SC/ST category were encouraged their new ideas sometimes by the superior officials to enhance their potential. It was found that there is no association between social category and superior officials encourage new ideas to enhance potential of the respondents.

72) It was evident from the data analysis that most of the respondents from SC/ST category were supported by the peer workers. The peer workers encourages new ideas of the respondents and help to enhance their potential. It was also found that there is no association between social category and peer workers encourage new ideas to enhance their potential. The level of significance is P= 0.824.

73) Through the data analysis it was found that majority (33%) of the respondents from SC/ST category were given concern by their superior officials for the growth. It shows the association between the two variables social category and superior officials concern towards growth. The association is not significant and level of significance is P = 0.373.

74) It was found from the study that majority of the respondents from SC/ST category were encouraged by the management for innovative work. The management of some of the organizations sometimes encourage respondents for

their innovative work. It shows there is no association between social category and management encourages the innovative work. The level of significance is P= 0.754.

75) The study shows that the variables social category and opportunity to make suggestions to improve the quality of product are independent. The level of significance is P= 0.850.

76) The data analysis show the association between social category and welfare facilities. Majority (160) of the respondents say that there is no discrimination in giving various welfare facilities.

5.3 Suggestions

This study revealed a large difference between social groups there is a need to promote educational opportunities for socially backward sections of the population.

Suggestions for Government

The government should ensure that the disadvantaged groups of the society get full participation in schooling as they have high incidence of low literacy. Therefore, policies should be aimed to reduce inequalities in access to education.

The study revealed urgent need for the Social work intervention to improve overall work culture and scenario in the private sector about the work participation of SC/STs in the study area.

The study suggests that the Government authority and CII should ensure that the private sector companies should undergo the above suggested Dalit discrimination check to reduce cases of caste discrimination in private companies.

The study suggests urgent need to train organization and Government agencies to look in to the matter of workplace discrimination in the study area.

The study suggests effective enforcement institutions, positive action, unbiased education, training and employment services, and data to monitor progress, are also necessary. The mix of policies and instruments is essential whatever the form of discrimination.

Suggestions for Management

The study recommends need to improve HR Practices and Management practices in the private sector organizations selected for the study.

The study proposes that the private sector companies should use the Dalit Discrimination Check a tool which has been developed to address caste discrimination in employment.

Suggestions for NGO

The study proposes Focus Group Discussion (FGDs) along with the staff of private sector industries and its management by the faculty member of Social Work during the Social Work training to made students aware about various issues due to workplace discrimination.

The study suggests the trade union should also take initiative to monitor the issues relating to work participation of SC/ST in private sector companies.

The study proposed need for In-depth qualitative research on the same area for further effective Social work intervention.

5.4 Proposed areas of social work intervention-

A person's self-esteem, sense of well-being and prosperity is, in some way, linked to his job. Today, we are into critical situation of job upheavals, economic restructuring, competition downsizing, which have weakened the 'social safety nets' around us. Workers in all settings are faced with multitude of problems, which come in the way of their effective performance and overall productivity. The skills, techniques and knowledge of social work, which has so far been offered to the poor and destitute, can be put to great use in enhancing the ability of human resources to improve the world of work. Counseling, group work, research, policy analysis, program development and planning, need assessment and other such social work techniques can be used by business and industry to increase productivity and overall organizational effectiveness. Social work integrates into it, knowledge and practice insights from sociology,

education, clinical psychology, labor relations, organizational behavior, etc., which can provide answers to the problems of workplace.

Today, it is not only the production or sale of goods and services that is the managements' concern, but the social climate inside the organization, the work structure and the mental health of the employees is of equal concern.

Social work intervention can help in improving the social climate and quality of human relations in private industrial organizations. Human relations propose in general that productivity should be achieved by means of building and maintaining employee dignity and satisfaction rather than at the cost of these values. In social work, human dignity is always upheld and man is helped to integrate and adapt to his social environment that is to resolve the issues relating to work participation of SC/ST in private industrial sector.

Social work intervention in industrial sector can be at micro and macro level. At micro level, the social worker can provide treatment to the worker and his family, employer and union members. Help may be given in relation to problems related to work, self and others around them, such as job performance, job satisfaction, absenteeism, conflict situations as may be related to caste discrimination etc. Further problems, such as anxiety, depression, phobia, mental disturbance, substance abuse, marital and family conflict, may also be attended to. At the macro level, at organizational intervention where the social worker provide individual and group consultation to supervisors and managers at all levels to understand the government initiatives to improve work participation of SC/ST , to understand of human behavior at work place, inter personal relations.

The intervention is in the form of proposing a new job design which allows employees to perform their work within healthy work environment. Organizing and planning of the services at the preventive, developmental and curative levels helps the organizations to improve the work participation of SC/ST. It is through an open and sensitive approach, the intuitive social worker can positively integrate the social work objectives with the management objectives. However, the social work intervention in business and industry, depend upon:

1) The attitude of the management;

2) the quality of the goodness of bet between needs of business and the extent to which these needs can be addressed by social work;

3) Cost effectiveness of the services provided.

Applicability of Social Work Methods

The relevance and suitability of social work methods can be justified on the basis of the contribution, these methods can make towards the realization of the objectives of the business organization. Divergent views have been expressed on this issue; some experts feel that these methods have little contribution to make in profit oriented setting of business and industry. According to them, "In industry, we essentially pursue the commercial activities, economic propositions, hard accounting business and complicated machines, then how does social work figure here?" To this, we can say that social work today extends to all strata of society. It is a science having a body of knowledge and an art having specialized techniques and skills of practice that are relevant to any problem situation at any level. It is an enabling process and any area, where it can fulfill its role, is relevant to it. The working class cannot be excluded from its purview. There may be limitations for its practice in industry, but similar limitations exist for the practice of these methods in some of the primary settings in India. The three primary methods of social work, namely, social casework, social group work and community organization can be fruitfully used in business and industry. Social worker, apart from economic causes, study the socio-cultural and psychological causes of personal problems in industry. The social work intervention helps to bring about adjustment between men and women in business and their work situations.

Social Casework- Social casework is effectively used in situations of individual problems, at work place during induction, grievance situations, transfer cases, leave needs, absentee situations, problems due to job loss, retirement, etc. It is also useful in accident cases, cases of indiscipline. This primary method of social work can be effectively applied at two levels:

1) Difficulties and problems arising due to adjustment to family life due to any psychological, economic and cultural factors.

2) Difficulties arising out of adjustment to work life due to environment, personality problems, organization structure and programs, etc.

Social Group Work- Group interaction can be used as an effective tool for helping employees to understand themselves and improve their relations with those working around. Group work techniques can be used in certain group situations to help the group to aware them about the rules and regulations regarding human rights at work place, discrimination at work place, attain their efficiency and objectives through a harmonious development of the group work process. It can be used in point consultation situations, such as labor management council, various committees, meetings, collective bargaining contexts, development implementations of several welfare programs inside and outside the workplace, building of group morale, improving inter personal relations etc. It can be used in educational programs and workshops for employees related to areas, such as coping with job related stress, work place relations between employees, family and marital stress, anxiety, drug abuse, etc.

Community Organization- Here the social worker can help business to understand the total community in which they live and utilize its resources to benefit the community on one hand and the organization on the other. The problems, such as lack of educational facilities, proper recreation, medical facilities within the workers community (SC/ST), can be attended by the social worker. Community consciousness and development are being given importance by the management where the skills of the professional social worker can be effectively used.

Social Action- Social action method is useful when the social worker act with the unions. Unions can use the social worker's knowledge and specialized skills in putting forth demands, negotiating peaceful strikes, serving and enforcing labor legislations, use of nondiscriminatory approach and practices at work place etc.

Social work Research- Social research is useful in industrial settings. The purpose is to collect and ascertain facts pertaining to a variety of issues and problems in industry

including problems related to the work participation of the SC/ST employees. It will help business to understand the realities in management-employee relation. Many a times, management takes piecemeal measures to counteract the inefficiency of the workers and may fail. But an integrated approach of social work may produce better results. The effort should be to just locate the factors that have created and contributed to the problem and, after a careful analysis, offer plausible solutions. A professional social worker, by using his research skills, can help the management solve problems related to work participation of SC/ST employees. It is not one method alone, but a fusion of all the above methods that truly help the business and industry, for a problem may not be a result of any one factor. It has to be studied in its totality. In such situations, a holistic approach of social work is very much needed. While handling specific problems, the casework help may be more effective, but some cases respond better when handled on a group or community level. A trained social worker, by using an integrated approach dwelling on his knowledge of human behavior and human relationships and applying the various social work skills and techniques, can tackle human problems successfully. He has to consider every worker as a whole---at the shop floor, at home, in the community.

There is plenty of scope for social work practice in industry. This is because the larger the organization, the more complex are the problems faced by human beings. In small organizations, employees have direct access to the managers and so many of their problems get sorted out early. In larger organizations, there is no such opportunity for the employees, as everything has to go through proper channels and, thus, they have access only to the supervisors and junior managers, who are not decision makers. Relationships between employees and management are more formalized and availability of the management to the employees is reduced. Paternalistic attitudes towards employees and authoritarian kind of approach seem more prevalent in organizations.

A social worker can help the employees from SC/ST categories to overcome their problems and continue to function as productive workers. According to M.M. Desai, the professionally trained social worker can develop programs at the following levels:

- Preventive and developmental
- Curative

Preventive and Developmental

The preventive and developmental programs are planned and implemented for all employees in the industries to improve their work participation.

1) Informal educational programs aimed at enlightening the workers on issues pertaining to work life like nondiscriminatory HR practices, industrial safety, functional literacy, social security, welfare facilities etc.

2) Promoting the use of labour laws for the proper recruitment practices.

3) Personal and environmental hygiene, etc.

4) Developing recreational programs like library services, prime sports gatherings, various skill competitions, exhibitions, film shows, etc. celebration of cultural festivals, supplementary income programs, hobby classes, vocational guidance programs, etc. for all employees.

Curative

Curative programs are aimed at handling problem situations faced by the individual worker by helping him to make maximum use of his own potentials and the resources offered by the industry and the community. These programs are used to help the work participation problems of SC/ST employees in industrial units. Counselling to the individual employees can be given for problems, related to team work, opportunities of development, provision of facilities also problems like alcoholism, indebtedness, and absenteeism, etc. The counseling services can be coupled with concrete assistance by the way of:

1) Securing medical help within or outside industry.

2) Planning the family budgets.

3) Helping employee family members in obtaining funds.

4) Seeking employment for worker's dependents.

5) Referring the worker/his dependents to welfare agencies in the community like child guidance clinic, marriage counselling bureaus, alcoholic anonymous groups and the like, wherever there is a need.

MODELS OF OCCUPATIONAL SOCIAL WORK

Straussner (1998) had developed a typology of FIVE models of occupational social work that may be useful to handle the situation at workplace. These models can also be useful in the issues related to work participation of SC/ST at work place.

Employee Service model

This model gives importance to worker's micro level system in which employees and their families function. In this model social work functions include counseling employees in the issues related to work participation and their families, providing educational programs to employees and referring employees to other agencies, implementing recreational programs, counseling with management regarding individual employee problems regarding work participation and training supervisors in recognizing and dealing appropriately with employee problem. The broad range of social, psychological, vocational and financial needs of workers and their families are meeting through direct service delivery in work place and labor sponsored settings.

Consumer Service Model

This model focuses in intervention at a broader level with in the same system. This model views employees as consumers and assist them in identifying needs and advocating getting these needs met. Social workers work with consumers' employees in assessing their needs, developing strategies to best meet the needs identified, identifying and providing community resources to meet the needs, serving as a liaison between consumer-employee group and social services agencies and developing outreach programs to meet employee needs.

Corporate Social responsibility Model

This model can be used to linkage the work organization resources to the wide range of community. It will play an increasing role in the activities carried out by occupational

social worker related to the SC/ST communities. Social workers broadened their activities within work organization to include the use of community organization skills in networking, needs assessment, and program development within the community related to SC/STs, in tandem with more traditional roles of advertisement and consultation in corporate giving endeavor. Social workers operating within the realm of this model work with the work place, community, and society in general in developing employees and their families.

Employee/work Organization Service model

This model is effectively used while there is need of changes in the workforce and structure of work organizations for the purpose of policy development and program planning. Social work consultation to organizations is helpful increasingly aimed at influencing work organization policy in the areas of health and safety practices, conflict meditation, benefit structures, training and development, and affirmative action.

Work-related Public Policy Model

Policy planning and analysis in the world of work has been identified as an area requiring further emphasis and development. The trends in the work place and among the work force identified the areas for social policy development in the world of work, including, training and educational needs within a given community or among the working age population as a whole, the effect of work place production processes an employee and community health, and the degree to which work organization human resources and health benefit policies meet the needs of a changing workforce and family structure. The issues of work participation of SC/ST employees, this model of work related public policy is useful and can be used.

5.5 Summary

This chapter focused on hypothesis testing, major findings and conclusions, suggestions to various stakeholders such as Government, Management and NGOs, proposed areas of social work intervention which covers the use of methods of social work, models to be used for intervention etc., summary and limitations of the study.

5.6 **Limitations** **of** **the** **Study**

1) Private sector is reluctant to respond to research regarding the caste issue at workplace, many managers have defended that caste doesn't matter at workplace and hence the researcher have to take more efforts to get permission to meet employees.

2) There is lack of recorded statistical data about the SC/STs working in the private industrial units.

3) Time period is one of the limitations for the study, as the study conducted during given limited time.

4) The employees were not responding properly due to issue of secrecy regarding various questions related to discrimination.

5) Money is another limitation because the activities of research need lots of money.

Though these limitations are there the researcher has tried at her level best to collect correct information.

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Abbreviations

CDI - Caste Development Index

CII - Confederation of Indian Industries

GPA - grade point average

HAL - Hindustan Aeronautics Ltd

IHDS - India Human Development Survey

ILO – International Labour Organization

ISO – International Standard Organization

ITI – Industrial Training Institute

LFPR – Labour Force Participation Rate

MBA – Management Business Administration

MIDC – Maharashtra Industrial Development Corporation

MNCs – Multi National Companies

MSEB – Maharashtra State Electricity Board

NICE – Nashik Industrial Co-operative Estate

OBC – Other Backward Classes

POSDCORB - **P**lanning, **O**rganizing, **S**taffing, **D**irecting, **C**o-**O**rdinating, **R**eporting and **B**udgeting

SC – Scheduled Caste

ST – Scheduled Tribe

SME – Small and Medium Enterprises

SS – Service sector

UK – United Kingdom

US – United States

WPR - worker participation rate

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Interview Schedule

A Study of problems in work participation of SC/STs in some selected private industrial units with reference to Nashik City

Ms. Pratibha B. Pagar   Dr. Prakash Yadav
  Research scholar   Guide

For Employees
Part A
Personal Details

1) Name (optional)

2) Address

3) Native Place

4) Age   __ year

5) Gender

　　　　1) Male
　　　　2) Female
　　　　3) Other

6) Education

　　1) Illiterate
　　2) Primary
　　3) Secondary
　　4) Higher secondary
　　5) ITI
　　6) Diploma
　　7) Graduate
　　8) Postgraduate
　　9) Other

7) Designation

8) Experience   _____ in years

9) Monthly Income

10) Caste

11) Religion

12) Social Category

    1) SC

    2) ST

13) Marital Status

    1) Married
    2) Unmarried
    3) Widower/ Widow
    4) Divorcee
    5) Deserted

14) **Part B Family Profile**

Sr. No.	Name	Age	Gender	Relation	Education	Income

Part C Information about Job

15) What is the nature of appointment?

    1) Permanent
    2) Temporary
    3) Contract
    4) Casual

16) Are you a----

    1) Skilled worker
    2) Semiskilled worker
    3) Unskilled worker

17) Nature of your Work---

1) Administrative
2) Technical
3) Supervisory
4) house-keeping
5) Cleaning/ Sweeping
6) Gardening
7) Other (_____)

18) Length of service in this organization ?

19) How did you get information about this job in this company?

1) Through Advertisement
2) From Friend
3) From relatives
4) Through Placement agency
5) Employment Exchange
6) Job Portals/ Internet
7) Other(_____)

20) Have applied for this job?

1) Yes
2) No

21) After applying, does the company called you or you approached the company?

22) Who interviewed you?

1) Head of the Dept.
2) Manager
3) Supervisor
4) Other (_____)

23) Have you been placed on a proper job as per your educational qualification after selection?

1) Yes
2) No

If yes, On which position?

If no, Why?

24) Which factor has given importance at the time of your selection?

1) Skills
2) Qualification
3) Experience
4) Nature of work
5) Other(_____)

xxx

Part D Information about Management Practices

25) Are you aware about the recruitment policy of your company?

    1) Yes
    2) No

26) Which of the following sources has been used by the company for recruitment?

    1) Internal
    2) External
    3) Both
    4) Don't know

27) Are you satisfied with the recruitment policy of the company?

    1) Fully Satisfied
    2) Satisfied
    3) Don't know
    4) Unsatisfied
    5) Fully unsatisfied

28) Does the company follow the law regarding nondiscriminatory practices regarding recruitment?

    1) Always
    2) Sometimes
    3) Never

29) Does your company inform you about the internal mobility/ promotion?

    1) Always
    2) Sometimes
    3) Never

30) How you have been informed about the opportunities of promotion in the job?

    1) Through Manager
    2) Through HOD
    3) Through Appointment Letter
    4) Not informed

31) The Promotion policy of the company is based on

    1) Skills
    2) Qualification
    3) Experience
    4) Nature of work
    5) Other

32) Do you feel that you have been discriminated while giving promotion?

    1) Always
    2) Sometimes
    3) Never

33) If you feel always, why?

      1) You belonged to scheduled caste / tribe
      2) Lack of skills for the job
      3) Lack of the ability for the job
      4) No fluency in English

34) Is there the practice of job rotation in your company?

      1) Yes
      2) No

If yes, please mention the duration?

      1) After every two months
      2) After every three months
      3) After every six months
      4) Every year

35) Did you get salary/payment as per your job profile?

      1) Yes
      2) No

If no, why?

      1) Nature of work
      2) Lack of skills
      3) Lack of ability
      4) Prejudiced mindset
      5) Other (_____)

36) Are you satisfied with the salary/payment you are getting?

      1) Fully Satisfied
      2) Satisfied
      3) Don't know
      4) Unsatisfied
      5) Fully unsatisfied

37) On what basis there is wage difference in your company?

      1) Nature of work
      2) Skills
      3) Experience
      4) Qualification
      5) Caste
      6) Other (-------------------)

38) Do you agree that there is discrimination in wages in the company?

    1) Fully agree
    2) Agree
    3) Not know
    4) Disagree
    5) Fully disagree

39) Are you aware about the transfer policy of the company?

    1) Yes
    2) No

40) What is the basis for the transfer?

    1) Nature of work
    2) Expected Skills
    3) Qualification
    4) Experience
    5) Caste
    6) Any Other (_____)

41) Do you agree that there are inter departmental transfers on discriminatory basis in the company?

    1) Fully agree
    2) Agree
    3) Don't know
    4) Disagree
    5) Fully disagree

42) Does the company provides equal opportunities of training to all the employees?

    1) Always
    2) Sometimes
    3) Never

If never, why?

Sr. No.	Question	Always	Sometimes	Never
43	Do you feel that superior officials encourage your new ideas to enhance your potential?			
44	Do you feel that peer workers encourage your new ideas to enhance your potential?			
45	Do you feel that superior officials concerns towards your growth?			
46	Do you feel that incentive would enhance your potential?			
47	Whether your management encourages the innovative work of the employees?			
48	Do you get the opportunity to make suggestions to improve the quality of product?			
49	Do you get the opportunity to make suggestions to improve cleanliness, and safety of the work place?			
50	Have you got the opportunity to discuss about the importance of working as a team in your company?			
51	Does the company communicate clearly about the workplace expectations to all the employees?			
52	Does the SC/ ST employees are allowed to participate in decision making process?			
53	Whether your management creating harassment free work environment in your company?			

54) Are you satisfied with the performance appraisal system in your company?

1) Fully Satisfied
2) Satisfied
3) Don't know
4) Unsatisfied
5) Fully unsatisfied

55) Do you agree that the Management gives you opportunities do your task as per your own way of work?

1) Fully agree
2) Agree
3) Not know
4) Disagree
5) Fully disagree

56) Does the company have a policy for disciplinary action?

      1) Yes

      2) No

57) Do you agree that the disciplinary action in the company is nondiscriminatory in nature?

      1) Fully agree

      2) Agree

      3) Not know

      4) Disagree

      5) Fully disagree

58) Have you experienced any discriminatory behavior from the upper caste colleagues?

      1) Yes

      2) No

If yes, what type of behavior you experienced?

      1) Comments regarding the caste / category

      2) Harassment

      3) Extra work

      4) Do not eat food with you

      5) Did not involve you in the chatting and recreational activities

      6) Other (_____)

59) Do you agree that the management handle the complaints about discrimination properly?

      1) Fully agree

      2) Agree

      3) Not know

      4) Disagree

      5) Fully disagree

60) Does the company take action against any employee for discriminatory behavior?

      1) Always

      2) Sometimes

      3) Rarely

      4) Very rarely

      5) Never

61) If action is not taken what is your reaction?

      1) Complaint to the trade union

      2) Complaint to Govt authority

      3) Take help from other agencies

      4) Other (   )

62) Are there any disciplinary committee in the company?

      1) Yes

      2) No

63) Does the disciplinary committee contain representatives from SC/ ST employees?

    1) Always
    2) Sometimes
    3) Never

If not, why?

64) How , SC/ST employees participate in decision making process?

    1) Representation in Works committee
    2) Representation in Disciplinary committee
    3) Representation in Canteen committee
    4) Representation in trade union
    5) Other (   )

65) Are you aware about the various labor laws for the protection of the rights of the workers?

    1) Yes
    2) No

66) Do you agree that there is discrimination while taking legal action in the company?

    1) Fully agree
    2) Agree
    3) Not know
    4) Disagree
    5) Fully disagree

67) Have you experience such discrimination during disciplinary action?

    1) Always
    2) Sometimes
    3) Never

68) If yes, what type of action has taken?

    1) Demotion
    2) Dismissal
    3) Hold increment
    4) charged fine

69) Have you been given layoff?

    1) Yes
    2) No

If yes, why?

    1) Due to poor economic condition of the company
    2) Merger/ takeover of the company
    3) Discriminatory approach
    4) Other (_____)
    5)

70) Do you agree that there is discrimination in giving following facilities to SC/ST employees?

Sr.no.	Opinion Facilities	Fully agree	Agree	Not know	Disagree	Fully disagree
1.	Clothing/uniform					
2.	Canteen					
3.	ESI					
4.	Standard of cleanliness					
5.	Ventilation					
6.	Lighting arrangements					
7.	Protective measures					
8.	Drinking water					
9.	Sanitation facilities					
10.	Rest room					
11.	Recreation activities					
12.	Crèches					

71) Do you agree that there is gender discrimination in the company?

    1) Fully agree
    2) Agree
    3) Not know
    4) Disagree
    5) Fully disagree

72) Give your suggestions regarding the work participation of SC/STs in industrial organization.

_____

_____