

Patterns of Employment in Rural Marathwada

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Abstract

The present study is an attempt to find out the patterns of rural employment in Marathwada. The total 287 households from twelve villages of six districts of Marathwada were selected for the collection of primary data to find out the patterns of rural employment in Marathwada. The study used descriptive statistics for the purpose of data analysis. To find out the statistical difference in land holdings, pattern of employment among various social groups the chi-square test (5 % significance level) is used. The multinomial regression analysis is used to analyse determinants of pattern of employment in rural Marathwada. The study found high significant differences among various social groups in case of access to land, employment pattern in rural Marathwada and caste, landholdings are the significant determinants of employment pattern in rural Marathwada. Most of the Scheduled castes were landless and depended upon farm and non-farm casual wage employment. Migration was also relatively high among scheduled castes for casual employment. To augment the operational holdings of small and marginal farmers, the process of land lease in and lease out should be eased. The government land or common land should be made available to landless scheduled castes on priority basis. Giving access to credit and encouraging self-employment activities in partnership with other social group members can be an important initiative to generate non-farm self-employment among scheduled castes.

Keywords: Rural Landlessness, Farm Casual Employment, Non-Farm Casual Employment, Non-Farm Self Employment, Rural Migration

1. Introduction

Economic development is often equated with structural transformation of the economy where relative share of agricultural sector both in national income and labour force declines while that of industrial and service sectors increase (Staatz and Eicher 1984). But in rural areas due to institutional rigidities and differential access to economic assets, the impact of structural transformation is not always uniform across rural groups (Saleth 1977). While generating income and employment through public works, which is irregular and low productive, India neglected the importance of creating the regular income-employment opportunities in securing better livelihood to crores of people in rural areas. The inequality of land ownership in rural India didn't get the much desired attention, which could be observed in failure of land reform programmes. Thus, there are deep inequalities of land ownership, employment opportunities, and wages in rural India (Gerry 2020). Despite constitutional measures and affirmative actions, scheduled castes and tribes are discriminated in access to better employment earnings. The scheduled castes and tribes population is more than 16 per cent and 7 per cent respectively of the total population in India (GOI 2011). But their employment share in total employment is proportionately less than their population share. Most of the scheduled castes and tribes are landless in rural India. They are less in number in farm and non-farm self-employment in rural areas. There is the strong correlation between the scheduled castes and tribes household and

being wage-labourers in rural India (Jha 1997). Even the most of the bonded labour come from Scheduled Castes followed by Scheduled Tribes (Sarma 1981). Most of the studies about rural employment focus on the conditions of agricultural workers, gender wage discrimination in agriculture. There are some studies on the growth of rural employment particularly rural non-farm employment, trends in rural employment (Himanshu 2011, Shukla 1992), and determinants of rural non-farm employment (Sharma et. al. 2009, Bhaumik 2007). Other studies focussed on rural employment diversification (Bhaumik 2002), and shift of rural workforce from agriculture to non-farm sector (Ghuman 2005). Even some researchers have tried to link growth of rural non-farm employment and its impact on rural poverty (Unni 1998, Lanjouw and Shariff 2004). There is dearth of studies showing diversification of employment among various social groups. The present work is an attempt to study patterns of employment among various social groups in rural Marathwada. It also studies access to education, capital and land among different social groups in rural Marathwada. The nature of rural migration is also given due emphasis in the present study.

2. Theoretical Background

Caste plays dominant role in rural areas in the determination of patterns of employment among various social groups. The caste system assigns certain social and economic rights to each caste. These social and economic rights given to castes are unequal, hereditary and hierarchical. The Caste system gave ownership of the means of production in the hands of superior castes and physical labour to the lower castes. Caste is not merely a division of labour but also a division of labourers (Dr. Ambedkar, 1979). Caste plays an important role in the determination of patterns of employment among various social groups in rural India. In rural India upper castes are land-owners, middle ranked castes are farmers & artisans and lower castes, scheduled castes are labourers doing manual jobs (Beteille, 1996; Dumont, 1970; Bayly, 1999). Thus caste in India is not only a social category but is also an economic and occupational category. The low classes are also discriminated in case of total employment days and wages.

3. Research Methodology

The primary data was collected from twelve villages of six districts of Marathwada. These taluqas and districts were selected on the basis of high proportion of main workers population. These six districts are Aurangabad, Jalna, Beed, Osmanabad, Nanded and Hingoli. From each taluqa two villages were selected having sizable Scheduled Caste population i.e. at least twenty per cent of the Scheduled Caste population in the village and more than 50 per cent main workers population in the village (main workers have employment days of more than 183 days in a year). The villages were also selected on the basis of its distance from urban area. From each taluqa one village was selected having less than fifteen kms. distance from urban area and other village was having distance of more than fifteen kms. from urban area. Shendurwada and Akoliwadgaon were two villages from Gangapur taluka of Aurangabad, Kaudgaon and Dhangar Pimpri were villages from Ambad taluka of Jalna, Telewadi and Sawargaon from Majalgaon taluka of Beed, and Pardi & Izora were the two villages of Washi taluka of Osmanabad. The Malhiwara and Bhatsawangi were the villages from Hingoli taluka and district and from Ardhapru taluka of Nanded district Kondha and Umari villages were selected. The study selected five per cent of the village households randomly for collecting primary data through schedule. Out of the total selected households from villages one-third were Scheduled Caste households, one-third were other backward castes and remaining one-third were high caste Hindus. Thus total 287 households from twelve villages of six districts of Marathwada

were selected for the collection of primary data to find out the patterns of rural employment in Marathwada. The study used descriptive statistics with the help of SPSS for the purpose of data analysis. To find out the statistical difference in land holdings, pattern of employment among various social groups the chi-square test (5 % significance level) is used. Also the Multinomial Logistic Regression is carried out to find out determinants of land holdings and employment pattern in study area. The important observations about the socio-economic conditions, land holdings and employment patterns among different social groups in rural Marathwada are discussed below.

4. Basic Information of Households:

Out of total 287 respondents 97 (33.8 per cent) respondents belong to high caste Hindus category followed by 96 (33.4 per cent) Scheduled castes and 94 (32.8 per cent) respondents belonged to other backward castes. Out of these 287 household heads, 121 (42.2 per cent) belonged to the age group of 50-60, while 77 (26.8percent belong to the age group 30-40 Years old). Out of these 287 households, 284 (99 per cent) households have opened their bank account. It was found that 279 (97.2 per cent) of the surveyed households reported to have ration cards. Out of 287 households 150 (53.8 per cent) households reported to have APL ration cards, While 127 (45.5 per cent) households reported BPL cards. It is observed that poverty was considerably high among scheduled castes compared to high caste OBCs and high caste Hindus. Thus poverty level was sharp among scheduled castes relative to other social groups. 67.7 per cent households among SCs were living below poverty line followed by OBCs (41.5 per cent) and lowest poverty was observed among high caste Hindus (27.7 per cent).

Educational Status:

Table No. 1: Social Group Wise Classification of Household Heads (Male) Education Level

Social Groups	Education Level						Total
	Illiterate	Primary	Secondary	Higher Secondary	Graduate	Post-Graduate	
SC	33 (34.4%)	28 (29.2%)	24 (25.0%)	9 (9.4%)	0 (.0%)	2 (2.1%)	96 (100.0%)
OBC	31 (33.0%)	25 (26.6%)	26 (27.7%)	9 (9.6%)	3 (3.2%)	0 (.0%)	94 (100.0%)
HCH	20 (20.6%)	26 (26.8%)	30 (30.9%)	15 (15.5%)	5 (5.2%)	1 (1.0%)	97 (100.0%)
Total	84 (29.3%)	79 (27.5%)	80 (27.9%)	33 (11.5%)	8 (2.8%)	3 (1.0%)	287 (100.0%)

Source: Primary data collected through field survey, October-March 2020-21.

Parthasarathy (1991) and Ramchandran et. al. (2001) studies found that the literacy levels in the village were low and marked by inequalities of class, caste and gender. Thus the scheduled castes and women are the most illiterate in rural areas. The study found that 84 (29.4 per cent) of the respondents were illiterate. The illiteracy was relatively high among scheduled castes (33.4 percent) and other backward castes (33 per cent), but illiteracy was low among high caste Hindus (20.8 per cent).

Table No. 2 Social Group Wise Classification of Female Education Level

Social group	Female Education Level						Total
	Illiterate	Primary	Secondary	Higher Secondary	Graduate	Post-Graduate	
SC	45 (46.9%)	32 (33.3%)	14 (14.6%)	1 (1.0%)	3 (3.1%)	1 (1.0%)	96 (100.0%)
OBC	46 (48.9%)	26 (27.7%)	13 (13.8%)	5 (5.3%)	4 (4.3%)	0 (.0%)	94 (100.0%)
HCH	34 (35.1%)	24 (24.7%)	27 (27.8%)	8 (8.2%)	4 (4.1%)	0 (.0%)	97 (100.0%)
Total	125 (43.6%)	82 (28.6%)	54 (18.8%)	14 (4.9%)	11 (3.8%)	1 (.3%)	287 (100.0%)

Source: Primary data collected through field survey, October-March 2020-21.

Above table shows the high illiteracy among women relative to males across various social groups. It is found that total 43.6 per cent of the females were illiterate, but illiteracy was highest among OBCs (48.9 per cent) followed by SCs (46.9 per cent). Among various social groups the illiteracy was found to be lowest among high caste hindu females (35.1 per cent). It was also observed that compared to males, less females could attain education above higher secondary level. The illiteracy among women was relatively high compared to their male counterparts across various social groups. It was also observed that compared to males, less females attained education above higher secondary level. The total 43.6 per cent of the females were illiterate, but female illiteracy was highest among OBCs (48.9 per cent) followed by SCs (46.9 per cent). Among various social groups the illiteracy was found to be lowest among high caste Hindu females (35.1 per cent).

Housing Facility:

The living condition of the households is also one of the major factors to know the social, economic and health situation in rural areas. It was found that out of 287, 192 (66.9 percent) of the households were living in the Pacca houses, whereas one-third of the total households were living in kacchha houses. Compared to high caste Hindus (27.8 percent) more proportion of scheduled castes (35.4 percent) and OBC (36.2 percent) households had kacchha houses. It was observed that 91.3 per cent (262) houses were self-built houses and only 8.4 per cent (24) households built houses through government housing scheme in rural areas of Marathwada. 16 (66.7 per cent) out of 24 houses built with the help of government scheme were of scheduled castes. The most of the houses in rural Marathwada are of 1-2 rooms only (64.5 per cent) followed by 3-4 rooms houses (31.0 per cent). Four fifth of the scheduled caste houses and two-third of the OBCs were of 1-2 rooms houses. On the other hand 44.3 per cent of the high caste Hindus lived in 3-4 rooms houses, followed by OBCs (27.7 per cent) and only one-fifth of the scheduled caste families lived in houses having 3-4 rooms.

Table No. 3: Social Group Wise House Wall Material

Social Groups	House Wall Material						Total
	Mud & Brick	Stone & Mud	Wood material	Tin	Cement & Brick	Other	
SC	18 (18.8%)	4 (4.2%)	3 (3.1%)	10 (10.4%)	57 (59.4%)	4 (4.2%)	96 (100.0%)
OBC	24 (25.5%)	3 (3.2%)	1 (1.1%)	15 (16.0%)	47 (50.0%)	4 (4.3%)	94 (100.0%)
HCH	11 (11.3%)	3 (3.1%)	4 (4.1%)	16 (16.5%)	61 (62.9%)	2 (2.0%)	97 (100.0%)
Total Count	53 (18.5%)	10 (3.5%)	8 (2.8%)	41 (14.3%)	165 (57.5%)	10 (3.4%)	287 (100.0%)

Source: Primary data collected through field survey, October-March 2020-21.

The study found that majority of the houses (57.5 per cent) used cement and brick combination as wall material, followed by mud-brick combination (18.5 per cent) and tins (14.3 per cent). It is observed that 62.9 per cent of the high caste Hindu houses walls are made up of cement and brick, followed by scheduled castes (59.4 per cent) and OBCs (50.0 per cent). The use of mud and brick as wall material was high among high caste OBCs (25.0 per cent) followed by scheduled castes (18.8 per cent).

Its use was least in high caste Hindu houses wall material (11.3 per cent).

Table No. 4 Social Group Wise House Roof Types

Social Groups	Types of Roof					Total
	Grass	Mud	Wood	Tin	Cement Concrete Roof	
SC	1 (1.0%)	1 (1.0%)	1 (1.0%)	83 (86.5%)	10 (10.4%)	96 (100.0%)
OBC	2 (2.1%)	2 (2.1%)	1 (1.1%)	71 (75.5%)	18 (19.1%)	94 (100.0%)
HCH	2 (2.1%)	0 (.0%)	1 (1.0%)	58 (59.8%)	36 (37.1%)	97 (100.0%)
Total	5 (1.7%)	3 (1.0%)	3 (1.0%)	212 (73.9%)	64 (22.3%)	287 (100.0%)

Source: Primary data collected through field survey, October-March 2020-21.

Out of 287 surveyed households 73.9 per cent house roofs were made up of tin, followed by cement-concrete (22.3 per cent). 86.5 per cent of scheduled castes house roofs and 75.5 per cent of OBCs house roofs are of tins, but this percentage was low among high caste Hindus (59.8 per cent). More proportion of high castes Hindu houses (37.1 per cent) were built of cement concrete roof, followed by OBCs (19.1 per cent) and only 10.4 per cent scheduled castes houses roofs were of cement concrete material.

Access to Basic Amenities:

Access to electricity is a good indicator of the socio-economic development of the households. The study found that in case of high caste Hindus and OBCs, access to electricity was 100 per cent. But in case of scheduled castes 93.8 per cent households had access to electricity. 86.6 per cent of the high caste Hindu families had access to pucca roads followed by OBCs (73.4 per cent) and relatively less number of scheduled castes (68.8 per cent) had access to pucca roads. Good health is closely related to the availability of clean drinking water supply and

sanitation facilities. The study found that out of 287 households, 193 (67.2 per cent) of households had access to tap water as a principle source of drinking water. 65.6 per cent of the SC households had access to tap water facility followed by OBCs 69.1 per cent and high caste Hindu (67 per cent) households. Common well was also important source of drinking water for scheduled caste families (21.9 per cent) and high caste Hindus (12.4 per cent). 13.8 per cent of OBC families and 12.4 per cent of high caste hindus also depended upon bore-well for drinking water. The government of Maharashtra and India are trying to improve private toilet coverage in rural areas over the past several decades. In rural Marathwada 86.4 per cent of households had access to in – house toilet facility. It was observed that family having a toilet facility does not always imply its use due to lack of water. In case of high caste hindus 92.8 per cent households have access to in - house toilet facility, but only four-fifth of the OBC and schedules caste households had this facility. The poor drainage system and poor sanitation are the biggest issues in various villages across the rural areas. The study found that out of 287 HHs, 205 (71.4 per cent) households had drainage facility. In case of OBCs and high caste hindus, 77.3 per cent of households had access to drainage facility, but in case of scheduled castes it was observed that only 60 per cent households have this facility. It shows the sharp discrimination of village administration in providing infrastructure facilities to scheduled castes.

There was significance difference in availability of two wheelers access across social groups. 33.0 per cent of high caste hindus owned two wheelers, whereas only 7.3 per cent of scheduled castes and 6.4 per cent of OBCs owned it.

Access to Livestock Capital:

The livestock plays an important role in the rural as well as farmers economy. The landless and marginal farmers depend upon livestock as a source of income. It is difficult to maintain livestock due to high cost of rearing. 64.6 per cent of scheduled castes do not own livestock in rural Marathwada, whereas this number was 46.8 per cent for OBCs and 40.2 per cent for high caste hindus. The more number of livestock were owned by households with the higher social status. Thus the affordability of owning livestock increased with the social status.

5. Pattern of Land Holdings:

Landlessness in India depend upon the social status, most of them are scheduled castes Jhodka (1994; Som 2005). The lower castes who possess land are mostly marginal farmers (Mohanty 2001). Around 86 per cent of total holding are marginal and small constituting 46 per cent of operated land (Agricultural Census, 2015-16). As per agricultural census 2015-16 the average size of operational holding has declined to 1.08 hector in 2015-16 as compared to 1.15 hector in 2010-11.

Table No. 5 Social Group Wise Land Holdings

Social Groups	Land Holding						
	Landless	Sub marginal	Marginal	Small	Medium	Large	
SC	54 (56.2%)	25 (26.0%)	13 (13.5%)	3 (3.1)	1 (1.0)	0 (.0)	96 (100.0%)

OBC	39 (41.4%)	25 (26.6%)	17 (18.1%)	8 (8.5%)	4 (4.3%)	1 (1.1%)	94 (100.0%)
HCH	14 (14.5%)	17 (17.5%)	32 (33.0%)	15 (15.5%)	18 (18.5%)	1 (1.0%)	97 (100.0%)
Total	107 (37.2%)	67 (23.3%)	62 (21.6%)	26 (9.1%)	23 (8.1%)	2 (0.7%)	287 (100.0%)

Note: Chi-square Test at Significance level 5 per cent, p value = 0.000

Source: Primary data collected through field survey, October-March 2020-21.

Overall Indian economy has traditionally been characterised as an agrarian economy with majority of its population living in the rural areas and are dependent on their farms to earn their livelihood. The above table indicate that out of 287 respondents, 107 (37.2 per cent) are landless in Marathwada, most of scheduled castes were landless 54 (50.5 per cent), followed by OBCs 39 (41.4 per cent) and from high caste Hindus only 14 (14.5 per cent) were landless. Whereas 33 per cent households from high caste Hindus were marginal landholders, 15.5 per cent were small and 16.5 per cent were medium land holders. It is observed that there is social group wise significant difference (p value 0.000 at 5 per cent level) in the land holdings in Marathwada. The land holding size increased with the social status in rural Marathwada.

Determinants of Land Holdings in Rural Marathwada: Multinomial Logistic Regression

Table No. 5 (A) Determinants of Land Holdings in Rural Marathwada

Land Holding Size	B	Std. Error	Wald	Df	Sig.	Exp(B)	95% Confidence Interval for Exp(B)	
							Lower Bound	Upper Bound
Landless Intercept	.172	.339	.257	1	.613			
[Social_group=SC]	3.817	1.065	12.853	1	.000	45.474	5.642	366.488
[Social_group=OBC]	1.956	.582	11.292	1	.001	7.074	2.260	22.141
[Social_group=HCH]	0 ^b	.	.	0	.	.	.	.
Marginal Intercept	1.119	.288	15.109	1	.000			
[Social_group=SC]	2.518	1.053	5.718	1	.017	12.408	1.575	97.767
[Social_group=OBC]	1.009	.554	3.319	1	.068	2.743	.926	8.121
[Social_group=HCH]	0 ^b	.	.	0	.	.	.	.
Small Intercept	-.208	.373	.309	1	.578			
[Social_group=SC]	1.306	1.214	1.159	1	.282	3.692	.342	39.837
[Social_group=OBC]	.208	.734	.080	1	.777	1.231	.292	5.192
[Social_group=HCH]	0 ^b	.	.	0	.	.	.	.

Notes: a. The reference category is: medium land holding size

b. This parameter is set to zero because it is redundant.

N = 287, Nagelkerke Pseudo R-Square Value = 0.160, Model Fitting information - Likelihood Ratio Tests chi-square significance value = 0.000, Classification Table total value = 50.5 Per cent

Source: Authors Calculations

The multinomial log regression analysis was performed to examine the influence of caste on land holding in rural Marathwada. The dependent variable is size of land holding which includes landless, marginal, small and medium farmers. Independent variables are social categories like SCs, OBCs, high caste Hindus. The null hypothesis is that there is no significant difference between the null model and final model. The model fitting information shows significant value less than 0.05, so the null hypothesis is rejected, it means that the final model is fit. The likelihood ratio tests which are significant show that the caste has significant impact on size of land holdings. The Pseudo R square which is between 0 to 1 shows the variation in dependent variable explained by independent variables. If it is 0 it means there is no variation and if it is 1 then there is perfect variation. The Pseudo R square (Nagelkerke value = 0.160) shows variation in dependent variable is explained by the independent variables. The classification table also shows that independent variables classifies 50.5 per cent variations in dependent variable. The log regression analysis shows that relative to medium landholding size, the scheduled castes households are more likelihood to be in the group of landless, marginal land holders than high caste hindus. The relationship between scheduled castes being landless, marginal land holders was found to be significant.

Table No. 6 Social Group Wise Sources of Irrigation

Social Groups	Sources of Irrigation				Total
	Wells	Borewells	Dam	River	
SC	6 (66.7%)	2 (22.2%)	1 (11.1%)	0 (.0%)	9 (100.0%)
OBC	13 (50.0%)	9 (34.6%)	3 (11.5%)	1 (3.8%)	26 (100.0%)
HCH	23 (46.9%)	19 (38.8%)	4 (8.2%)	3 (6.1%)	49 (100.0%)
Total	42 (50.0%)	30 (35.7%)	8 (9.5%)	4 (4.8%)	84 (100.0%)

Source: Primary data collected through field survey, October-March 2020-21.

The lower castes land was of poor quality and with no access to irrigation (Srivastava 1999). The study showed that 46.7 per cent of household land was under irrigation. In case of scheduled castes only one-fourth of households land was under irrigation, whereas this number was 44.4 per cent in case of OBCs and 59.5 per cent in case of high caste Hindus.

The failure of the tenancy reforms has severely affected the land rental market in rural Marathwada as well. The study observed very less number of tenancy contracts in rural Marathwada. Out of studied households only 4.2 per cent of the households have rented in land and 1.2 per cent of the households have rented out land for agricultural purpose. These households rented in land up to five acres.

6. Pattern of Employment

Scheduled Castes form the major part of agricultural & non-agricultural workforce and are less in self-employment in agriculture and non-agriculture sector in rural areas (Rajni 2007; Narasimham and Bhairavamurthy 2014). They are compelled to carry out their traditional, low capital and hereditary occupations (Jodhka and kumar 2017) and not allowed to change their occupation (Throat 2002, Mathew 2003). The other backward classes are more involved in self-employment in non-agriculture sector in rural areas (Sharad 2009; Reddy 2011).

Table No. 7 Social Group Wise Employment Pattern

Social Groups	Employment Pattern							Total
	Self Empl. in Agri.	Casual Labour in Agri.	Self Empl. in Agri. & Casual Labour in Agri.	Non-Farm Self Empl.	Non-Farm Casual Labour	Regular salaried	Annual Farm Servant in Agri.	
SC	11 (11.5%)	39 (40.6%)	26 (27.1%)	5 (5.2%)	11 (11.5%)	4 (4.2%)	0 (.0%)	96 (100.0%)
OBC	28 (29.8%)	13 (13.8%)	16 (17.0%)	25 (26.6%)	11 (11.7%)	0 (.0%)	1 (1.1%)	94 (100.0%)
HCH	49 (50.5%)	8 (8.2%)	23 (23.7%)	11 (11.3%)	2 (2.1%)	3 (3.1%)	1 (1.0%)	97 (100.0%)
Total	88 (30.7%)	60 (20.9%)	65 (22.6%)	41 (14.3%)	24 (8.4%)	7 (2.4%)	2 (.7%)	287 (100.0%)

Note: Chi-square Test at Significance level 5 per cent, p value = 0.000

Source: Primary data collected through field survey, October-March 2020-21.

A study by Saleth (1997) found that income benefits of rural transformation depended more on asset ownership than employment shares. The rural poor groups are involved in low wage employment, so their income is limited with employment diversification. The rural transformation benefitted to groups having strong access to economic resources like land and livestock. They get better non-farm employment in government jobs, trade and business etc. The present study also shows the significant difference in the pattern of employment among various social groups in rural marathwada. The study found that out of 287, 88 (30.7 per cent) households were self-employed in agriculture followed by agricultural casual labour, non-farm self-employment and non-farm casual labour. Most of the high caste Hindus were involved in agricultural activities followed by OBCs. The scheduled castes were least in self-employment in agriculture but they were highest in number as a casual labour in agriculture. Almost one-fourth of the OBC households were involved in non-farm self-employment, followed by high caste Hindus (11.3 per cent). Only 5.2 per cent scheduled castes households were self-employed in non-farm sector. In non-farm casual labour, 11.7 per cent OBCs and 11.5 per cent scheduled castes households were involved. Only 2.1 per cent of high caste Hindus were working as non-farm casual labourers. 4.2 per cent of the scheduled castes and 3.1 per cent of the high caste Hindus were employed in regular salaried jobs. Agriculture sector has witnessed the process casualization of agricultural labour force. This also holds true in case of Marathwada, there were only two attached-annual labourers, one from OBC category and the other was from high caste Hindus. The scheduled castes ceased to exist as attached agricultural labour in rural Marathwada.

Determinants of Employment Pattern in Rural Marathwada: Multinomial Logistic Regression

Table No 7(A) Determinants of Employment Pattern in Rural Marathwada

Employment		B	Std. Error	Wald	df	Sig.	Exp(B)	95% Confidence Interval for Exp(B)	
								Lower Bound	Upper Bound
Casual	Intercept	-19.835	1.296	234.098	1	.000			
Labour	[Social_group=SC]	2.308	.739	9.756	1	.002	10.055	2.363	42.797
	[Social_group=OBC]	.126	.704	.032	1	.857	1.135	.286	4.505
	[Social_group=HCH]	0 ^b	.	.	0	.	.	.	.
	Landl=Landless]	5.232	1.228	18.165	1	.000	187.194	16.879	2076.062
	Landl=Marginal]	-.904	1.312	.475	1	.491	.405	.031	5.299
	Landl=Small]	-17.293	4890.842	.000	1	.997	3.087E-8	.000	.9
	Landl=Medium]	0 ^b	.	.	0	.	.	.	.
	[Ed=Illiterate]	16.440	.972	286.209	1	.000	1.380E7	2054716.774	9.271E7
	[Ed=Primary]	16.866	.966	304.934	1	.000	2.112E7	3180697.641	1.402E8
	[Ed=Secondary]	16.436	.979	281.749	1	.000	1.374E7	2015823.542	9.362E7
	[Ed=Higher Secondary]	17.150	.000	.	1	.	2.807E7	2.807E7	2.807E7
	[Ed=Graduates&Above]]	0 ^b	.	.	0	.	.	.	.
Cultivators and Casual Labour	Intercept	-21.812	1.146	362.422	1	.000			
	[Social_group=SC]	1.225	.478	6.560	1	.010	3.406	1.333	8.699
	[Social_group=OBC]	-.177	.437	.165	1	.685	.837	.355	1.973
	[Social_group=HCH]	0 ^b	.	.	0	.	.	.	.
	Landl=Landless]	2.908	1.303	4.982	1	.026	18.316	1.425	235.350
	Landl=Marginal]	2.826	1.061	7.089	1	.008	16.878	2.108	135.147
	Landl=Small]	.631	1.291	.239	1	.625	1.879	.150	23.582
	Landl=Medium]	0 ^b	.	.	0	.	.	.	.
	[Ed=Illiterate]	19.010	.662	824.306	1	.000	1.803E8	4.925E7	6.601E8
	[Ed=Primary]	18.585	.671	767.394	1	.000	1.178E8	3.163E7	4.387E8
	[Ed=Secondary]	18.997	.643	872.787	1	.000	1.779E8	5.044E7	6.272E8
	[Ed=Higher Secondary]	19.417	.000	.	1	.	2.707E8	2.707E8	2.707E8
[Ed=Graduates&Above]]	0 ^b	.	.	0	.	.	.	.

Non-Farm	Intercept	- .980	1.051	.869	1	.351			
Self Employment	[Social_group=SC]	.446	.753	.351	1	.554	1.562	.357	6.840
	[Social_group=OBC]	1.083	.566	3.660	1	.056	2.954	.974	8.959
	[Social_group=HCH]	0 ^b	.	.	0	.	.	.	.
	Landl=Landless]	4.247	1.011	17.656	1	.000	69.873	9.639	506.490
	Landl=Marginal]	.274	.877	.098	1	.754	1.316	.236	7.333
	Landl=Small]	-.034	1.096	.001	1	.975	.967	.113	8.290
	Landl=Medium]	0 ^b	.	.	0	.	.	.	.
	[Ed=Illiterate]	-1.882	.897	4.396	1	.036	.152	.026	.885
	[Ed=Primary]	-2.075	.912	5.172	1	.023	.126	.021	.751
	[Ed=Secondary]	-1.769	.884	4.005	1	.045	.171	.030	.964
	[Ed=Higher Secondary]	-.775	.984	.620	1	.431	.461	.067	3.171
	[Ed=Graduates&Above]	0 ^b	.	.	0	.	.	.	.
	Non-Farm	Intercept	-20.715	7427.041	.000	1	.998		
Casual Labour	[Social_group=SC]	2.749	.938	8.598	1	.003	15.634	2.489	98.216
	[Social_group=OBC]	1.789	.902	3.938	1	.047	5.986	1.022	35.046
	[Social_group=HCH]	0 ^b	.	.	0	.	.	.	.
	Landl=Landless]	21.956	7427.041	.000	1	.998	3.431E9	.000	.9
	Landl=Marginal]	17.720	7427.041	.000	1	.998	4.960E7	.000	.9
	Landl=Small]	17.498	7427.041	.000	1	.998	3.976E7	.000	.9
	Landl=Medium]	0 ^b	.	.	0	.	.	.	.
	[Ed=Illiterate]	-1.425	1.360	1.097	1	.295	.241	.017	3.462
	[Ed=Primary]	-1.769	1.395	1.609	1	.205	.171	.011	2.624
	[Ed=Secondary]	-1.042	1.338	.607	1	.436	.353	.026	4.853
	[Ed=Higher Secondary]	.490	1.400	.123	1	.726	1.633	.105	25.360
	[Ed=Graduates&Above]	0 ^b	.	.	0	.	.	.	.
	Regular	Intercept	-19.919	1.279	242.411	1	.000		
Salaried	[Social_group=1.00]	1.127	.902	1.558	1	.212	3.085	.526	18.090
	[Social_group=3.00]	-1.254	1.221	1.056	1	.304	.285	.026	3.121
	[Social_group=5.00]	0 ^b	.	.	0	.	.	.	.
	Landl=Landless]	22.401	1.007	494.550	1	.000	5.355E9	7.435E8	3.856E10

Landl=Marginal]	18.377	.000	.	1	.	9.575E7	9.575E7	9.575E7
Landl=Small]	-.026	8769.516	.000	1	1.000	.974	.000	.9
Landl=Medium]	0 ^b	.	.	0	.	.	.	.
[Ed=Illiterate]	-2.841	1.692	2.820	1	.093	.058	.002	1.608
[Ed=Primary]	-1.975	1.504	1.723	1	.189	.139	.007	2.648
[Ed=Secondary]	-1.853	1.488	1.551	1	.213	.157	.008	2.895
[Ed=Higher Secondary]	.238	1.460	.026	1	.871	1.268	.072	22.199
[Ed=Graduates&Above]	0 ^b	.	.	0	.	.	.	.

Notes: a. The reference category is: cultivators

b. This parameter is set to zero because it is redundant.

c. Floating point overflow occurred while computing this statistic. Its value is therefore set to system missing.

N = 287, Nagelkerke Pseudo R-Square Value = 0.708, Model Fitting information - Likelihood Ratio Tests chi-square significance value = 0.000, Classification Table total value = 56.1 Per cent
Source: Authors Calculations

The multinomial log regression analysis was performed to examine the influence of caste, land holding size and education on pattern of employment in rural Marathwada. Thus the dependent variable is pattern of employment which includes self-employment in agriculture (cultivators), casual labourer in agricultural, self-employment and casual labourer in agricultural, non-farm self-employment, non-farm casual labourers, and regular salaried households. Independent variables are social categories like SCs, OBCs, high caste Hindus and land holding variable includes landless, marginal, small and medium farmers. The education categories include illiterate, primary, secondary, higher secondary and graduates & above. The null hypothesis is that there is no significant difference between the null model and final model. The model fitting information shows that as significant value is less than 0.05, it means that null hypothesis is rejected, it means that the final model is fit. The log regression analysis shows that the model as a whole is significant. The likelihood ratio tests which are significant show that caste and land holding have significant impact on the pattern of employment in rural Maharashtra. But the literacy has no significant influence on pattern of employment in rural Maharashtra, so it is not included in the analysis. The Pseudo R square which is between 0 to 1 shows the variation in dependent variable explained by independent variables. If it is 0 it means there is no variation and if it is 1 then there is perfect variation. The Pseudo R square (Nagelkerke value = 0.708) shows that 70.8 per cent variation in dependent variable is explained by the independent variables. The classification table also shows that independent variables classifies 56.1 per cent variations in dependent variable. The log regression analysis shows that relative to cultivators more landless households are likelihood to be in the group of agricultural labourers. The relationship between landless being agricultural labourers was found to be significant. It is also observed that relative to high caste Hindus, more scheduled castes are likelihood to be agricultural labourers than cultivators. The other backward castes and the group of marginal farmers were also more likelihood to fall in the group of agricultural labourers, but this relationship was not significant. The relationship of scheduled castes being the non-farm labour was also significant. Relative to high caste Hindus, more scheduled castes were likelihood to

fall in the category of being non-farm labourers than cultivators. It is also observed that the landless were significantly more likelihood to fall in the group of regular salaried.

Table No. 8 Social Group Wise Days of Employment

Social group		Days of employment			Total
		3 to 6 months	6 to 9 months	9 to 12 months	
SC	Casual Labour in Agri.	15 (38.5%)	23 (59.0%)	1 (2.6%)	39 (100.0%)
	Self Empl. in Agri. & Casual Labour in Agri.	11 (42.3%)	15 (57.7%)	0 (.0%)	26 (100.0%)
	Non- farm Casual Labour	4 (36.4%)	4 (36.4%)	3 (27.3%)	11 (100.0%)
	Total	30 (39.5%)	42 (55.3%)	4 (5.3%)	76 (100.0%)
OBC	Casual Labour in Agri.	4 (30.8%)	8 (61.5%)	1 (7.7%)	13 (100.0%)
	Self Empl. in Agri. & Casual Labour in Agri.	4 (25.0%)	11 (68.8%)	1 (6.2%)	16 (100.0%)
	Non- farm Casual Labour	2 (18.2%)	7 (63.6%)	2 (18.2%)	11 (100.0%)
	Total	10 (25.0%)	26 (65.0%)	4 (10.0%)	40 (100.0%)
GEN	Casual Labour in Agri.	1 (12.5%)	7 (87.5%)	0 (.0%)	8 (100.0%)
	Self Empl. in Agri. & Casual Labour in Agri.	5 (21.7%)	17 (73.9%)	1 (4.3%)	23 (100.0%)
	Non- farm Casual Labour	1 (50.0%)	0 (.0%)	1 (50.0%)	2 (100.0%)
	Total	7 (21.2%)	24 (72.7%)	2 (6.1%)	33 (100.0%)

Source: Primary data collected through field survey, October-March 2020-21.

According to Thorat et. al. (2003, 2010) the wages received by SCs were lower than higher caste casual farm-labourers. Even in non-farm rural sector SC casual labourer received lower wage and man-days of employment than higher castes casual labourers. The present study showed that 72.7 per cent of high caste Hindus casual agricultural workers got 6 to 9 months of employment, whereas 61.5 per cent OBC and 59.0 per cent of the scheduled castes casual agricultural workers got 6 to 9 months of employment. This social difference between days of employment was also observed in case of non-farm casual workers category. Schedule castes non-farm workers (36.4 per cent) got the employment of 6 to 9 months, whereas this number was 63.6 per cent in case of the OBCs. It was also observed that 27.3 per cent of schedule castes and 18.2 per cent of OBC non-farm casual workers got 9-12 months of employment.

Table No. 9 Social Group Wise Wages Per Day

Social group	Employment pattern	Wages Per Day (Rs.)					Total
		100 to 150	150 to 200	200 to 250	250 to 300	300 to 350	
SC	Casual Labour in Agri.	1 (2.6%)	16 (41.0%)	21 (53.8%)	1 (2.6%)		39 (100.0%)
	Self Empl. in Agri. & Casual Labour in Agri.	0 (.0%)	18 (69.2%)	7 (26.9%)	1 (3.8%)		26 (100.0%)
	Non-farm Casual Labour	0 (.0%)	3 (27.3%)	7 (63.6%)	1 (9.1%)		11 (100.0%)
	Total	1 (1.3%)	37 (48.7%)	35 (46.1%)	3 (3.9%)		76 (100.0%)
OBC	Casual Labour in Agri.		3 (23.1%)	10 (76.9%)	0 (.0%)		13 (100.0%)
	Self Empl. in Agri. & Casual Labour in Agri.		7 (43.8%)	9 (56.2%)	0 (.0%)		16 (100.0%)
	Non-farm Casual Labour		3 (27.3%)	6 (54.5%)	2 (18.2%)		11 (100.0%)
	Total		13 (32.5%)	25 (62.5%)	2 (5.0%)		40 (100.0%)
GEN	Casual Labour in Agri.		3 (37.5%)	3 (37.5%)	1 (12.5%)	1 (12.5%)	8 (100.0%)
	Self Empl. in Agri. & Casual Labour in Agri.		13 (56.5%)	9 (39.1%)	1 (4.3%)	0 (.0%)	23 (100.0%)
	Non-farm Casual Labour		0 (.0%)	2 (100.0%)	0 (.0%)	0 (.0%)	2 (100.0%)
	Total		16 (48.5%)	14 (42.4%)	2 (6.1%)	1 (3.0%)	33 (100.0%)

Source: Primary data collected through field survey, October-March 2020-21.

The study found that majority of the scheduled castes casual labourers in agriculture (53.8 per cent) received wages between Rs. 200 to Rs. 250 per day and 41.0 per cent casual agricultural labourers received wages between Rs. 150 to Rs. 200 per day. On the other hand 76.9 per cent of the OBC casual agricultural workers earned wages between Rs. 200 to 250 per day. 54.5 per cent of the OBC non-farm casual labourers earned wages between Rs. 200 to 250 per day and 18.2 per cent earned between Rs. 250 to 300 per day. It is also observed that 63.6 per cent scheduled castes non-farm labourers received wages between Rs. 200 to Rs. 250 per day and 27.3 per cent earned wages between Rs. 150 to Rs. 200 per day. In case of high caste Hindus less number of people worked as farm and non-farm casual workers. The study found that most of the self-employed in agriculture were cultivating farms in the same villages. All of the OBCs and high caste Hindu casual workers in agriculture worked in their villages. In case of scheduled castes 92.3 per cent casual agricultural workers worked in village and others worked outside the village. In non-farm self-employment 80.0 per cent of the scheduled castes employment were in villages and others self-employment were outside villages but within taluqas. In case of OBCs 84.0 per cent households self-employment was located within villages, but some of their presence was also found at district and outside district as well. The same trend was observed in case of high caste Hindus self-employment location. As far as non-farm casual workers employment location was concerned 45.5 per cent of scheduled castes workers worked in village itself and 36.4 workers worked within taluqa and remaining worked within district. In case of high caste Hindus non-farm casual labour employment was within village or taluqa. In case of the OBCs one-fifth of the non-farm workers were observed working out of district. Both the annual farm servants from OBC and high caste Hindu family each were employed in villages itself. Their annual income was Rs. 72,000 each (monthly Rs.

6,000). One regular salaried person from Izora village of Washi, district Osmanabad of scheduled caste family had job in Dubai as supervisor in private sector, and other regular salaried was working in villages. The person working in Dubai had monthly salary of Rs. 30,000. Even regular salaried from high caste Hindus were mostly employed in villages or at taluqa place.

Social Group Wise Pattern of Non-farm Casual Labour Employment

Table No. 10 Social Group Wise Pattern of Non-farm Casual Labour Employment

Social Groups	Non-Farm Casual Labour Employment							Total
	Company Labour	Driver	Construction Labour	Brick kiln Worker	Hotel Work	Fishing	Jinning Worker	
SC	1 (9.1%)	2 (18.2%)	6 (54.5%)	1 (9.1%)	1 (9.1%)	0 (.0%)	0 (.0%)	11 (100.0%)
OBC	1 (9.1%)	0 (.0%)	1 (9.1%)	1 (9.1%)	3 (27.3%)	4 (36.4%)	1 (9.1%)	11 (100.0%)
General	0 (.0%)	1 (50.0%)	0 (.0%)	0 (.0%)	0 (.0%)	0 (.0%)	1 (50.0%)	2 (100.0%)
Total	2 (8.3%)	3 (12.5%)	7 (29.2%)	2 (8.3%)	4 (16.7%)	4 (16.7%)	2 (8.3%)	24 (100.0%)

Source: Primary data collected through field survey, October-March 2020-21.

The present study found less diversification of rural employment in rural Marathwada. Out of 287 households, only 24 (12.8 per cent) household persons were observed to be working in rural non-farm sector as casual workers. The high caste Hindus were less involved in these kind of activities, whereas scheduled castes and OBCs mostly worked as non-farm casual labours. Most of the scheduled caste workers were construction workers (54.5 per cent) and drivers (18.2 per cent). They were also seen working in brick kiln labour, hotel labour etc. The OBCs were found working in fishery sector (36.4 per cent), hotels (27.3 per cent) and some were also engaged in brick koln industry and companies. Thus, more scheduled castes were found working as construction labours, this was not the case of other social group workers. 85.7 per cent of the construction workers were from scheduled caste category, whereas 75.0 per cent hotel workers were from OBCs social group.

Table No. 11 Social Group Wise Non-Farm Self Employment Pattern

Social Group s	Non-Farm Self Employment Pattern											Total
	Shoe Shop	Kirana Shops	Auto Driver	Carpenter	Tailor	Black - Smith	Hair Salon	Bangl e Shops - (Kasar)	Weldin g /Garag e	Flour Mill	Dairy	
SCs	2 (40.0 %)	1 (20.0 %)	2 (40.0 %)	0 (.0%)	0 (.0%)	0 (.0%)	0 (.0%)	0 (.0%)	0 (.0%)	0 (.0%)	0 (.0%)	5 (100.0 %)
OBCs	0 (.0%)	10 (40.0 %)	0 (.0%)	2 (8.0%)	0 (.0%)	1 (4.0 %)	1 (4.0 %)	2 (8.0%)	4 (16.0%)	2 (8.0 %)	3 (12.0 %)	25 (100.0 %)
Gener al	0 (.0%)	7 (63.6 %)	0 (.0%)	0 (.0%)	1 (9.1 %)	0 (.0%)	0 (.0%)	0 (.0%)	0 (.0%)	1 (9.1 %)	2 (18.2 %)	11 (100.0 %)
Total	2 (4.9%)	18 (43.9 %)	2 (4.9%)	2 (4.9%)	1 (2.4 %)	1 (2.4 %)	1 (2.4 %)	2 (4.9%)	4 (9.8%)	3 (7.3 %)	5 (12.2 %)	41 (100.0 %)

Source: Primary data collected through field survey, October-March 2020-21.

The percentage of households reporting cultivation, regular wage employment and salaried or large business was highest among upper castes, followed by OBCs and it was smallest among SCs (Srivastava 1999). The present study clearly reflects the caste based self-employment activities in rural Marathwada. Out of 61 families (21.2 per cent) which were engaged in non-farm self-employment, 25 (61.0 per cent) were OBCs and 11 (26.8 per cent) were high caste hindus. Only 5 scheduled caste families were involved in non-farm self-employment activities. They were doing their traditional business of shoe repairing (40.0 per cent), and owned auto (40.0 per cent). Only one person from scheduled castes was found running tiny grocery shop. In case of OBCs, they were owners of shops in rural areas (40.0 per cent), followed by garage-welding shops (16.0 per cent), dairy (12.0 per cent), bangle shops (kasar) (8.0 per cent), flour mills (8.0 per cent), carpenter (8.0 per cent), black smiths (4.0 per cent) and hair salons (4.0 per cent). Most of the shops in rural areas were kirana shops, in one case it was tiny gold shop owned by OBC family and CSE centre and pan shop were owned by high caste hindu families. High caste hindus were also owners of shops in large number (63.6 per cent), followed by dairy units(18.2 per cent) and flour mills (9.1 per cent). In case of 58.5 per cent self-employment households investment amount was less than 0.5 lakh. While about 30 per cent self-employed households investment amount was between 0.5lakhto 1lakh. All scheduled castes investment in businesses was less than 0.5 lakhs. This proportion was 60.0 per cent in OBCs and 16.7 per cent in high caste hindus. 45.4 per cent high caste hindus and 28.0 per cent hindus investment amount was between 0.5 to 1.0 lakh. Only OBCs and high caste hindus had investment in self-employment more than 2.0 lakhs. 80.5 per cent households self-financed their non-farm self-employment. But in case of scheduled castes all non-farm self-employment were self-financed. 18.2 per cent high caste hindus and 12.0 per cent OBCs received bank loans for self-employment. Friends and relatives were the main sources of credit for OBCs and high caste Hindus.

7. Availability of MGNREGA Employment

The MGNREGA scheme objective is to enhance livelihood security in rural areas by providing at least 100 days of guaranteed wage employment in a financial year to every households whose adult members volunteer to do unskilled manual work. Out of 287 households, 122(42.5per cent) respondent were found registered under MGNREGA scheme. The major issue here is non-availability of MGNREGA work in the villages and the lack of awareness or information about MGNREG to villagers. Most of the scheduled castes have to depend upon MNREGA work for livelihood, but in Marathwada their enrollment in the scheme is less (43.8 per cent). 91.8 per cent of the households (112 out of 122 enrolled) who registered for this scheme have

received job cards.

This flagship employment guarantee scheme in rural Marathwada failed to provide 100 days of employment to the people. People don't know how to demand and get work under this scheme. The study found that only about one-fourth of the surveyed household got employment in MGNAREGA. Out of these 80 per cent of the households got employment of less than 30 days in a year. Only two households reported to have received 100 days of employment, they were from OBC category and high caste hindu household each.

The study showed that most of the people were unaware about the minimum wages to be received under MNAREGA scheme. The study observed the variations in per day wages given to workers, it varied from Rs. 100 to Rs. 350. Most of them received wages between Rs. 150 to Rs. 250. The work that was created under this scheme most of the time it was done by JCBs and the enrolled workers were given lumpsum amount. It is true that the workers wages are deposited in banks but before that withdrawal slips or cheques were taken from workers.

It was more striking that scheduled caste households who worked in MGNREGA, 62.5 per cent reported delay in wages payment. But this delay was less in case of OBC and high caste hindu households. 30.8 per cent OBCs and 35.0 per cent high caste hindu household reported delay in wage payments.

8. Pattern of Migration in Rural Marathwada

Many individuals and families migrate from rural areas for economic reasons as they see no viable option for moving out of poverty. The growth of non-farm employment during early years of 2000s was mainly due to migration of landless workers and marginal & small farmers from agriculture (Abraham 2009). Bhandari and Reddy (2015) found that none of the migrant was involved in self-employment job.

The study found that migration for employment was less as social status increased. There was significance difference in the migration for employment status among scheduled castes and other backward castes and high caste Hindus. It is found that 44.8 per cent of Scheduled Caste family members migrated for employment, this number was 33.9 per cent for OBCs and 24.7 per cent for high caste Hindus. Lack of access to employment opportunities and land has led to high number of migration of scheduled caste family members.

Table No. 12 Social Group Wise Pattern of Employment of Migrated Family

Social Groups	Employment Pattern of Migrated Family				Total
	Casual Labour in Agri.	Casual Labour in Non-farm Sector	Regular Salaried in Private Sector	Regular Salaried in Public Sector	
SC	16 (39.0%)	21 (51.2%)	1 (2.4%)	3 (7.4%)	41 (100.0%)
OBC	9 (29.0%)	11 (35.5%)	4 (12.9%)	7 (22.6%)	31 (100.0%)
HCH	8 (33.4%)	12 (50.0%)	2 (8.3%)	2 (8.3%)	24 (100.0%)
Total	33 (34.4%)	44 (45.8%)	7 (7.4%)	12 (12.4%)	96 (100.0%)

Note: Chi-square Test at Significance level 5 per cent, p value = 0.010 (for migrated and non-migrated status of various social groups).

Source: Primary data collected through field survey, October-March 2020-21.

The study found that most of the family members migration was in non-farm sector as a casual labour (45.8 per cent), followed by the agricultural casual labour (34.4 per cent). Almost half of the scheduled castes and high caste family members migrated in non-farm sector as casual labour, this figure was 35.5 per cent in case of OBCs. It was also found that 39.0 per cent of

Scheduled caste families migrated to work in agriculture sector as casual labour, followed by high caste Hindus (33.4 per cent) and OBCs (29.0 per cent). One-fourth of the migration of OBC family members was as a regular employee in public sector. There was no Scheduled Caste migration in private sector as regular worker. The only person who was regular salaried employee was working outside country in Dubai.

Policy Measures:

Of the three social groups studied scheduled castes, other backward castes and high caste hindus, it was found that scheduled castes were the most vulnerable section of the society in every aspect in rural Marathwada relative to OBCs and high caste hindus. Most of the scheduled castes were below poverty line, having small and kacchha houses. Scheduled castes were mostly landless and depended upon farm and non-farm casual wage employment, they were fewer in farm and non-farm self-employment and regular employment. Migration was also relatively high among scheduled castes for employment and income earnings. The land rental market was found almost non-existence in rural Marathwada. To augment the operational holdings of small and marginal farmers, the process of land lease in and lease out should be eased & small, marginal and landless farmers, agricultural labourers should be encouraged to lease in land and large farmers be encouraged to lease out land. As most of the scheduled castes were landless, government should purchase the saleable land in rural area and it should be made available to scheduled castes landless agricultural labourers with priority. Also, collective farming on the government land or common land by poor scheduled castes agricultural labourers can ease their employment problems. The land reforms along with rural rapid industrialization can play an important role in generating employment in rural Marathwada. The almost non - existence of non-farm self-employment among scheduled castes in rural Marathwada is a matter of serious concern. Giving access to credit and encouraging self-employment activities in partnership with other social group members can be an important initiative. Another important observation of the study is non-existence of scheduled caste employment in rural non-farm regular employment sector. Even their migration in non-farm sector was mostly as construction workers. Affirmative policies must be implemented to encourage scheduled castes participation in private non-farm sector. The employment guarantee schemes must be implemented efficiently in rural areas and the role of Panchayat Raj Institutions is important spreading awareness and making work available under the scheme. To implement minimum wages act in agricultural sector, there is a need to have machinery including labour officer to enforce minimum wage act in rural areas.

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